



Child Protection and Safeguarding Policy

September 2020

**Learning Academies Trust
Mayflower Community Academy**

CHILD PROTECTION AND SAFEGUARDING POLICY

This policy was originally developed on 3rd September 2020 and adopted on 3rd September 2020

The name of the Designated Safeguarding Lead is: **David Sammels**

The name of the Deputy Designated Safeguarding Lead is: **Helen Jennings**

The name of the link Nominated Safeguarding Governor is: **Natalie Berry**

The name of the Designated Teacher for Looked After Children is: **Penny Peters**

1. Policy Statement and Commitment

Mayflower Community Academy, part of Learning Academies Trust is committed to safeguarding children and young people and we expect everyone who works in our school to share this commitment. Adults in our school take all welfare concerns seriously and encourage children and young people to talk to us about anything that worries them. We will always act in the best interest of the child. Mayflower recognises its moral and statutory responsibility to safeguard and promote the welfare of all children and we will provide a caring, positive, safe and stimulating environment that promotes the social, physical, mental health and moral development of the individual child. This will be underpinned by a culture of openness where both children and adults feel secure, able to talk and believe that they are listened to. We recognise that all staff have a full and active part to play in protecting our pupils from harm, and that the child's welfare is our paramount concern. We will ensure that all adults who have contact with children in our school have been properly vetted and deemed suitable to work and support children in our care/charge. We will also ensure that all adults who have contact with children in our school have been trained to undertake their safeguarding responsibilities effectively. We maintain an attitude that 'it could happen here' where safeguarding is concerned.

2. Purpose

The purpose of this policy is to provide staff, volunteers and governors with the framework they need in order to keep children safe and secure in our school, and to inform parents and guardians how we will safeguard their children whilst they are in our care/charge.

3. Definitions

Within this document:

Child Protection is an aspect of safeguarding but is focussed on how we respond to children who have suffered significantly harm or are likely to suffer significant harm.

The term **Staff** applies to all those working for or on behalf of the school, full time or part time, in either a paid or voluntary capacity. This also includes parents and governors.

Child or Children refers to all young people who have not yet reached their 18th birthday. On the whole, this will apply to pupils of our school; however, the policy will extend to visiting children and students from other establishments.

Parent refers to birth parents and other adults in a parenting role, for example: adoptive parents, step parents, guardians and foster carers.

Abuse could mean neglect, physical, emotional or sexual abuse or any combination of these. Parents, carers and other people can harm children either by direct acts and/or failure to provide proper care. Explanations of these types of abuse are contained within Appendix I to this policy document.

4. Principles and Values

Children have a right to feel safe and secure and cannot learn effectively unless they do so.

In line with the 2010 single equality act, **all children** regardless of age, gender, race, disability, sexuality, religion, culture or language have a right to be protected from harm.

5. Aims

The aims of this policy are to:

1. Provide Staff with the framework to promote and safeguard the wellbeing of children and in doing so ensure they meet their statutory responsibilities.
2. Ensure consistent good practice across the school.
3. Demonstrate our commitment to protecting children.
4. Support the child's development in ways that will foster security, confidence and resilience.
5. Provide an environment in which children and young people feel safe, secure, valued and respected, feel confident and know how to approach adults if they are in difficulties.
6. Raise the awareness of all teaching and non-teaching staff of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse.
7. Provide a systematic means of monitoring children known or thought to be at risk of harm, and ensure we, the school, contribute to assessments of need and support plans for those children.
8. Acknowledge the need for effective and appropriate communication between all members of staff in relation to safeguarding pupils.
9. Develop a structured procedure within each school that will be followed by all members of the school community in cases of suspected abuse.
10. Develop effective working relationships with all other agencies involved in safeguarding children.
11. Ensure that all adults within our school who have access to children have been checked as to their suitability. This includes agency staff and other community users of our facilities.

6. Legislation and Guidance

This policy has been developed in accordance with the principles established by the Children Act 1989 and in line with government publications, local guidance and procedures including: -

- 'Working Together to Safeguard Children' July 2018
- 'What To Do If You Are Worried a Child Is Being Abused' 26th March 2015.
- 'Keeping Children Safe in Education Guidance' September 2020.
- 'South West Child Protection Procedures' Website (www.proceduresonline.com/swcpp/)

7. Procedures

Our school procedures for safeguarding children will be consistent with the procedures of the 3 Safeguarding partners of the PTJSSP (Plymouth and Torbay Strategic Safeguarding Partnership) Multi Agency Child Protection Procedures (www.proceduresonline.com/swcpp/)

Staff, volunteers and governors must follow the procedures in Appendix 2 in the event of a safeguarding concern.

To ensure procedures remain robust we will ensure that:

1. The governing body understands and fulfils its safeguarding responsibilities;
2. There is a Designated Safeguarding Lead and a Deputy Designated Safeguarding Lead, who have undertaken role specific training, and also multi agency Child Protection Awareness Training, delivered through the PTJSSP (Plymouth and Torbay Strategic Safeguarding Partnership – the three safeguarding partners). Both staff members will undertake other training as recommended by the PTJSSP every two years;
3. All staff are aware of the early help process and understand their role in it. This includes identifying emerging problems, liaising with the Designated Safeguarding Lead, sharing information with other professionals to support early identification and assessment, and in some cases, acting as the lead professional in undertaking an early help assessment;
4. All staff are aware of the process for making referrals to Children, Young People and Families Services and for statutory assessments under the Children Act 1989, that may follow a referral, along with the role they may be expected to play in such assessments;
5. All staff know how to respond to a pupil who discloses abuse, and the procedure to be followed in sharing, appropriately, a concern of possible abuse or a disclosure of abuse (appendix 2);
6. All parents are made aware of the school's responsibilities in regard to child protection procedures, through publication of the school's Child Protection and Safeguarding Policy, and we will make reference to it in on our website and home school agreement;
7. Our lettings policy will seek to ensure the suitability of adults working with children on school sites at any time;
8. Community users organising activities for children are aware of and understand the need for compliance with the school's child protection guidelines and procedures;
9. Our recruitment and selection policy/code of practice includes all appropriate checks on staff suitability including Disclosure and Barring Service checks. A minimum of two individuals have completed Safer Recruitment Training (e.g. Headteacher, Member of School Leadership Team or a nominated Governor) and we will ensure that at least one trained individual participates in all recruitment within the school;
10. The name of any member of staff considered not suitable to work with children (and the rationale for this decision) will be notified to the Disclosure and Barring Service and/or the relevant Government Department/Agency (where appropriate), depending on the nature of the concern, with the advice and support of the school's Human Resources Provider and/or the Local Authority Designated Officer;
11. All relevant staff, visiting officers etc. have been vetted in accordance with the 'Childcare Disqualification Requirements' and been deemed suitable for working with the relevant age range of children within the school;

12. The name of the Designated Safeguarding Lead, Deputy Designated Safeguarding Lead and Nominated Safeguarding Governor will be clearly displayed in the school and on our website, with a statement explaining the school's role in referring and monitoring cases of suspected abuse;
13. All staff (including those from a supply agency) new to our school, will be given or directed to a copy of the Child Protection and Safeguarding Policy, the booklet "What To Do if You're Worried A Child is Being Abused", and the name and contact details of the Designated Safeguarding Lead will be explained as part of their induction into the school. In addition, all such staff will be made aware of the 'Guidance for Safer Working Practice for Adults who work with Children and Young People', available for reference within the school;
14. Our child protection procedures will be reviewed annually and updated as necessary.

