

ALDERWASLEY HALL SCHOOL & SIXTH FORM

part of the SENAD Group

The SENAD Group

Section 5 SCHOOL AND CHILDREN'S HOME CHILD PROTECTION AND SAFEGUARDING POLICY

Site Specific: **Alderwasley Hall School and Sixth Form**

The Golden Rule is if in doubt report it!

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Remember: **If you are not sure ask a manager or the Senior on Duty or contact notify@senadgroup.com if you cannot get an answer**

Alderwasley Hall School **ABC** Procedure

This policy will provide a safeguarding framework for Alderwasley Hall School and Sixth Form and allied Children's Home which is inspected by Ofsted and is within the Derby and Derbyshire Safeguarding Children Partnership area.

ALL staff will follow our ABC procedure where

A child makes a disclosure or you have a concern

A YOU WILL...

- Make the child safe
- Report to the Senior on Duty **immediately**. Do **NOT** delay!
- Complete a Safeguarding Form and give to the Senior on Duty (SonD) you've reported to:
- **Remember:**
 - Keep it confidential
 - No leading questions
 - Reassure the child
 - Don't promise confidentiality
 - Wind down conversation
 - Do not discuss with others (staff, parents, etc.)

B THE MANAGER YOU REPORTED TO WILL...

- Make sure the child is safe
- Clarify the information
- Formulate a plan of action
- Refer to a Designated Safeguarding Lead (DSL)

Remember: **If you are not sure ask a manager or the Senior on Duty or contact notify@senadgroup.com if you cannot get an answer**

C THE DESIGNATED SAFEGUARDING LEAD WILL...

- Decide if they can deal with the situation, consulting with the other Designated Safeguarding Leads.

If they can they will:

- Fact find the matter further.
- Put in place any necessary actions.

If they can't they will:

- Refer to Derbyshire safeguarding team as well as the placing authority of the young person
- If the concerns refer to a position of trust issue then contact the Local Authority Designated Officer
- Follow recommendations from the LADO and may investigate further.
- Inform the Head Teacher and other Designated Safeguarding Leads

The Designated Safeguarding Leads will also:

- Keep a record of all communications, actions and events
- Inform the relevant social worker
- Inform parents (unless the allegation is against them).
- Feedback as appropriate to **the Child, A** (You) and **B** (the Manager you reported to) where appropriate

Contacts within Alderwasley Hall School and Sixth Form:

- Karen Tatham DSL – Head of Care/Safeguarding Lead 07702 564246
- Paul Burrows DSL - Deputy Head/ Designated Deputy 07714 172431
- Sara Forsyth DSL - Head Teacher/Designated Deputy 07702 202775
- Emma Illingworth DSL - Head of Therapies 07808 768513
- Lesley Mawbey DSL – Registered Manager (US) 07702 564251
- Bernardo Vega DSL – Assistant Head (US) 07595 071885
- Edward Michell DSL - Assistant Head (LS) 07523 513712
- Sarah Askew DSL - Wellbeing Officer (LS) 01629 822586 or 07894 568346
- Lisa Robinson DSL - Wellbeing Officer (US) 01629 823364 or 07519 115345

Remember: **If you are not sure ask a manager or the Senior on Duty or contact notify@senadgroup.com if you cannot get an answer**

Contacts at SENAD level:

- **Brian Lock** SENAD DSL – Group Quality Improvement Manager 07872 501965
- **Dr Mark Flynn** SENAD DSL - Chief Operations Officer 01332 378840 or 07719 940613

You **always ask two questions:**

Q1: Is the young person safe right now?

If Yes – then KEEP the young person safe

If No – then MAKE THEM SAFE from harm right now!

Q2: Who do you need to tell about this?

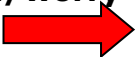

If you're an adult working with the young person

- ✓ then report it to the Safeguarding Lead in line with the flowchart
- ✓ use the email senad.concerns@senadgroup.com

If you're the DSL/Manager – then report it using the flowchart

- ✓ **Notify the senior on duty**
- ✓ **Notify the Derbyshire Starting Point team on: 01629 533190**
- ✓ **Notify the Duty Team of the young person's Local Authority**
- ✓ **Notify the parents**
- ✓ **Notify Ofsted (if it meets the threshold)**
- ✓ **ADD this to the casefile records – WRITE IT DOWN**

The Golden Rule is if in doubt report it!

| A - Person identifying concern/worry  | B - Senior on Duty  | C - Senior Manager/Senior on call/Registered Manager/Designated Safeguard Lead |
|---|---|---|
| <p>Identify Concern</p> <ul style="list-style-type: none"> • If you have a feeling something isn't right • A student tells you something • You have made an observation • You have heard something • Another adult has told you something <p>What do I do?</p> <ul style="list-style-type: none"> • Is the student safe? • Is medical attention needed? • What is the impact on the student? • Is it serious and very urgent? <p>Inform</p> <ul style="list-style-type: none"> • INFORM IMMEDIATELY senior on duty (or as soon as safely possible but within 2 hours) <p>Record - Safeguarding Form 506.1 (kept in house & school offices)</p> <ul style="list-style-type: none"> • How concern came to light • Names of all involved • What action taken • What the student has communicated/wants/feels • Any other relevant information <p>This must be completed immediately of the incident occurring</p> | <p>Analysis</p> <p>Is the student safe? Consider</p> <ul style="list-style-type: none"> • What immediate actions need to be taken • The impact on the student • Contact with parents/carers • Impact on other students and or staff involved • Impact on the students' day to day care <p>Inform</p> <ul style="list-style-type: none"> • If student is not safe inform senior staff IMMEDIATELY • If an allegation is against a senior staff member (Head/RM) inform Dr Mark Flynn or Brian Lock <p>Record</p> <p>Ensure all relevant sections of the Safeguarding Form 506.1 are complete</p> <ul style="list-style-type: none"> • All actions taken • Any further actions • Enter information on to CPOMs with staff member who has raised the concern within 30 minutes of the incident occurring • Place the form in the "Safeguarding" tray in the reception office | <p>Decision Making</p> <p>Ensure immediate safety of the student</p> <p>External Agency support</p> <p>Contact:</p> <ul style="list-style-type: none"> • Health Service • Social Care • Local Safeguarding Children's or Adults Team • Police • LADO • Ofsted (if residential) <p>Internal safeguarding routes:</p> <ul style="list-style-type: none"> • Monitor well-being • Bullying - follow policy and procedure • Complaints - follow policy and procedure • Child Protection - refer to Social Care • Non-referred SG incident – complete internal investigation report • Notify SENAD <p>Record</p> <p>Review written Safeguarding Form 506.1</p> <ul style="list-style-type: none"> • All actions taken • Any further actions • Review CPOMs entry <p>Conclusion</p> <ul style="list-style-type: none"> • Ensure student gets appropriate feedback - record • Ensure staff receive feedback – via CPOMs • Record on central register – held by named person • Store records on relevant files |