8. Responsibilities

We understand that our responsibility to safeguard children requires that we all share appropriately any concerns (as soon as it is suspected or known) that we may have about children. The first point of contact is the Designated Safeguarding Lead or the Deputy Designated Safeguarding Lead, in their absence. Where there are no Designated Safeguarding Leads available, staff are directed to a member of the School Leadership Team, to avoid any undue delay in making a referral. All details must be shared with the DSL as soon as is practically possible. All members of the School Leadership Team are fully trained in how to manage a safeguarding concern in the absence of a Designated Safeguarding Lead or their Deputy. The Designated Safeguarding Lead will inform the Headteacher of the referral. If any staff member is involved, the report is made to the Headteacher. If the Headteacher is involved, then the CEO should be informed.

All staff will read and sign to confirm they understand the following documentation:

- Keeping Children Safe in Education (2020) Part I Annex A
- Staff Code of Conduct
- Child Protection and Safeguarding Policy
- School Behaviour Policy

The Designated Safeguarding Lead is a member of the School Leadership Team and is responsible for:

1. Ensuring that a child's details are referred by telephone to Children, Young People and Families Services if there are concerns about his/her welfare, possible abuse or neglect. A written record of the referral will be posted/emailed to Children, Young People and Families Services, using the multi-agency referral form, as soon as possible within the school day;
2. Ensuring that written records of concerns about a child are kept, even if there is no need to make an immediate referral;
3. At Mayflower we use CPOMs secure online monitoring system for records and associated documents. We use Pink Forms (Appendix 3) to record and report where there is limited or no access to CPOMs. This will be reviewed within 12 months.
4. Ensuring that all such records are kept, confidentially and securely, and are separate from general pupil records, with a chronology (in chronological order) listing significant events in the life of the child;
5. Ensure that child protection information is transferred to the pupils' new school
6. Ensuring that an indication of further record-keeping (e.g. a separate child protection file) is marked on the general pupil records;

7. Acting as a focal point for staff to discuss concerns (including signposting to pastoral support services if required by staff) and liaising with other agencies and professionals;
8. Attending (or delegating this requirement to another appropriately informed member of staff) Early Help Assessment and Plan (EHA) meetings; case conferences; family support meetings; core groups; allegations management strategy meetings or other multi-agency planning meetings, contributing to the Framework for Assessment Process, and providing a report (when required) which has been shared with the parents;
9. Ensuring that any pupil currently with a child protection plan, who is absent without explanation for two days, is referred to their key worker in Children, Young People and Families Services;
10. Ensuring that all staff are aware of this policy and know how to recognise and refer any concerns;
11. Providing, with the Headteacher, an annual report for the governing body, including any changes to the policy and procedures; child protection training undertaken by the Designated Safeguarding Lead, their Deputy and by all other staff and governors; relevant curricular issues, number and type of incidents/cases, and number of children referred to Children, Young People and Families Services, allegations against staff and numbers of children subject to child protection plans (anonymised);
12. Keeping up to date with knowledge to enable them to fulfil their role, including attending relevant training provided by the PTJSSP, or the Local Authority.
13. Promoting educational outcomes by sharing information about the welfare, safeguarding and child protection issues that children have experienced with relevant teachers and staff. Including those with a social worker.

Should this school make the decision to combine the roles of Designated Safeguarding Lead and SENCO, cases and concerns will be discussed regularly with the Senior Leadership Team and formally recorded.

Full details of the role of the Designated Safeguarding Lead can be found in Annex B within the Keeping Children Safe in Education Guidance September 2020.

The Trust Board will approve the policy at each review, ensure it complies with the law and the Local Governing Body will hold the headteacher to account for its implementation.

The Local Governing Body will appoint a link governor to monitor the effectiveness of this policy in conjunction with the full governing body. This is always a different person from the DSL.

The Governors will read Keeping Children Safe in Education.

9. Training

All staff members will undertake safeguarding and child protection training at induction, including whistleblowing procedures to ensure they understand the school's safeguarding systems and their responsibilities, and can identify signs of possible abuse or neglect. This training will be updated on an annual basis and will be in line with advice from PTJSSP (Plymouth and Torbay Strategic Safeguarding Partnership).

In addition, all staff will receive safeguarding and child protection updates (for example via email, e-bulletins and staff meetings), as required, but at least annually, to provide them with relevant skills and knowledge to safeguard children effectively. Volunteers will receive appropriate training, if applicable.

All staff will have training on the government's anti-radicalisation strategy, Prevent, to enable them to identify children at risk of being drawn into terrorism and to challenge extremist ideas.

DSL and DDSL training

The DSL and deputies will undertake child protection and safeguarding training at least every two years. In addition, they will update their knowledge and skills at regular intervals and at least annually (for example, through e-bulletins, meeting other DSLs or taking time to read and digest safeguarding developments). They will also undertake Prevent awareness training.

Governors Training

All governors will receive training about safeguarding, to make sure they have the knowledge and information needed to perform their functions and understand their responsibilities.

10. Supporting Children

We recognise that a child who is abused, who witnesses violence, or who lives in a violent environment, may feel helpless and humiliated, may blame him/herself, and find it difficult to develop and maintain a sense of self-worth.

We recognise that the school may provide the only stability in the lives of children who have been abused or who are at risk of harm.

We accept that research shows that the behaviour of a child, in these circumstances, may range from that which is perceived to be normal, too aggressive or being withdrawn.

Our school will support all pupils by:

- Encouraging the development of self-esteem and resilience in every aspect of school life including through the curriculum;
- Promoting a caring, safe and positive environment within the school;
- Liaising and working together with all other support services and those agencies involved in the safeguarding of children;
- Notifying Children, Young People and Families Services as soon as there is a significant concern;
- Ensuring that a named teacher is designated with responsibility for the attainment, progress and welfare of all Looked After Children (LAC) and those previously looked after, within the school and that an up to date list of LAC is regularly reviewed and updated. The Virtual School for Children and Young People in care, within the Local Authority, will be made aware of all LAC in the school (including those enrolled from other local authorities);
- Ensuring that the named teacher for LAC provides relevant staff with the information they need in relation to a child's looked after legal status (whether they are looked after under voluntary arrangements with consent of parents or on an interim or full care order) and contact arrangements with birth parents or those with parental responsibility. They will also have information about the child's care arrangements and the levels of authority delegated to the carer by the authority looking after him/her. The Designated Safeguarding Lead will have details of the child's social worker and the name of the virtual school head in the authority that looks after the child;

- Providing continuing support to a pupil (about whom there have been concerns) who leaves the school, by ensuring that such concerns and school medical records are forwarded under confidential cover to the Headteacher at the pupil's new school as a matter of urgency.