OUR SAFEGUARDING TEAM ARE:



Karen Tatham
Head of Care & Registered Manager (Lower Site)
Designated Safeguarding Lead



Sara Forsyth
Headteacher
Deputy Designated Safeguarding Lead (Upper Site)



Paul Burrows
Deputy Headteacher
Deputy Designated Safeguarding Lead (Lower Site)



Emma Illingworth
Head of Therapies



Lesley Mawbey
Registered Manager
(Upper Site)



Edward Michell
Assistant Headteacher
(Lower Site)



Sarah Askew
Wellbeing Officer
(Lower Site)



Lisa Robinson
Wellbeing Officer
(Upper Site)



Bernardo Vega
Assistant Headteacher
(Upper Site)

Our Head Office staff who link with safeguarding are **Brian Lock** and **Mark Flynn**.
They can be contacted at The SENAD Group, 1 St George House, Vernon Gate, Derby DE1 1UQ Telephone: 01332 378840

The Golden Rule is if in doubt report it!

Escalating a Concern

If you have a concern, speak to a manager as soon as possible. You can also contact the senior on call to discuss your concerns.

Please check the rota or with the senior on duty to find out who is on call.

If you have spoken to the Alderwasley Safeguarding Team and you are still not happy with how your concern has been dealt with, you can escalate your concern to **Mark Flynn, Chief Operations Officer:** 01332 378840 / 07719 940613 | mark.flynn@senadgroup.com or **Brian Lock, Quality Improvement Manager:** 07872 501 965 | brian.lock@senadgroup.com or use notify@senadgroup.com

If your concerns have not been resolved through SENAD you can contact Derbyshire safeguarding team on 01629 533190 or www.derbyshire.gov.uk/startingpoint

Finally, your concern can be raised with

- **Ofsted:** 0300 123 3155 (Monday to Friday from 8.00am to 6.00pm) | whistleblowing@ofsted.gov.uk | WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD or with
- **The Children's Commissioner:** 0800 528 0731 | advice.team@childrenscommissioner.gsi.gov.uk
- Additionally, adults can also call the **NSPCC child protection helpline: 0808 800 5000** and children can call **Childline: 0800 1111.**

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1. Alderwasley Hall School Policy

1.1 Our Responsibilities

Alderwasley Hall School and Children's Home fully recognises its responsibilities for Child Protection and Safeguarding, this Policy sets out how the School will deliver these responsibilities. This is an overarching policy.

'Child', as written in this policy, is a child until 18 and is of statutory school age.

A 'vulnerable adult' as written in this policy is so defined as still in the setting and who is, or may be, in need of community care services by reason of mental or other disability, age, or illness, who is unable to take care of him/herself, or unable to protect him/herself from significant harm or exploitation.

This policy should be read in conjunction with:

- **"Working Together to Safeguard Children 2018"** which is statutory guidance to be read and followed by all those providing services for children and families, including those in education.
- **"Keeping Children Safe in Education (2020)"** which is the statutory guidance for Schools and Colleges.
- **"What to do if worried a child is being abused"** (March 2015)
- **"Information Sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers"** (July 2018)
- **"The Prevent Duty Departmental, advice for Schools and child care providers"** (June 2015).
- **"Sexual Violence and Sexual Harassment in Schools/Colleges between children" (December 2017)**

Furthermore, we will follow the procedures set out by the Derby and Derbyshire Safeguarding Children's Partnership

In accordance with the above procedures, we carry out an annual audit of our Safeguarding provision (S175 Safeguarding Audit, which is a requirement of the Education Act 2002 & 2006) a copy of which is sent to the Local Authority Safeguarding Team.

This policy and procedure applies to **all** employees, residential staff, education staff, relief support staff, agency support workers, catering and estates staff, administration and management teams or any other person working on behalf of SENAD Group.

1.2 Our Principles

Safeguarding arrangements at **Alderwasley Hall School and Children's Home** are underpinned by five key principles

- 1) Safeguarding is everyone's responsibility: all staff, (Central Office Team, peer school staff and Volunteers) should play their full part in keeping children (includes vulnerable adults) safe;
- 2) We will aim to protect children using national, local and school child protection procedures;
- 3) *That all staff and volunteers have a clear understanding regarding abuse and neglect in all forms; including how to identify, respond and report. This also includes knowledge in the process for allegations against professionals. Staff, (including Proprietor staff and volunteers) should feel confident that they can report all matters of Safeguarding in the school or home where the information will be dealt with swiftly and securely, following the correct procedures with the safety and wellbeing of the children in mind at all times.*
- 4) We aim to work in partnership and have an important role in multi-agency safeguarding arrangements as set out by **Working Together 2018**.
- 5) That we operate a child-centred approach: a clear understanding of the needs, wishes, views and voices of children.

1.3 Our Policy

There are 7 main elements to our policy, which are described in the following sections:

- i. The types of abuse that are covered by the policy;
- ii. The signs of abuse that all staff (including proprietor staff and volunteers) should look out for;
- iii. Roles and responsibilities for Safeguarding;
- iv. Expectations of staff

- v. Staff (including proprietor staff and volunteers) with regard to Safeguarding, and the procedures and processes that should be followed, including the support provided to children ;
- vi. How the school will ensure that all staff, (including proprietor staff and volunteers) are appropriately trained, and checked for their suitability to work within the school including receiving regular updates and undertaking annual whole school training in safeguarding.; and
- vii. How the policy will be managed and have its delivery overseen.

Through implementation of this policy we will ensure that our school/home provides a safe environment for children and vulnerable adults to learn and develop. We will cross reference to other policies relevant to our safeguarding in the school/home and make reference to them in this policy where relevant.

2. Types of Abuse

2.1 Children who may require early help

All staff, including proprietor staff and volunteers working within the school must be alert to the potential need for early help for children, considering following the procedures identified for initiating early help (section 5.5.1) for a child who:

- Is disabled and has specific additional needs.
- Has special educational needs.
- Is a young carer.
- Is showing signs of engaging in anti-social or criminal behaviour.
- Is in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health, domestic violence; and/or
- Is showing early signs of abuse and/or neglect.
- Is showing signs of displaying behaviour or views that are considered to be extreme
- Sexual language/conduct that is atypical of normal child development
- May be exposed to drug running as part of County Lines
- Is at risk of modern slavery, trafficking, exploitation, radicalised

- May be exposed to family circumstances that may expose them to FGM or 'unorthodox treatment' of their autism, learning disability
- Is misusing drugs or alcohol themselves
- Frequently going missing/goes missing from our children's home or from their family's' home
- Is a young carer or in their family home is looked after by a young carer
- Not attending school or are at risk of exclusion from school
- Not in education, training or employment after the age of 16 (NEET)

These children are therefore more vulnerable; this School/College will identify who their vulnerable children are, ensuring all Staff and Volunteers know the processes to secure advice, help and support where needed.