11. Mental Health

We recognise that schools have an important role to play in supporting the mental health and well-being of their pupils. School staff are well placed to observe children and identify those whose behaviour suggests they may be experiencing a mental health problem or be at risk of developing one. Where staff are concerned, they will inform the DSL who will liaise with the school SENCO. The school will consider a package of support for the child which could include outside support (MAST, CAMHs) or support from trained individuals in school. Where the mental health concern is also a safeguarding concern the DSL will make a referral to Children's and Young Peoples Family Services. All pupils will engage in learning through statutory relationships and health education, to build resilience and develop emotional intelligence

12. Pupils with a Social worker

Pupils may need a social worker due to safeguarding or welfare needs. We recognise that a child's experiences of adversity and trauma can leave them vulnerable to further harm as well as potentially creating barriers to attendance, learning, behaviour and mental health.

The DSL and all members of staff will work with and support social workers to help protect vulnerable children.

Where we are aware that a pupil has a social worker, the DSL will always consider this fact to ensure any decisions are made in the best interests of the pupil's safety, welfare and educational outcomes. For example, it will inform decisions about:

- Responding to unauthorised absence or missing education where there are known safeguarding risks
- The provision of pastoral and/or academic support

13. Looked-after and previously looked-after children

We will ensure that staff have the skills, knowledge and understanding to keep looked-after children and previously looked-after children safe. We will ensure that:

- Appropriate staff have relevant information about children's looked after legal status, contact arrangements with birthparents or those with parental responsibility
- The DSL has details of children's social workers and relevant virtual school heads

We have appointed a designated teacher, Penny Peters, who is responsible for promoting the educational achievement of looked-after children and previously looked-after children in line with [statutory guidance](#).

The designated teacher is appropriately trained and has the relevant qualifications and experience to perform the role. As part of their role, the designated teacher will:

- Work closely with the DSL to ensure that any safeguarding concerns regarding looked-after and previously looked after children are quickly and effectively responded to
- Work with virtual schools' heads to promote the educational achievement of looked-after and previously looked-after children, including discussing how pupil premium plus funding can be best used to support looked-after children and meet the needs identified in their personal education plans.

14. Confidentiality

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

The Headteacher or Designated Safeguarding Lead will disclose personal information about a pupil to other members of staff on a need to know basis only.

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

All staff will be aware that they cannot promise a child to keep secrets, which might compromise the child's own safety or well-being, or that of another child.

We will always undertake to share our intention to refer a child to Children, Young People and Families Services with their parents/carers consent unless to do so could put the child at greater risk of harm or impede a criminal investigation. If in doubt, we will consult with the Children, Young People and Families Services. The Data Protection Act 2018 and GDPR do not prevent the sharing of information for the purposes of keeping children safe. This allows practitioners to share information without consent.

15. Supporting Staff

We recognise that staff working in the school, who have become involved with a child who has suffered harm, or appears to be likely to suffer harm, may find the situation stressful and upsetting.

We will support such staff by providing an opportunity to talk through their anxieties and concerns with the Designated Safeguarding Lead and to seek further support where necessary. This could be provided by, for example, the Headteacher, Occupational Health and/or a teacher/trade union representative as appropriate. All staff have access to independent counselling and emotional support.

Staff will have access to advice on the boundaries of appropriate behaviour. The "Guidance for Safer Working Practice for Adults who work with Children and Young People" provides advice on this and the circumstances which should be avoided, in order to limit complaints against staff of abuse of trust, and/or allegations of abuse. These matters form part of staff induction and are referred to in the staff handbook.

We recognise that designated staff should have access to support in the same way as all staff above so that they can carry out their role effectively. In addition, they will be encouraged to engage in

appropriate workshops, courses or meetings as organised or arranged through the Local Authority or other recognised body.

16. Allegations against staff

All school staff should take care not to place themselves in a vulnerable position with a child. It is always advisable for interviews or work with individual children or parents to be conducted in view of other adults. (Further information around these matters can be found in the 'Guidance for Safer Working Practices for Adults who work with Children and Young People).

All staff should read and understand the Whole School Positive Behaviour Policy.

We understand that a pupil may make an allegation against a member of staff, volunteer or supply staff

- If such an allegation is made, the member of staff receiving the allegation will immediately inform the Headteacher or the most senior teacher if the Headteacher is not present.
- The Headteacher/senior teacher on all such occasions will immediately discuss the content of the allegation with the Local Authority Designated Officer (LADO) and follow the process for managing the concern laid down in the South West Child Protection Procedures (www.swcpp.org.uk) and the Trust's Managing Allegations Policy.
- If the allegation made to a member of staff concerns the Headteacher, the person receiving the allegation will immediately inform the CEO as above, without notifying the Headteacher first. Where the CEO cannot be contacted, the LADO should be contacted, immediately, for advice.
- In all occasions identified above, the school will follow the South West Child Protection Procedures and the Trust's Managing Allegations Policy for managing allegations against staff and volunteers, a copy of the flow chart will be displayed in a communal space in the school.
- Suspension of the member of staff, against whom an allegation has been made, needs careful consideration, and we will consult with the LADO and our HR Provider in making this decision.
- In line with this policy and other school procedures for incident reporting/recording, staff and pupils may provide accounts of events that will be stored under our own secure systems and may be produced in the event of any allegation. We recognise that such accounts must not constitute an official statement and the reporting person must not be questioned over their disclosure at this stage. All such accounts will be handwritten by the individual completing the report, signed and dated, with the full name of the writer clearly visible on the document.
- Our lettings agreement, for other users of school premises, requires that the organiser will manage the suspension of adults, where necessary, from the relevant school site.

The school will also follow the guidance if a member of staff, volunteer or supply teacher has behaved or may have behaved in a way that indicates they may not be suitable to work with children. The school will follow the Trust Managing Allegations Policy and consult directly with the LADO.

Plymouth LADO: Marie Partridge Tel: 01752 306340

17. Abuse of Position of Trust

All staff are aware that inappropriate behaviour towards pupils is unacceptable and that their conduct towards pupils must be beyond reproach.

Staff understand that under the Sexual Offences Act 2003, it is an offence for a person over the age of 18 to have a sexual relationship with a person under the age of 18, where the person is in a position of trust, even if the relationship is consensual. This means that any sexual activity between a member of school staff and a pupil under age 18 may be a criminal offence, even if that pupil is over the age of consent.

18. Whistleblowing

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

All staff are aware of their duty to raise concerns about the attitude or actions of colleagues or any other person working on the school site. If necessary, they should speak to the Designated 'Whistleblowing' Governor or the Local Authority Designated Officer within Children, Young People and Families Services for further advice and guidance. Full information is detailed in the Trust Whistleblowing Policy.

19. Mobile phones and cameras

Staff are allowed to bring their personal phones to school for their own use but will limit such use to non-contact time when pupils are not present. These can only be used in the designated 'Mobile Phone Friendly' spaces around school. Staff member's personal phones will remain in their bags or cupboards during contact time with pupils.

Staff will not take pictures or recordings of pupils on their personal phones or cameras.

Please see the school 'Mobile phone policy' for more details.

20. Physical Intervention/Positive Handling

Our policy on physical intervention/positive handling by staff is set out separately, as part of our Trust Restrictive Intervention Policy.

Such events should be recorded and signed by a witness or witnesses.

Staff that are likely to need to use physical intervention will be appropriately trained in accordance with agreed standards.

We understand that physical intervention of a nature which causes injury or distress to a child may be considered under child protection or disciplinary procedures.

21. Anti-Bullying

Our policy on the prevention and management of bullying is set out in a separate policy and acknowledges that to allow or condone bullying may lead to consideration under child protection procedures.

22. Equalities and Racial Tolerance

The schools' equality statement asserts that:

Mayflower Community Academy

At Mayflower we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of any of the 9 protected characteristics as detailed in the Single Equality Act (2010). We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. The achievement of pupils will be monitored by race, gender and disability, and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At Mayflower, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here. Equality of opportunity cannot be realised without the involvement and commitment of all members of the school community and a common understanding of the pivotal role of equal opportunities in the context of the school's ethos and values, in particular, the recognition that the role of all staff is crucial in the delivery of these objectives.

Equality of opportunity cannot be realised without the involvement and commitment of all members of the school community and a common understanding of the pivotal role of equal opportunities in the context of the school's ethos and values, in particular, the recognition that the role of all staff is crucial in the delivery of the objectives of the policy.

All members of the school community are responsible for promoting the school's equal opportunities policy and are obliged to respect and act in accordance with the policy.

The school has a single "Equality Policy" that has a section on racial tolerance. This includes information about what the school, through education, challenge and discussion, will do to ensure incidents do not happen.

Racism is tackled in both the RE and in the PSHE curriculum. The children will take part in discussions designed to raise awareness and address prejudices. This work ensures that racial tolerance is at the forefront of everything we do.

23. Racist Incidents

Our policy on racist incidents is set out in a separate policy and acknowledges that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures.

24. Domestic Abuse

Our response on Domestic Abuse is set out in the Child Protection guidance from the SWCPP (please see www.swcpp.org.uk and search 'domestic abuse'). It recognises that exposure to domestic abuse can have a serious impact on a child's development and emotional well-being and acknowledges that staff, themselves, can be victims or perpetrators of domestic abuse. At Woodfield Primary, we work with Devon and Cornwall Police's Operation Encompass, which enables us to support children who have been present in a domestic abuse situation. The DSL will provide support according to the child's needs and update records about their circumstances.

25. General Prevention of Harm

We recognise that the school plays a significant part in the prevention of harm to our pupils by providing them with effective lines of communication with trusted adults, supportive friends and an ethos of protection.

The school community will:

- establish and maintain an ethos, that is understood by all staff, that enables children to feel safe and secure and encourages them to talk, knowing that they will be listened to;
- ensure that all children know there is an adult in the school whom they can approach if they are worried or in difficulty;
- provide opportunities across the curriculum, including PSHE, that equip children with the skills they need to stay safe from harm and to know to whom they should turn for help.

26. Health & Safety

Our Health & Safety Policy, set out in a separate document, reflects the consideration we give to the protection of our children, both physically within the school environment, and when away from the school, when undertaking school trips and visits.

The Headteacher, with the site manager, the Trust Estates Manger and a nominated Trust Director with responsibility for health and safety oversee the policy and 'Person in Control (PIC)' logbook. Any concerns from staff or children are reported to any of these individuals and the site manager carries out an initial examination, assessing what remedial action needs to take place.

Each term there is a fire drill, that practices the efficient evacuation from the school buildings.

The school conducts an annual fire risk assessment.

There is a critical incident plan that details what staff and parents should do in the case of emergencies.

27. First Aid

In the school, the following staff members are trained to oversee first aid:

General First Aid:

Cath Mear (as of October 2020)

Jayne Parnowski (as of October 2020)

Paediatric First Aid:

Suzie Orman
Amber Dunlop
Isaura Roberts
Louise Horton
Michelle Holmes
Samantha Clapp
Cath Mear
Ann Hackworthy
Mandy Griffin
Michelle Mackney
Tori McGrath
Laura Shepherd
Jayne Parnowski
David Brandenburg
Teresa Keast
Debbie Scannell
Jacqui Jones
Clare Norsworthy
Shane Mules
Claire Briggs
Chrisdine Smyth
Jo Laws
Sarah Sandey
Jessica Atherton

When a child is unwell, or has suffered an accident in school, or on the school grounds, the following steps are followed:

- Step 1:** A trained first aider is immediately called to provide assistance and advice.
- Step 2:** The incident/accident is logged in the incident/accident register.
- Step 3:** The parent is notified of the incident/accident as soon as necessary.
- Step 4:** The Trust, Local Authority Health and Safety Team and/or the Health and Safety Executive are notified of the incident/accident where there is a statutory duty to do so.

28. Supporting Pupils in School with Medical Conditions

The school will ensure that relevant staff are trained to administer medicines. This is detailed in the Administering Medicines Policy.

29. Site Security

Mayflower Community Academy aims to provide a secure school site and recognises that the site is only as secure as the people who use it. Therefore, all people on the site have to adhere to the rules that govern it. It is recognised that laxity can cause potential problems to safeguarding and so the school ensures that:

- gates are locked except at the start and end of each day;
- gates are kept closed to prevent intrusion;
- whenever possible visitors and volunteers only enter through the main pedestrian entrance and must sign in at the office;
- children are only allowed home with adults/carers with parental responsibility or confirmed permission has been received in advance;
- empty classrooms have closed windows;
- children are not allowed to leave school alone during school working hours and, if collected by an adult (whose responsibility for the child has been confirmed beforehand), signed out;
- should a child leave the school premises, without permission, then staff have been informed never to chase after a child, but rather to report immediately to the school office and notify the Headteacher. Parents and Police will then be immediately informed of the circumstances;
- at break and lunchtimes, staff are on duty to provide a presence at dedicated key points on the school site.

30. Self-Harm/Injury

This school is committed to supporting children who self-harm or attempt to self-harm and our full response/commitment is laid out in a separate 'Managing Self Harm/Self Injury Policy' Policy.

Self-harm is any self-injurious behaviour where the intent is to deliberately cause harm to one's own body or suicidal thoughts or actions.

This Managing Self Harm Policy document describes the school's approach to self-harm and is intended as guidance for all staff.

The Managing Self Harm Policy aims to:

- increase understanding and awareness of self-harm;
- alert staff to warning signs and risk factors;
- provide support to staff dealing with students who self-harm;
- provide support to students who self-harm and their peers and parents/carers.

31. Preventing Radicalisation

The Counter Terrorism and Security Act 2015 "places a duty on specified authorities, including local authorities and childcare, education and other children's services providers to have due regard to the need to prevent people from being drawn into terrorism ('the Prevent duty'). The Counter Terrorism and Security Act 2015 also places a duty on local authorities to ensure 'Channel' panels are

in place. Panels will assess the extent to which identified individuals are vulnerable to being drawn into terrorism. Schools and Colleges are listed in the Act as “partners of the panel”. The Act requires partners (such as Schools and Colleges) of Channel panels to cooperate with the panel in carrying out its functions and with the Police in undertaking the initial assessment as to whether a referral is appropriate.