In SENAD Schools, ALL of our children and young people are judged to be vulnerable. **We therefore assume we MUST protect at ALL times.**

2.2 Child Abuse

In relation to children safeguarding and promoting their welfare is defined as;

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

There are four types of child abuse as defined in '**Working Together to Safeguard Children' (2018)** which is defined in **the 'Keeping Children Safe in Education Statutory Guidance 2020'** as:

- **Physical Abuse** - may involve hitting, shaking, throwing, poisoning, burning/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** - is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children 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 the 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 cyber bullying), 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, though it may occur alone.

- **Sexual Abuse** involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact or non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males; women can also commit acts of sexual abuse, as can other children.
- **Neglect** is 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. It may include a failure to:
 - Provide adequate food, clothing and shelter.
 - 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.
 - Respond to a child's basic emotional needs

Bullying and forms of bullying on and off-line including prejudice based and Cyber Bullying is also abusive which will include at least one, if not two, three or all four, of the defined categories of abuse **[Refer to the School Bullying Policy 502]**.

2.3. Specific Safeguarding Issues

Alderwasley Hall School and Children's Home will ensure their staff, along with proprietor staff and volunteers, are familiar with; having processes in place to identify, report, monitor and which are included within teaching and social care:

- Bullying including cyber bullying
- Child Sexual Exploitation (CSE) and as defined by Working Together 2018
- Domestic Violence
- Drugs
- Fabricated or induced illness (by the parents and/or the child)
- Faith abuse
- Female Genital Mutilation (FGM)
- Forced Marriage
- Gangs and Youth Violence
- Gender based violence/Violence against women and girls (VAWG)
- Hate
- Coercion into drug trafficking (known as County Lines)
- Islamophobia or views against other religious denominations or other groups (e.g. Goths etc.)
- Phobia against LGBTQ+ community
- Mental Health
- Private Fostering (being aware of such arrangements)
- Preventing Radicalisation
- On line abuse/Sexting
- Teenage Relationship abuse
- Trafficking
- Missing children and vulnerable adults
- Child sexual abuse within the family
- Violence (physical and/or verbal) within the family
- Poor parenting within the family, including absence of appropriate supervision within the family setting
- Private fostering arrangements that are not registered

3. Signs of Abuse

3.1 Physical Abuse

Most children and young adults will collect cuts and bruises and injuries, and these should always be interpreted in the context of the child's medical / social history, developmental stage and the explanation given. Most accidental bruises are seen over bony parts of the body, e.g. elbows, knees, shins, and are often on the front of the body. Some children, however, will have bruising that is more than likely inflicted rather than accidental.

Important indicators of physical abuse are bruises or injuries that are either unexplained or inconsistent with the explanation given; these can often be visible on the 'soft' parts of the body where accidental injuries are unlikely, e.g. cheeks, abdomen, back and buttocks. **A delay in seeking medical treatment when it is obviously necessary is also a cause for concern.** The physical signs of abuse may include:

- Unexplained bruising, marks or injuries on any part of the body.
- Multiple bruises- in clusters, often (but not only) on the upper arm, outside of the thigh.
- Cigarette burns.
- Human bite marks.
- Broken or fractured bones.
- Scalds, with upward splash marks.
- Multiple burns with a clearly demarcated edge.

Changes in behaviour that can also indicate physical abuse:

- Fear of parents, guardians, foster carers, grandparents being approached for an explanation.
- Aggressive behaviour or severe temper outbursts.
- Flinching when approached or touched.
- Reluctance to get changed, for example in hot weather.
- Depression.
- Withdrawn behaviour.
- Running away from home (absconding)

3.2 Emotional Abuse

Changes in behaviour which can indicate emotional abuse include:

- Neurotic behaviour e.g. sulking, hair twisting, rocking.
- Being unable to play.
- Fear of making mistakes.
- Sudden speech disorders.
- Self-harm.
- Fear of parent being approached regarding their behaviour.
- Developmental delay in terms of emotional progress.

3.3 Sexual Abuse

It is recognised that there is underreporting of sexual abuse with in the family. School and children's home staff, along with the proprietor's staff and volunteers should play a crucial role in identifying / reporting any concerns that they may have through, for example, the observation and play of younger children and understanding the indicators of behaviour in older children which may be underlining of such abuse.

All staff, proprietor staff and volunteers should be aware that adults, who may be men, women or other children, who use children to meet their own sexual, needs abuse both girls and boys of all ages. Indications of sexual abuse may be physical or from the child's behaviour. In all cases, children who tell about sexual abuse do so because they want it to stop. It is important, therefore, that they are listened to and taken seriously.

The physical signs of sexual abuse may include:

- Pain or itching in the genital or rectal area.
- Bruising or bleeding near genital or rectal area.
- Sexually transmitted disease/infection (STD/STI).
- Vaginal discharge or infection.
- Stomach pains.
- Discomfort when walking or sitting down.
- Pregnancy.

Changes in behaviour which can also indicate sexual abuse include:

- Sudden or unexplained changes in behaviour e.g. becoming aggressive or withdrawn.
- Fear of being left with a specific person or group of people.
- Having nightmares.
- Running away from home.
- Sexual knowledge which is beyond their age, or developmental level.
- Sexual drawings or language.
- Bedwetting.
- Eating problems such as overeating or anorexia.
- Self-harm or mutilation, sometimes leading to suicide attempts.
- Saying they have secrets they cannot tell anyone about.
- Substance or drug abuse.
- Suddenly having unexplained sources of money or expensive possessions (e.g. toys, computers, phones, bicycle, branded clothes).
- Not allowed to have friends (particularly in adolescence).
- Attachment to certain adults based on their characteristics.
- Acting in a sexually explicit way towards adults.

Sudden or unexplained changes in behaviour e.g. becoming aggressive or withdrawn

- Fear of being left with a specific person or group of people
- Having nightmares
- Running away from home
- Sexual knowledge which is beyond their age, or developmental level
- Sexual drawings or language
- Bedwetting
- Eating problems such as overeating or anorexia
- Self-harm or mutilation, sometimes leading to suicide attempts
- Saying they have secrets they cannot tell anyone about
- Substance or drug abuse
- Suddenly having unexplained sources of money
- Not allowed to have friends (particularly in adolescence)
- Acting in a sexually explicit way towards adults.