Channel is a programme which focuses on providing support at an early stage, to people who are identified as being vulnerable to being drawn into terrorism. It provides a mechanism for schools to make referrals, if they are concerned that an individual might be vulnerable to radicalisation. It should be noted that an individual’s engagement with the programme is entirely voluntary at all stages. Our school staff understand when it is appropriate to make a referral to the Channel programme.

This school is committed to working with the local authority, Police and the Channel Panel to maintain a safe learning environment for children and young people in our care/charge. Wherever possible, preventing radicalisation will be promoted through both the curriculum and all other school related activities.

This school will help build pupils’ resilience to radicalisation by promoting fundamental British values (as set out in DfE documentation ‘Promoting Fundamental British Values’ 2014) and enabling them to challenge extremist views. It is important to emphasise that the Prevent duty is not intended to stop pupils debating controversial issues. On the contrary, the school will provide a safe space in which children, young people and staff can understand the risks associated with radicalisation (that can lead to terrorism) and develop the knowledge and skills to be able to challenge extremist arguments.

The statutory guidance makes clear that schools are expected to assess the risk of children being drawn into radicalisation (that can lead to terrorism), including support for extremist ideas that are part of terrorist ideology. This means being able to demonstrate both a general understanding of the risks affecting children and young people in the local area and a specific understanding of how to identify individual children who may be at risk of radicalisation and what to do to support them.

The general risks affecting children and young people may vary from area to area, and according to their age. This school is in an important position to identify risks within the local context. It is important that the school understands any particular risks so that it can respond in an appropriate and proportionate way. In addition, the school continues to be aware of the increased risk of online radicalisation, as terrorist organisations seek to radicalise young people through the use of social media and the internet. The School is able to obtain contextual information around these matters from both the local authority and the Police to help understand such risks in the area.

It is recognised that there is no single way of identifying an individual who is likely to be susceptible to radicalisation (including terrorist ideology). As with managing other safeguarding risks, staff will be alert to changes in children’s behaviour that could indicate that they may be in need of help or protection. Children at risk of radicalisation may display different signs or seek to hide their views. Our school staff will use their professional judgement in identifying children who might be at risk of radicalisation and act proportionately. Where staff are concerned that children and young people are developing extremist views or show signs of becoming radicalised, they should discuss this with the Designated Safeguarding Lead. The Designated Safeguarding Lead has received training about the Prevent duty and tackling extremism and is able to support staff with any concerns they may have.

Even very young children may be vulnerable to radicalisation by others, whether in the family or outside, and display concerning behaviour. The Prevent duty does not require teachers to carry out unnecessary intrusion into family life but, as with any other safeguarding risk, they will take action when they observe behaviour of concern.

32. Female Genital Mutilation (FGM)

Female Genital Mutilation refers to procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons. The practice is illegal in the UK. FGM typically takes place between birth and around 15 years old; however, it is believed that the majority of cases happen between the ages of 5 and 8.

Risk factors for FGM include:

- low level of integration into UK society
- mother or sister who has undergone FGM
- girls who are withdrawn from non-statutory sex-education (see school RSHE policy)
- visiting family elder from the country of origin
- talk about a 'special' procedure to become a woman
- parents wanting to take their daughter out of school to visit an 'at-risk' country (staff should not assume that FGM only happens outside the UK)

Indications that FGM may have already taken place may include:

- difficulty walking, sitting or standing and may even look uncomfortable
- spending longer than normal in the bathroom or toilet due to difficulties urinating
- frequent urinary, menstrual or stomach problems
- prolonged or repeated absences from school or college, especially with noticeable behaviour changes (eg withdrawal or depression) on the girl's return
- reluctance to undergo normal medical examinations
- confiding in a professional without being explicit about the problem due to embarrassment or fear
- talking about pain or discomfort between her legs

The Female Genital Mutilation Act (as inserted by Section 74 of the Serious Crime Act 2015) places a **statutory duty upon teachers**, along with social workers and health professionals, to report to the Police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under age 18. Unless they have been specifically told not to disclose, they should also discuss the case with the DSL and involve children's social care as appropriate.

Any other member of staff who discovers that an act of FGM appears to have been carried out on a pupil under 18 must speak to the DSL and follow safeguarding procedures.

Any member of staff that suspects a pupil is at risk of FGM or suspect that an act of FGM has been undertaken, must discuss with the DSL, as a matter of urgency, who will involve Children, Young People and Families Services as appropriate. Swift and immediate action may prevent FGM from taking place.

This school will ensure that all relevant staff working in the school receive appropriate training to understand and/or recognise when FGM may be likely to happen or has happened.

This school recognises that it will be rare to see visual evidence that an act of FGM has taken place and that it should not be examining pupils but the definition of what is meant by 'to discover that an act of FGM appears to have been carried out' is used for all professionals to whom the mandatory duty applies.

33. Safer Recruitment and Selection

This school pays full regard to current government guidance '**Keeping Children Safe in Education' September 2020**. We will ensure that all appropriate measures are applied in relation to everyone who works in the school, who is likely to be perceived by the children as a safe and trustworthy adult, including staff, volunteers, those employed/engaged by contractors and governors.

Best safer recruitment practices include scrutinising applications, verifying identity and academic or vocational qualifications, obtaining professional references, checking previous employment history and ensuring that a candidate has the health and physical capability for the job. It also includes undertaking interviews and, where appropriate, undertaking Disclosure and Barring Service (DBS) Children's Barring List checks, full Enhanced DBS checks, Prohibition Order and s.128 checks (where necessary), Childcare Disqualification Order checks (where necessary) and providing honest and accurate references when individuals move on.

In line with statutory changes, underpinned by regulations, the following will apply:

- an Enhanced DBS Disclosure check (with or without a Children's Barring List check in accordance with 'regulated activity' requirements and statutory guidance) will be obtained for all new appointments to our school workplace (including volunteers, where appropriate);
- this school is committed to keeping an up to date single central record detailing a range of pre-employment checks carried out on our staff, volunteers and governors;
- all new appointments to our school workforce from overseas or UK nationals, who have lived or worked outside of the UK for more than 3 months, will be subject to additional checks as appropriate (e.g. Certificate of Good Conduct);
- our school ensures that supply staff have undergone the necessary checks and will be made aware of this policy;
- identity/right to work in the UK checks will be carried out on all appointments to our school workforce before the appointment is confirmed.

The following staff have undertaken and completed Safer Recruitment training and one of these staff members will be in attendance at interview for all staff and volunteer appointments: -

Headteacher:

School Governor: **David Walters**

Other Staff: **Margaret Smith, Ryan Jenkins, Sarah Sandey,
Jacqui Jones, Ross Wilcox**

Safer working practices ensure that children are kept safe and that all staff:

- are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions;
- work in an open and transparent way;
- work with other colleagues, where possible, in situations open to question;
- discuss and/or take advice from school management over any incident which may give rise to concern;
- record any incident or decisions made;
- apply the same professional standards regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity;
- are aware of the confidentiality policy;
- are aware that breaches of the law and other professional guidelines could result in criminal or disciplinary action being taken against them.

Our Trust Safer Recruitment Policy, set out in a separate document, explains the school's commitment to safer recruitment practices both pre and post-employment

34. The Design of the Curriculum

Pupils are taught about safeguarding, including online, through various teaching and learning opportunities, as part of providing a broad and balanced curriculum. Children are taught to recognise when they are at risk and how to get help when they need it.

In subjects such as Personal, Social and Health Education, Relationships and Sex Education, Citizenship and RE, relevant learning and assessment regarding related issues take place with the children. Topics include such themes as Drugs, Alcohol, Sex and Relationships, Stranger Danger, and Online safety issues (including safer use of social media and gaming). Children are encouraged to explore and discuss these issues.

The curriculum is designed so that safety issues, within the subject, are discussed and safe practices explained, such as using equipment properly in PE and Design and Technology.

Appropriate staffing levels will be maintained, at all times, when the curriculum is being delivered within and outside of the school site.

Appropriate and agreed pupil/adult ratios will always be maintained.

The lead adult (the School Educational Visits Coordinator) will always risk assess visits and trips to ensure children are safeguarded and protected from harm before the event is finally authorised by the Headteacher.

Visiting speakers, with correct clearance and/or constant supervision are always welcome into school so that they can give specialist knowledge to the children. Where possible, visiting speakers are requested to provide an overview or, if teaching, a session plan so that content can be understood and agreed, prior to engagement with pupils.

35. Internet/Online Safety

The school Internet/Online Safety Policy set out in a separate document states that children are encouraged to use the internet in a safe way.

Parents will be asked to give permission for their children to use the internet on entry to the school.

Parents, children and staff must sign an appropriate usage form to ensure that they understand the risks and sanctions relating to misuse of the IT system in and beyond the school. If staff know of misuse, either by a teacher, supply teacher, other staff member, volunteer or child, the issue must be reported to the Headteacher without delay.

The Headteacher has overall responsibility for internet safety and will have access to all email addresses provided.

The school follows guidelines for Internet use/Online safety laid down by a range of organisations including the South West Grid for Learning, the Local Authority, Plymouth Safeguarding Children Board and in its Acceptable Use Policy.

The school will ensure that:

- software is in place to minimise access and to highlight any person accessing inappropriate sites or information;
- pupils will be encouraged to discuss, openly, their use of technology and anything which makes them feel uncomfortable. (If this results in child protection concerns, the Designated Safeguarding Lead should be informed immediately);
- every effort is made to encourage pupils not to give out their personal details, phone numbers, school, home addresses, computer passwords etc;
- pupils adhere to the school policy on mobile phones;
- training is provided to pupils, staff and volunteers on e-safety matters where necessary.
-

36. Inclusion Opportunities

This school is committed to inclusion, as detailed in our inclusion statement:

We believe in an inclusive approach towards education for all children regardless of their abilities ensuring they have a sense of positive well-being above all feeling safe and happy. We believe that every child has the fundamental right to access a broad, creative and enjoyable education experience thus enabling them to foster a love for learning. We believe that all children should be valued for their individuality and that to treat all children the same advantages some but disadvantages others. We look to provide a significant sense of community ethos and exceptional level of passion for the well-being, support and development of the whole child.

37. Whole School Behaviour Policy

The full, Whole School Behaviour Policy is set out in a separate document. It is recognised that good behaviour is essential in any community and at **Mayflower Community Academy** we have high expectation in this area. The school has a Whole School Behaviour Policy and a Code of Behaviour that must be adhered to by all children and the document is published on the school website. Although

the emphasis is always on the positive, there are also times when children have to be disciplined in order to maintain the safety and security of all children.

Staff are discouraged from handling children but where they deem it the safest thing to do, after exhausting all other de-escalation strategies, guidance and training has been given on safe methods of restraining a child so that they do not harm either themselves or others.

The Whole School Behaviour Policy includes the procedures to be followed when there is peer on peer abuse such as sexual violence and harassment, sexting (also known as youth produced sexual imagery) and upskirting.

38. Anti-Bullying Policy

The school's response to this is unequivocal.

The Headteacher, Head of School or Deputy Head must be informed immediately, and action will take place.

Children are told that silence is the bully's best friend. Although bullying in this school is rare, the school always acts swiftly with a process of investigation, communication and action. Bullies will not be tolerated.

There is a more detailed Anti-bullying Policy available on the school website.

39. Photographing and Videoing of Children in School

At **Mayflower Community Academy**, we have taken a sensible and balanced approach to photographing and videoing children on the school site. We have a formal policy regarding "taking photographs and video images of children" and a copy of the document is available from the school website.

Taking photographs and video images of children's achievements and activities is a wonderful way of capturing a memory and promoting successes. The policy document explains, in detail, the school's requirement to obtain parental permission (where necessary) while taking such images and the safeguards in place to ensure anonymity (wherever possible) in their usage.

40. Children Missing Education

All school age children, regardless of their circumstances, are entitled to a full-time education, which is suitable to their age, ability, aptitude and any special educational needs they may have. Local authorities have a duty to establish, as far as it is possible to do so, the identity of children of compulsory school age who are missing in their area. Effective information sharing between parents, schools, colleges and local authorities is critical to ensuring that all children are safe and receiving suitable education.

This school recognises that a child going missing from education is a potential indicator of abuse or neglect and such children are at risk of being victims of harm, exploitation or radicalisation. As a result, we will follow the 'Children Missing Education' (CME) Policy for Plymouth which sets out the joint responsibilities of all agencies, all staff in schools and the 3 Safeguarding Partners. in ensuring that all

children and young people have the opportunity to access appropriate and suitable education provision. This CME policy document has been developed in accordance with the provisions of the 'Children Missing Education' Statutory Guidance (September 2016) for unauthorised absence and for dealing with children that go missing from education, particularly on repeat occasions. This will help identify the risk of abuse and neglect, including sexual exploitation, and to help prevent the risks of going missing in the future.

This school recognises that we have a safeguarding duty in respect of our pupils to investigate any unexplained absences. We will always follow up with parents/carers when pupils are not at school. This means we need have at least two up to date contact numbers for parents/carers. Parents should remember to update school as soon as possible if the numbers change.

When considering the absence of a pupil or repeat absence, staff in this school are alert to signs to look out for and the individual triggers to be aware of when considering the potential safeguarding concerns such as travelling to conflict zones, female genital mutilation and forced marriage.