3.4 Neglect

It can be difficult to recognise neglect, however its effects can be long term and damaging for children. The physical signs of neglect may include:

- Being constantly dirty or 'smelly'.
- Constant hunger, sometimes stealing food from other children.
- Losing weight, or being constantly underweight.
- Inappropriate or dirty clothing.

Neglect may be indicated by changes in behaviour which may include:

- Mentioning being left alone or unsupervised.
- Mentioning not having enough to eat and/or drink when genuinely hungry and/or thirsty
- Not having many friends (or only having digital on line friends).
- Complaining of being tired all the time.
- Not requesting medical assistance and/or failing to attend appointments.

3.5 Specific Safeguarding Issues

In understanding the signs and indicators of specific issues listed earlier in this policy Schools and Colleges can access broad Government guidance and more importantly access local procedures, strategies and tools through <http://derbyshirescbs.proceduresonline.com/index.htm>

This school/home will incorporate signs of abuse and specific safeguarding issues on safeguarding into briefings, Staff Induction Training, and ongoing development training for all staff (including proprietor staff and volunteers)

3.6 Prevent Duties

The school and children's home will ensure all staff including volunteers adhere to their duties in the Prevent guidance 2015 to prevent radicalisation. The Head Teacher and the Chief Operations Officer of the Proprietor will:

- Establish or use existing mechanisms for understanding the risk of extremism
- Ensure staff understand the risk and build capabilities to deal with issues arising
- Communicate the importance of the duty
- Ensure all staff (including proprietor staff and volunteers) implement the duty

Alderwasley Hall School and Children's Home will respond to any concern about **Prevent as a Safeguarding concern and will report in the usual way using local Safeguarding Procedures**. We will seek to work in partnership, undertaking risk assessments where appropriate and proportionate to risk, building our children's resilience to radicalisation.

Alderwasley Hall School and Children's Home is committed to providing effective filtering systems and this will include monitoring the activities of children when on-line in the school/home. We will make referrals into CHANNEL where the risk is identified and the pupil/student may need de radicalisation.

Alderwasley Hall School and Children's Home will use the relevant forms and monitoring systems to record any concerns, keeping records which will be treated as a Child Protection Record, storing them as appropriate.

3.7 Child Sexual Exploitation

Risk factors may include;

- Going missing
- Engagement in offending
- Disengagement from education
- Using drugs or alcohol
- Unexplained gifts/money
- Repeat concerns about sexual health
- Decline in emotional wellbeing

All suspected or actual cases of CSE are a Safeguarding concern in which Child Protection procedures will be followed; this will include a referral to the police. If any staff are concerned about a pupil, they will refer to the Safeguarding Designated Lead/s within the school and actions taken relevant to the activity.

3.8 Female Genital Mutilation (child protection)

The school/home recognises and understands that there is a now a mandatory reporting duty for all teachers (and care staff) to report to the police where it is believed an act of FGM has been carried out on a girl under 18 in the UK. **Failure to do so may result in disciplinary action being taken.**

All suspected or actual cases of FGM are a Safeguarding concern in which safeguarding procedures will be followed; this will include a referral to the

police. If any staff are concerned about a pupil, they will refer to the Safeguarding Designated Lead/s within the school unless there is a good reason not to do so.

Signs may include;

- Days absent from school
- Not participating in Physical Education
- In pain/has restricted movement/frequent and long visits to the toilet/broken limbs
- Confides that she is having a special procedure, cut or celebration
- Unauthorised and or extended leave, vague explanations or plans for removal of a female in a high-risk category* especially over the summer period
- Plans to take a holiday which may be unauthorised, unexplained or extended in a country known to practice FGM

**parents from a country who are known to practice FGM*

See also 506.5 FMG Multi-Agency Practice Guidelines

3.9 Allegations of abuse against other children/Peer on Peer abuse (child protection)

We recognise that some children abuse other children or their peers; therefore, the reasons for this are complex and are often multi-faceted. We understand that we need as a school to have clear mechanisms and procedures in place to identify and report incidents or concerns. We aim to reduce this behaviour and any related incidents with an expectation to eliminate this conduct in the school/college.

Peer on peer abuse is a safeguarding concern and will require a discussion with the Designated Safeguarding Lead who will seek advice from agencies and professionals including reference to the Safeguarding procedures as outlined by the local authority.

This may mean a referral into the Police and Social Care. The school/home will consider and may apply the disciplinary policy. The school/home will offer support to a victim.

We recognise peer on peer abuse can take some of these forms;

- Language seen as derogatory, demeaning, inflammatory;
- Unwanted banter;

- Sexual harassment;
- Sexual Violence;
- Hate;
- Homophobia, including that based on transgender dynamics;
- Based on gender differences and orientation (LGBTQ+);
- Based on difference, including religious and cultural diversity.

We will pay adherence to the guidance 'Sexual Violence and Sexual Harassment in Schools/Colleges between Children (May 2018)' and have a strategy in the school to identify, report and respond to any issues/incidents raised. We aim to challenge this type of abuse. We also aim to use approaches in the curriculum to address and tackle peer on peer abuse.

We have anti-bullying strategies, behaviour support policies and Equality and Diversity policies, as well as a taught PSHE curriculum.9 (Policies 502, 515 and 516 and 408)

3.10 The sending of indecent images from one person to another through Digital Media Devices

Alderwasley Hall School and Children's Home accepts that this is a safeguarding concern and one that is increasing which requires a robust response. We will seek advice from agencies and professionals acknowledging that there are both national and local guidance that we need to adhere to in order to tackle the concerns and work in partnership with our agencies. (See also Policies 421, 510). We will refer to:

- "Sexting in Schools & Colleges: Responding to incidents & safeguarding young people" UK Council for child internet safety
- The DfE guidance 2018 on Searching Screening and Confiscation Advice for Schools

3.11 Private Fostering

If a child or young person is under18 and living with a family member, other than immediate family or friends for longer than 28 days this is then seen as a Private Fostering Arrangement (PFA). This does not have to be continuous; if a child/young person is staying with family members or friends that add up to 28 days or longer in any period of time this may then be seen as a Private Fostering Arrangement.

If such an arrangement is seen as occurring, this MUST be reported to the School's Designated Safeguarding Lead Officer and policy 512 followed.

3.12 The criminal exploitation of children: County Lines

Signs which may indicate criminal exploitation:

- Persistently going missing from school or home and / or being found out-of-area;
- Unexplained acquisition of money, clothes, or mobile phones
- Excessive receipt of texts /phone calls
- Relationships with controlling /older individuals or groups
- Leaving home / care without explanation
- Suspicion of physical assault /unexplained injuries
- Parental concerns
- Carrying weapons
- Significant decline in school results / performance
- Gang association or isolation from peers or social networks
- Self-harm or significant changes in emotional well-being

Criminal exploitation of children is a safeguarding concern and will require a discussion with the Designated Safeguarding Lead who will seek advice from agencies and professionals; including, reference to the Safeguarding procedures as outlined by the local authority. This will mean a referral to the Police and Social Care. The school/college will offer support to a victim.