In accordance with its statutory duty, this school will always:

- Monitor pupil's attendance through our daily register;
- Inform the local authority Inclusion and Attendance Manager of the details of pupils who fail to attend regularly, or who have missed ten school days or more without permission.
- Notify the local authority when we are about to remove a statutory school age pupil's name from the school admission register;
- Make reasonable enquiries to establish the whereabouts of the child, jointly with the local authority, before deleting the pupil's name from the register;
- Notify the local authority within 5 days of adding a pupil's name to the admission register at a non-standard transition point;
- Notify the local authority if the child leaves the school to be home educated or move away from the school's location
- Make reasonable enquiries to establish the whereabouts of a child who has not returned to school for ten days after an authorised absence or is absent from school without authorisation for twenty consecutive school days or more without permission, before removing them from the admissions register. Removal from the register in these circumstances will only happen if the school does not have reasonable grounds to believe that the pupil is unable to attend because of sickness or unavoidable cause; and
- Arrange full-time education for excluded pupils from the sixth school day of a fixed period exclusion.

41. Child Sexual Exploitation and Child Criminal Exploitation

Both Child Sexual Exploitation and Child Criminal Exploitation are forms of abuse and both occur when an individual or group takes advantage of an imbalance in power to coerce manipulate or deceive a child into sexual or criminal activity.

Child Sexual Exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have

been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Child Criminal Exploitation is where a child is controlled, coerced, manipulated or deceived into criminal activity a) in exchange for something the victim needs or wants and/or b) for the financial or other advantage of the perpetrator and/or c) through violence or the threat of violence. Child criminal exploitation can include children being forced to work in cannabis factories, being coerced into moving drugs or money across the country (county lines) forced to shoplift or pickpocket, or to threaten other young people.

County lines is criminal activity where drug networks or gangs groom and exploit children and young people to carry drugs and money from urban areas to suburban and rural areas, market and seaside towns. Key to identifying potential involvement in county lines are missing episodes, when the victim may have been trafficked for the purpose of transferring drugs.

All staff in this school have received training to help them identify children who have either suffered or may be at risk of child sexual exploitation or child criminal exploitation and are aware that indicators can include children who:

- acquisition of money, clothes, mobile phones etc without plausible explanation
- gang- association and/or isolation from peers/social networks
- Exclusion or unexplained absences from school, college or work
- Leaving home/care without explanation and persistently going missing or returning late
- Excessive receipt of texts/phone calls
- Returning home under the influence of drugs/alcohol
- Inappropriate sexualised behaviour for age/sexually transmitted infections
- Evidence of/suspicions of physical or sexual assault
- Relationships with controlling or significantly older individuals or groups
- Multiple callers (unknown adults or peers)
- Frequenting areas known for sex work
- Concerning use of internet or other social media
- Increasing secretiveness around behaviours
- Self-harm or significant changes in emotional well-being

This school understands that Child Sexual Exploitation and Child Criminal Exploitation is a crime and where staff suspect it has occurred or may have occurred, a referral will be made to Children, Young People and Families Services and/or the Police in accordance with local safeguarding procedures.

42. Honour Based Violence

So-called 'honour based' violence (HBV) is a collection of practices, which are used to control behaviour within families or other social groups to protect perceived cultural and religious beliefs and/or honour. HBV manifests itself in a diverse range of ways with children and young people, including Female Genital Mutilation (see also section 32 above), forced marriage (i.e. one that is entered into without the full consent of one or both parties and where violence, threats or any other coercion is used to cause a person to enter into a marriage), physical assaults, kidnap, threats of violence and practices such as breast ironing. Such violence can also occur when perpetrators perceive that a relative has shamed the family and/or community by breaking the 'honour' code.

HBV can be distinguished from other forms of violence, as it is often committed with some degree of approval and/or collusion from family and/or community members.

All forms of HBV are abuse (regardless of the motivation) and will be handled and escalated as such in this school.

This school understands that in addition to the physical risks that a child may suffer as a result of HBV, a child may also suffer significant emotional harm through the threats of violence or witnessing this directed at a sibling or other family member.

All staff in this school are aware that a child could be the victim of violence/abuse in the name of 'honour' for what an outside person may perceive to be a 'minor' issue.

Behaviours that could be seen to transgress concepts of 'honour' include:

- inappropriate make-up or dress;
- the existence of a boyfriend;
- rejecting a forced marriage;
- pregnancy outside of marriage;
- being a victim of rape;
- perceptions that the victim is gay/lesbian;
- inter-faith relationships (or same faith but different ethnicity);
- leaving a spouse or seeking divorce;
- kissing or intimacy in a public place.

This school recognises it is likely that awareness that a child is the victim of an honour based crime will only come to light after the commission of an assault of some kind. There are inherent risks to the act of disclosure for the victim and possibly limited opportunities to ask for help for fear that their families will find out.

Where staff are unsure whether or not HBV has occurred or has the potential to occur, they will always seek the advice of the Designated Safeguarding Lead (or Deputy Designated Safeguarding Lead in their absence) in the first instance.

This school will ensure that any suspicion or disclosure of violence or abuse against a child in the name of 'honour' will be treated equally seriously as any other suspicion or disclosure or significant harm against a child and will activate local safeguarding procedures, reporting the matter directly to Children, Young People and Families Services and/or the Police accordingly.

43. Forced Marriage

This school is aware that forcing a person into a marriage is a crime in England and Wales.

A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats or any other form of coercion is used to cause a person to enter into a marriage (see also section 40 above).

All staff in this school are aware that any such threats can be physical or emotional and psychological, and that a lack of full and free consent can be where a person does not consent or where they cannot consent (e.g. if they have learning disabilities).

Staff are also aware that despite forced marriage being a crime in England and Wales, and the implications around full and free consent, some communities use religion and culture as a way to coerce a person into marriage.

Schools and colleges can play an important role in safeguarding children from forced marriage and in this school, staff training has raised an awareness that indicators of forced marriage may include:

- request(s) for extended leave of absence and failure to return from visits to country of origin;
- fear about forthcoming school holidays;
- surveillance by siblings or cousins at school;
- decline in behaviour, engagement, performance or punctuality;
- poor exam results;
- being withdrawn from school by those with parental responsibility;
- removal from a day centre of a person with a physical or learning disability;
- not allowed to attend extra-curricular activities;
- sudden announcement of engagement to a stranger; and
- being prevented from going on to further/higher education.

Where staff have evidence or information to suggest that a person is being forced into marriage in accordance with the above definitions/explanations/examples, the matter will be reported directly to the Police and where necessary (i.e. the forced marriage involves a person under the age of 18) to Children, Young People and Families Services.

44. Peer on Peer Abuse

All staff in this school are clear that children are capable of abusing their peers and understand the school policy and procedures with regard to peer on peer abuse. Detailed guidance around the school procedure for managing peer on peer abuse can be found in the Whole School Behaviour Policy.

Peer on peer abuse occurs when a young person is exploited, bullied and / or harmed by their peers who are the same or similar age. Peer on peer abuse can manifest itself in many ways and this may include:

- bullying (including cyberbullying)
- sexual violence and harassment
- physical abuse such as hitting, shaking, biting, hair pulling, or otherwise causing physical harm
- sexting (also known as youth produced sexual imagery)
- gender-based violence
- initiation/hazing type violence and rituals
- upskirting

Research suggests that girls and young women are more at risk of abusive behaviours perpetrated by their peers, but it can also affect boys and young men, those with learning difficulties or disabilities, LGBTQ children and young people, and those who are from different communities.