3.13 Carrying knives/offensive Weapons & Gang Culture

Bringing and carrying a knife/offensive weapon onto school premises is a criminal offence and immediate action will be taken by calling the police and informing the informed.

If a member of staff suspects a pupil/resident being involved in gang culture, this is a safeguarding concern and will require a discussion with the Designated Safeguarding Lead who will seek advice from agencies and professionals including reference to the Safeguarding procedures as outlined by the local authority. The pupil/student may be an exploited child and victim to which the school will offer support.

4 Safeguarding Roles and Responsibilities

4.1 All Staff, including proprietor's staff and Volunteers have responsibility for the following:

- Being aware of the Derby and Derbyshire Safeguarding Procedures, <http://derbyshirescbs.proceduresonline.com/index.htm> and ensuring these procedures are followed;
- Listening to, and seeking out, the views, wishes and feelings of children and young people, ensuring in this that the child's voice is heard and referred to;
- Knowing who the School/Home's Designated Lead/Teacher(s) for Safeguarding are and the relevant links for CIC (Child in Care/Looked After Children), SEN and Anti- Bullying including who is the proprietor link for child protection and safeguarding;
- Being alert to the signs of abuse, including specific issues in safeguarding and their need to refer any concerns to the Safeguarding Designated Lead(s) in the school or home;
- To be aware of the 'Allegations Against Professionals' - LADO procedures and feel confident in been able to use them including how to report concerns about other staff and the setting;
- That any concerns any staff have about a Head Teacher/Principal/Proprietor should be referred to the Chief Operations Officer or his nominated deputy or the Chief Executive Officer.
- To be aware of Whistle Blowing procedures and where to obtain further information, advice and support as set out in SENAD policy guidance on Whistle blowing
- Being aware of the 'Guidance for Safer Working Practices when working with Children and Young People in education settings, 2017', relevant sections of 'KCSIE 2020' and local procedures for 'Safer Working Practices' as set out in SENAD HR and recruitment policies.
- Ensuring that their Child Protection training is up to date, undertaking refresher/update training at least annually;
- Sharing information and working together with agencies to provide children and young people with the help and support they need;

- Supporting pupils who have been abused in accordance with his/her Child Protection Plan;
- Seeking early help where a child and family would benefit from co-ordinated support from more than one agency (e.g. education, health, housing, police) to prevent needs escalating to a point where intervention would be needed via a statutory assessment;
- If at any time it is considered that the child may be a 'Child in Need' as defined in the Children Act 1989; or that the child has suffered significant harm or is likely to do so, a referral is made to Local Authority Children's Social Care;
- If staff, including proprietor staff and volunteers have concerns regarding a child they should raise these with the Designated Safeguarding Lead(s) who will normally decide take the next step, (however, any member of staff, proprietor staff or volunteer in a school/home can make a referral);
- If they feel unclear about what has happened to their concerns following a referral they can enquire further and obtain feedback;
- All staff (including proprietor staff and volunteers) are aware of the Derby City and Derbyshire Safeguarding Children Board's Escalation Policy and Process, which may be followed if a staff member fears their concerns have not been addressed, and of the Confidential Reporting Code (Whistle Blowing 2015). www.derbyshirescb.org.uk
- To recognise the new requirements on Children Missing From Education and particularly those where it is believed a child/children may be leaving the country;
- To refer and adhere to Children Missing from Education (CME) processes and procedures as set out by national and local guidelines on all children where there is a concern they may be missing or who are missing.
- Recognising that home educated children can be more vulnerable than other children and with regard to the motivations of the intention to home educate. Therefore, recognising the responsibilities the school/home has to those who are thinking about or who are about to home educate, including those who have been removed from a school/children's home roll with a view to home educate;
- Recognising that looked After Children and care leavers are more vulnerable than other children, often having poorer educational

- outcomes; therefore, ensuring their wellbeing, safety and welfare, helping them to reach their potential which includes the looked after child who is moving on. The school will also ensure that care leavers are supported with pathways including liaison with the local authority where a personal advisor will be appointed;
- All staff (including proprietor's staff and volunteers) recognise their roles and responsibilities under SEN that those children/vulnerable adults in the setting may not be able to recognise abuse, abusive situations or protect themselves from significant harm and exploitation;
 - Recognising the needs of young carers in that they can be more vulnerable or placed at risk. Therefore, being able to identify young carers and ensure they are supported to help reach their potential with an understanding that staff and volunteers will need to refer into early help social care services for an assessment of their needs;
 - All staff (including proprietor's staff and volunteers) are aware of the Private Fostering Arrangement Policy and have an understanding of host families (Annex E KCSIE September 2020) and recognising they have a duty to notify the local Children's Social Care department if it is thought or known that a child or young person may be privately fostered or subject to a host family arrangement which is unclear or ambiguous;
 - All staff (including proprietor's staff and volunteers) are aware of extremism, which include the signs of, alerts to concerning behaviours, and ideologies considered to be extreme; as well as having an understanding of the British Values Agenda. This will include attendance at training on either Prevent/Wrap or training considered sufficient by the local authority which fulfils the requirements of the prevent Duty for schools/colleges;
 - All staff (including proprietor's staff and volunteers) know about Prevent duties and will report any concerns to the Safeguarding Designated Lead in the school who has responsibilities under Prevent to take action, offer advice and support which may include a referral into Channel using the case pathway process;
 - All staff (including proprietor's staff and volunteers) should recognise that children are capable of abusing other children or their peers, working to reduce and eliminate such behaviour in their setting.
 - This school and children's home recognises the importance of learning from national and local Serious Case Reviews and Thematic Learning

Reviews. We are aware of the impact this has on how we carry out our safeguarding and child protection responsibilities and roles.

- All Staff / anyone who has contact with a child or young person including volunteers should recognise what is child sexual exploitation and trafficking and know that they should seek advice and how to report any issues / incidents:
- All Staff / anyone who has contact with a child or young person including volunteers should recognise a child may be criminally exploited or involved in gang culture and should seek advice and report any issues /incidents;
- When using reasonable force this is in line with national guidelines and takes into account individual pupil needs and risk management /care plans and in particular with regard to SEND;
- All Staff / anyone who has contact with a child or young person including volunteers should recognise homelessness and the impact of the pupil facing homelessness, or who is homeless.

4.2 Proprietors and School Leadership are responsible for:

- Taking **leadership responsibility for the school and children's home safeguarding and child protection arrangements** and that they are up to date with emerging issues in safeguarding and recognise the strategies by the Local Authority in trying to keep children safe;
- Ensuring that **we have a nominated link Proprietor senior manager** for child protection and safeguarding who can also provide a link to the Local Authority on matters of safeguarding in their school / children's home liaising with other partners and agencies;
- **Ensuring that we have a lead Safeguarding Designated Lead(s)** for child protection, appointed from the Senior Management Team and one who oversees and line manages the activities and the activities of all other leads in the school/children's home.
- The **number of DSL's needs to be sufficient in number** depending upon the size and demands of the school and children's home. That the DSL's are fully equipped to undertake the safeguarding role and that they have access to the appropriate training and that has updates at least annually and with certified training very two years.

- That a Designated Safeguarding Lead is on **the premises and available during education day.**
 - **Where a DSL is not available during social care time, there is DSL cover on-call in place.** Therefore, ensuring there is cover at all times for staff to have a clear pathway for raising concerns and in a timely way;
- Ensuring that **appointed Designated Safeguarding Leads are fully equipped with the knowledge and skills** to carry out the role and have access to appropriate regular training to help them keep up to date;
 - We have an **appointed teacher/manager and registered manager in the children's home who is responsible for looked after children who understands his/her safeguarding responsibilities** and is fully aware of the Local Safeguarding procedures and the school's procedures for reporting, responding and recording child protection concerns;
 - That there are **procedures** in place in **handling allegations against staff or volunteers** and any concerns staff and volunteers have (including concerns about the setting) are brought to the attention of the Local Authority Designated Officer (formally known as Designated Lead LADO) in every case;
 - That all staff, (including volunteers and frequent visitors) who will be working in the school/children's home are **given a mandatory induction** which includes knowledge regarding abuse, neglect, specific safeguarding issues and familiarisation with child protection responsibilities. The induction will also include procedures to be followed if anyone has any concerns about a child's safety or welfare, and knowledge about the (schools/home's) policies and procedures;
 - That all staff have **regular reviews of their own practice** to ensure ongoing personal/professional development;
 - That all staff including volunteers **receive the appropriate training** which is regularly updated;
 - That we have in place effective ways to **identify emerging problems and potential unmet needs** for individual children and families;
 - We keep associated policies up to date

- **To ensure that children are taught** about safeguarding, including on line, through teaching and learning opportunities, as part of providing a broad and balanced curriculum.
- That the **curriculum makes best use of PSHE** to cover safeguarding issues with children;
- We have in place an **On-line Safety Policy** equipped to deal with a widening range of issues associated with technology;
- That we understand the need to identify trends and patterns regarding **Children Missing from Education (CME)** and to respond to / refer where required.
- That we **notify the Children's Social Care department if there is an unexplained absence** of a pupil who is the subject of a **Child Protection Plan**.
- That we **notify** the Children's Social Care department if it is thought or known that a child or young person **may be Privately Fostered**.
- That we use the Local Authority Case Referral Pathway on reporting concerns about extremism or views considered to be extreme which may include a referral to **PREVENT/CHANNEL** and/or Social Care.
- **Acting on the 'Learning from Serious Case Reviews'** – in annex A.
- Ensures that all Staff (including proprietor's staff and volunteers) are made aware of the **Confidential Reporting Code (Whistle Blowing 2015)**.
- That all **Child Protection records are kept centrally, kept up to date, are secure** and reviewed annually.
- Making sure that the **Child Protection/Safeguarding Policy** is available to parents and carers as appropriate including displaying **on the school's website**.

4.3 Creating a safe environment:

- We will ensure that all staff (and volunteers) are competent to carry out their responsibilities for safeguarding in promoting the welfare of children by creating an environment and an ethos whereby all staff including volunteers feel able to raise concerns, along with being supported in their safeguarding role.
- Ensure there are robust safer recruitment procedures and a framework of checks, tracking and monitoring

- We will endeavour to create a culture of listening to children, taking account of their wishes, feelings and voices both in individual decisions and in the school's development (use of a schools counsel or similar).
- That the building; including its surroundings, are safe and one where children can feel safe.
- That parents/carers know about our principles in safeguarding, who along with the local community are made familiar with including making public on our website and are able to participate in any policy, procedure or initiatives which contributes to the safety of the children in that local community.
- That we have clear protocols on reception for visitors and contractors with procedures in place to ensure the appropriate questions are asked and checks made in line with KCSIE and DfE requirements regarding the Single Central Record.
- That a Designated Safeguarding Lead is on the premises and available at all times during the school day and there is a contact for school holiday activities on site; where this is not available or in exceptional circumstances, there is cover in place. The leadership team will ensure there is cover at all times and there is a clear pathway for raising and Reporting concerns in a timely way. This will include a DSL being a point of contact for trips, outings and residential visits.

4.4 Recruitment, Staffing:

- We must prevent people who pose a risk of harm from working with children by adhering to statutory responsibilities to check all staff who work with children, taking proportionate decisions on whether to ask for any checks beyond what is required;
- We must, where relevant, check the identity of a person being considered for appointment and their right to stay in the UK;
- We must, where possible, undertake overseas checks if a staff member being employed or has returned from a period of employment from abroad;
- We must ensure staff and volunteers undergo appropriate checks via the Disclosure and Barring Service (DBS) relevant to their post;
- We must be aware of the Disqualification by Association rules; having a relevant procedure in place which can be applied if required;
- We must have procedures in place to make a referral to the Disclosure and Barring Service (DBS) if a person in regulated activity has been

dismissed, removed due to Safeguarding concerns, or would have been had they not resigned; aware that this is a legal duty;

- That we make use of the DBS Service where appropriate;
- We must have at least one person on any appointment panel who has undertaken Safer Recruitment Training;
- That our Volunteers are adequately supervised, being aware of the differences between supervised and unsupervised interaction with the children;
- That all our proprietors have the enhanced DBS and other checks that may be required
- We recognise the host families, homestays/exchange visits abroad and the need to provide safe provision and exchanges. We have a system in place, ensuring the suitability of adults in families when arranging hosting and exchanges;
- We recognise that where our school places a pupil/student we are responsible for the safeguarding of that pupil/student and will check and review those arrangements to reassure ourselves of those safeguarding arrangements and that of the health, safety & wellbeing of that pupil/student. We will obtain written confirmation from the provider that checks have been carried out on individuals working in any such arrangement.

See also Policy 414 'Recruitment and Selection'.

The **LEAD** Designated Safeguarding Lead (Care) is: **Karen Tatham.**

The **Deputy** Designated Safeguarding Leads (Education) are: **Paul Burrows & Sara Forsyth.**

Karen, Sara and Paul work **TOGETHER** to ensure that the whole setting is secure.

Karen, Sara and Paul are supported by Emma Illingworth, Lesley Mawbey, Bernardo Vega, Edward Mitchell, Sarah Askew and Lisa Robinson

The Safeguarding Leads for Safeguarding, Anti-Bullying and Looked after Children (children in care) are:

Karen Tatham – DESIGNATED SAFEGUARDING LEAD – Head of Care
Paul Burrows – Deputy Designated Safeguarding Lead (LS) - Deputy Head Teacher
Sara Forsyth – Deputy Designated Safeguarding Lead (US) - Head Teacher
Lesley Mawbey – Registered Manager (US)
Edward Mitchell – Assistant Head Teacher (LS)
Emma Illingworth - Head of Therapies
Sarah Askew – Wellbeing Officer (LS)
Lisa Robinson – Wellbeing Officer (US)
Bernardo Vega – Assistant Head Teacher (US)

The Designated Link Proprietor for Safeguarding, Anti-Bullying and Looked after Children (children in care) are:

Dr Mark Flynn: Chief Operations Officer & Responsible Individual

mark.flynn@senadgroup.com

Brian Lock: SENAD Group Quality Improvement Manager

brian.lock@senadgroup.com

Reporting Timelines to Safeguarding and Reporting around Senior Managers of the school and/or children's home

Issues that reach the reportable threshold will be reported without delay to the Local Authority Designated Officer (LADO) in every case. **This referral decision will be made by the DSL and if there is doubt, this will be checked with SENAD DSL.**

Any **referral involving the conduct of a senior manager (school or children's home) will be referred to the LADO by a SENAD DSL or Director, or by a school/home DSL under the direction of the SENAD DSL.**

All referrals are to be made 'the same working day' and no investigations will occur without approval from the LADO to proceed.

5 Safeguarding Processes and Procedures

The school and home will deliver its responsibilities for identifying and acting on early help needs, Safeguarding and Child Protection in line with the policies and procedures identified in the Derbyshire Safeguarding Children's Board Policies and Procedures Guidance, available at:

<http://derbyshirescbs.proceduresonline.com/index.htm>

A threshold Document is available and assists with meeting a child's needs in Derbyshire and can be found at:

<http://derbyshirescbs.proceduresonline.com/index.htm>

5.1 Early Help

All staff (including proprietor staff & volunteers) are made aware of what Early Help means, how to identify emerging needs and understanding their role within it. This means sharing information and having discussions with the Designated Safeguarding Lead, liaising with other professionals and supporting children identified in the school (i.e. potentially vulnerable and those who are vulnerable) who may therefore need Early Help intervention.

The provision of Early Help Services should form part of a continuum of help and support to respond to the different levels of need of individual children and families – for more information refer to Derbyshire's 'Early Help Offer' and Starting Point

Starting Point is Derbyshire's first point of contact and referral service for Children; including advice, support and next steps - Early Help and intervention (MAT) and for welfare and Child Protection concerns.

We will follow the referral process for all Early Help requests by using an electronic form made available on www.derbyshire.gov.uk/startingpoint

When calls are received they are screened, and advice is given around the next steps to take. All contacts will be passed to a Social Work Senior Practitioner.

In all cases the Senior Practitioner will decide which service within Children's Social Care is best placed to meet that child's needs and the information will be passed to either the Multi-Agency Team or Children's Social Care for assessment.

5.2 Referring to Children's Social Care

Alderwasley Hall School and Children's Home will ensure that if any staff (including proprietor's staff and volunteers) have concerns about the welfare and safety of a child, discussions take place with the Designated Safeguarding Lead as soon as they are aware or know about a concern. The Designated Safeguarding Lead will act upon the information received; however, we also recognise any one can make a referral into social care.

Where welfare and safeguarding concerns are identified e.g. as a child having an injury or has made a disclosure of sexual abuse, this is a child protection concern and safeguarding procedures must be followed. A **telephone referral** must be made to Starting Point Derbyshire's first point of contact for children and younger adults for referral into Children's Social Care.

If the child has been the subject of an Early Help Assessment then a copy of the assessment, together with a copy of the Multi-Disciplinary Plan, should be attached to the written confirmation. If the professional does not have a copy, reference to the completed Early Help Assessment should be made in the written confirmation. Details within the reference should include: who undertook the Assessment, and their contact details if known.

When a member of staff, volunteer, parent, practitioner, or another person has concerns for a child, and if the school are aware that the case is open to the Multi-Agency Team they should discuss with the Allocated Worker or their manager to request escalation to Children's Social Care. If the child does not at that time have a lead professional or allocated Social Worker the school should contact Starting Point.

Schools and children's homes should ensure they have spoken to the family about their concerns and proposed actions unless to do so would place the child at risk or when in exceptional circumstances; the decision not to inform parents/carers must be justified and the details recorded. If a child makes a disclosure or presents with an injury, it is imperative that advice is sought immediately **prior to the child returning home and as soon as the school become aware of this.**

Essential information for making a referral includes:

- Full names and dates of birth for the child and other members of the family.
- Address and daytime phone numbers for the parents, including mobile.
- The child's address and phone number.

- Whereabouts of the child (and siblings).
- Child and family's ethnic origin.
- Child and family's main language.
- Actions taken and people contacted.
- Special needs of the child, including need for an accredited interpreter, accredited sign language interpreter or other language support.
- A clear indication of the family's knowledge of the referral and whether they have consented to the sharing of confidential information;
- The details of the person making the referral.

Other information that may be essential:

- Addresses of wider family members;
- Previous addresses of the family;
- Schools and nurseries attended by the child and others in the household;
- Name, address & phone number of GP/Midwife/Health Visitor/School Nurse;
- Hospital ward/consultant/Named nurse and dates of admission/discharge;
- Details of other children who may be in contact with the alleged abuser;
- Details of other practitioners involved with the family;
- Child's legal status and anyone not already mentioned who has parental responsibility;
- History of previous concerns and any previous Early Help Assessment (EHA) or Initial Assessments completed;
- Any other information that is likely to impact on the undertaking of an assessment or Section 47 Enquiry.

5.3 Records

Alderwasley Hall School and Children's Home keeps its records in an electronic case management system known as CPOMS. All concerns about a child will be recorded and records kept, with key information recorded on CPOMS.

This record will be a separate child protection/welfare record held on a separate child protection file and each concern clearly recorded with all decisions, actions taken and with outcomes and feedback to the referrer. We will keep centralised records, hold them as private and confidential records but allow access to key staff that is designated in a role to safeguard children at the school/children's home.

Where there is a concern about the practice of staff in charge of managing the CPOMS system, then **the member of staff should raise this concern with the Head Teacher or SENAD, namely**

- **Dr Mark Flynn** and/or
- **Mr Brian Lock** or report the issue to the Designated Officer (Local Authority). See later on for how to contact these people.

5.4 Recruitment All Staff and volunteers

Alderwasley Hall School and Children's Home ensures that Safer Recruitment practices are always followed and that the requirements outlined in the '*Keeping Children safe in Education September 2020*' are followed in all cases.

All interview panels have at least one member who has undergone Safer Recruitment Training with the necessary skills and knowledge. We will in all cases for example check on;

- the identity of candidates;
- a check of professional qualifications;
- the right to work in the UK;
- make overseas checks where relevant;
- ask for and follow up at least two references;
- scrutinise applications for gaps in employment.

We have a Single Central Record which covers all staff, including governors, and volunteers where necessary, according to their role and responsibility. We ensure this record is regularly updated and reviewed in line with DfE requirements. This also covers all members of the Proprietor body who visit the school/home.

We ensure that all staff and volunteers are aware of Government Guidance on Safer Recruitment and Safer Working Practices and that the recommendations are followed.

Alderwasley Hall School and Children's Home ensures there is a Staff Code of Conduct, ensuring all staff and volunteers are familiar with Safer

Working Practices which includes all new staff, volunteers and all others working within the school and children's home.

This also includes advice on conduct, safe use of mobile phones and guidance on personal / professional boundaries in emailing, messaging, or participating in social networking environments.

We ensure that safeguarding considerations are at the centre of each stage of the recruitment process and if in any doubt will seek further HR and or legal advice.

The Disclosure and Barring Service (DBS)

The Disclosure and Barring Service (DBS) helps employers make Safer Recruitment decisions which helps preventing unsuitable people from working with vulnerable groups, including children.

The DBS are responsible for:

- Processing requests for criminal records checks
- Deciding whether it is appropriate for a person to be placed on or removed from a barred list
- Placing or removing people from the DBS Children's Barred list and Adults' Barred list for England, Wales and Northern Ireland
- Providing an online DBS service

The DBS search police records and in relevant cases, the barred list information, before issuing a DBS certificate to the applicant.

A DBS check is requested as part of the pre-recruitment checks following an offer of employment, including unsupervised volunteering roles, and staff engaging in regulated activity, where the definition of regulated activity is met. The definition can be found in Part V of the Protection of Freedoms Act 2012 and at DBS Guides to Eligibility.

This schools and children's home fully understands the statutory guidance on regulated activity, the role of a supervised volunteer and the unsupervised volunteer as outlined in the KCSIE September 2020, Annex F. We will follow advice on DBS checks as detailed by this guidance and this will include;

- Where relevant a separate Barred Check List has been completed;
- That individuals are not disqualified from working with children under the Child Care (Disqualification) Regulations 2009 and will adhere to any changes made to this;

- A check to include a Secretary of State Prohibition Order (Teacher Prohibition Order);
- A Section 28 Direction Check where relevant, which prohibits or restricts a person from taking part in any management of an Independent school, including Academy or Free school.

5.5 Dealing with allegations against staff and volunteers who work with children

The school and children's home adheres to the procedures set out under 'Allegations Made Against Professionals' (allegations of abuse by teachers and other staff), this can be found via the following link:

<http://derbyshirescbs.proceduresonline.com/index.htm>

If a member of staff has concerns about another member of staff, then this will be referred to the Head Teacher/Principal/Principal DSL/Registered Manager.

Where there are concerns about the Head Teacher or Principal this will be referred to Dr Mark Flynn, Brian Lock or Richard Atkinson (SENAD CEO), all of whom work for the Proprietor, SENAD.

The school and children's home ensure that all allegations are discussed with the Local Authority Designated Officer (LADO) in every case and by an appropriate member of the Senior Management Team.

We inform all our staff that **any-one can report direct to LADO** any concerns about a member of staff.

The school and children's home ensure we have followed all the necessary duties and processes under this process and under Whistle Blowing and this will be undertaken in accordance with guidance's:

Where there are allegations that are substantiated, the school and children's home fully ensures any specific actions are undertaken on management and exit arrangements as outlined in the **"Keeping Children Safe in Education 2020" Guidance.**

Important Contact Details

Starting Point: Tel: 01629 533190

24/7, 365 days per week Derbyshire contact and referral service for concerns that a child is suffering or at risk of significant harm

All other requests for support for children and their families use an on line referral form www.derbyshire.gov.uk/startingpoint

Call Derbyshire (Derbyshire adults 18+): Tel: 01629 533190

LADO (Local Authority Designated Officer)

Miles Dent (Derbyshire) Tel: 01629 531940

Police Non Emergencies: 101

DFE- one single access web link to access all local authority's reporting webpage or phone number for any concerns/worries about a child, young person and vulnerable adults <https://www.gov.uk/report-child-abuse>

CEOP: <https://www.ceop.police.uk/>

NSPCC National Helpline: 0808 800 5000

Childline: 0800 11 11

Prevent:

Seamus Carroll is the lead officer for Prevent at Derbyshire County Council seamus.carroll@derbyshire.gov.uk, telephone 01629 538494 or 07771 980107.

Child Protection Manager Schools/Educational Settings for Derbyshire County Council - Debbie Peacock, telephone 01629 531079 Debbie.peacock@derbyshire.gov.uk

DCC Child Protection/ Safeguarding Team: 01629 532178

Derbyshire Police 101 - can route non-urgent referrals through to the PREVENT Team

For children not living within Derbyshire, the DSL will inform the child's home Local Authority Safeguarding Child Protection Services **alongside** notifying LADO (Local Authority Designated Officer)

6 Management of the Policy

SENAD will;

- Ensure all SENAD proprietor staff are effective in the management of safeguarding;
- Ensure that all staff and volunteers via the Head Teacher have access to the policy
- That it is displayed on the school's website
- That is overseen to ensure its implementation
- Review its content on an annual basis.

The Head Teacher/Principal/Registered Manager will report at least four times a year (and in the case of social care, monthly) on Safeguarding activity and progress within the School/Educational/Children's Home setting to SENAD.

The Designated Safeguarding Lead will complete the Section 175 Safeguarding Audit and with an Action Plan which will be used to report on Safeguarding activity and progress. A copy of which will be submitted to the Child Protection Manager for Schools/Education settings at Derbyshire County Council. This will be held on file and reported to the Derby and Derbyshire Safeguarding Children Partnership.

The Head Teacher/Principal will report any significant issues to the Chief Operations Officer that may have an impact on Safeguarding in the School/Educational setting and using the processes with the Local Authority to report.

Policy adopted by:

| | |
|----------------------|---|
| Dr Mark Flynn | Chief Operations Officer and RI for the Home on behalf of the proprietor, The SENAD Group |
| Sara Forsyth | Head Teacher for the school |
| Karen Tatham | Head of Care for the home |