It should be noted that situations where young people are forced or coerced into sexual activity by peers or associates can be related with gang / serious youth violence activity but that is not always the case. Peer influence or peer pressure is a major factor in the decisions made by young people to join

groups. Many young people see it as a “way out” from their day to day life and feel a strong bond with their peers, one which they may be lacking at home.

Peer on peer abuse in this school will not be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up” and the school will take swift action to intervene where it occurs.

We will minimise the risk of peer-on-peer abuse by:

- Challenging any form of derogatory or sexualised language or behaviour, including requesting or sending sexual images
- Being vigilant to issues that particularly affect different genders
- Ensuring our curriculum helps to educate pupils about appropriate behaviour and consent
- Ensuring pupils know they can talk to staff confidentially
- Ensuring staff are trained to understand that a pupil harming a peer could be a sign that the child is being abused themselves, and that this would fall under the scope of this policy.

Sexual Violence and Harassment

All staff in this school are aware of what constitutes sexual violence and the fact that children can, and sometimes do, abuse their peers in this way. When referring to sexual violence, we are referring to sexual offences under the Sexual Offences Act 2003 as described below:

- **Rape:** A person (A) commits an offence of rape if he intentionally penetrates the vagina, anus or mouth of another person (B) with his penis, B does not consent* to the penetration and A does not reasonably believe that B consents.
- **Assault by Penetration:** A person (A) commits an offence if s/he intentionally penetrates the vagina or anus of another person (B) with a part of her/his body or anything else, the penetration is sexual, B does not consent* to the penetration and A does not reasonably believe that B consents.
- **Sexual Assault:** A person (A) commits an offence of sexual assault if s/he intentionally touches another person (B), the touching is sexual, B does not consent* to the touching and A does not reasonably believe that B consents*.

*Consent is about having the freedom and capacity to choose. Consent to sexual activity may be given to one sort of sexual activity but not another, e.g. to vaginal but not anal sex or penetration with conditions, such as wearing a condom. Consent may be withdrawn at any time during sexual activity and each time activity occurs. Someone consents to vaginal, anal or oral penetration only if s/he agrees by choice to that penetration and has the freedom and capacity to make that choice.

This school will always ensure that where a report of sexual violence and harassment is received, all victims will be reassured that they are being taken seriously and that they will be supported and kept safe. A victim will never be given the impression that they are creating a problem by reporting sexual violence and harassment, and neither will a victim be made to feel ashamed of making a report.

In the context of child on child sexual harassment, all staff in this school are aware that we mean ‘unwanted conduct of a sexual nature’ that can occur both online and offline and is likely to violate a child’s dignity, and/or make them feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment.

Sexual harassment can include:

- sexual comments.
- sexual jokes or taunting.
- physical behaviour, such as brushing against someone, interfering with someone's clothes, or displaying pictures, photos or drawings of a sexual nature.
- online sexual harassment which may include non-consensual sharing of sexual images or videos; sexualised bullying; unwanted sexual comments and messages, including on social media; sexual exploitation, coercion and threats.

Sexting

Sexting is sometimes called 'youth produced sexual imagery'.

Sexting is when someone shares sexual, naked or semi-naked images or videos of themselves or others or sends sexually explicit messages. They can be sent using mobiles, tablets, smartphones, laptops or any other device that allows you to share media and messages.

Sexting may also be called 'trading nudes', 'dirties' and 'pic for pic'.

All staff in this school are aware that whilst some children may believe sexting is harmless, the creating or sharing of explicit images of a child is illegal, even if the person doing it is a child. A young person is breaking the law if they:

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

All incidents of sexting or 'youth produced sexual imagery' will not be tolerated and are taken very seriously by the school. This school recognises that a young person who discloses they are the subject of sexual imagery is likely to be embarrassed and worried about the consequences. It is also likely they may have already tried to resolve the issue themselves.

All staff have received training around how to manage a report of sexual violence and harassment, and sexting/youth produced sexual imagery. This training has included:

- advising the victim what the next steps will be and who the report/disclosure may be passed to;
- recognising a child is likely to disclose to someone they trust;
- listening carefully to the child, being non-judgemental, being clear about boundaries and how the report/disclosure will be progressed, not asking leading questions and only prompting a child where necessary with open questions such as where, when, what etc;
- considering the best way to make a record of the report/disclosure;
- only recording the facts as the child presents them;
- where the report includes an online element, not to view or forward illegal images of a child;
- managing reports/disclosures with two members of staff present where this is possible; and
- informing the designated safeguarding lead or deputy as soon as practically possible if they are not involved in the initial reporting.

- Referring the matter to the Police and/or Children Young People and Families Services' where it is believed a criminal offence has been committed and/or the child is at risk.

45. Private Fostering

A private fostering arrangement is one that is made privately (without the involvement of the local authority) for the care of a child under the age of 16 years (under 18 if disabled) but someone other than a parent or close relative, in their own home, with the intention that it should last for 28 days or more.

Parents and private fosters both have a legal duty to inform the relevant local authority at least six weeks before the arrangement is due to start.

Whilst most privately fostered children are appropriately supported and looked after, they are potentially a vulnerable group who should be monitored by the local authority, particularly when the child has come from another country. In some cases, privately fostered children are affected by neglect or abuse, or be involved in trafficking, child sexual exploitation or modern-day slavery.

Schools have a mandatory duty to report to the local authority where they are aware or suspect that a child is subject to a private fostering arrangement. Although schools have a duty to inform the local authority, there is no duty for anyone, including the private foster carer or social workers to inform the school. It should be clear to the school who has parental responsibility.

School staff should notify the DSL when they become aware of private fostering arrangements. The DSL will speak to the family of the child involved to check if they are aware of their duty to inform the local authority of the arrangements.

On admission to the school, we ensure we verify the relationship of the adults to the child who is being registered.

46. Contextual Safeguarding

All staff understand that safeguarding incidents and/or behaviours can be associated with factors outside of school and/or can occur between children outside of school and will consider the context within which such incidents/behaviours occur in managing the incident/situation. This is known as 'contextual safeguarding' which simply means, assessments of children should consider whether wider environmental factors are present in the child's life that are a threat to their safety and welfare. All staff, but especially the Designated Safeguarding Lead, should consider whether children are at risk of abuse or exploitation in situations outside of their families.

This school will ensure that any referral/discussion with Children Young People and Families Services will include as much contextual information as possible, to inform their assessment process and decision making.

47. Children with Special Educational Needs and Disabilities (SEND)

We recognise that children with special educational needs and disabilities can face additional safeguarding challenges and staff in this school are aware that additional barriers can exist when recognising abuse and neglect in this group of children.

We will not make assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration.

We recognise that children with SEND are more prone to peer group isolation than other children and that there is potential for children with SEND to be disproportionately impacted by behaviours such as bullying, without outwardly showing any signs.

All staff are aware that there can be communication barriers and difficulties in overcoming these barriers where they exist.

This school will ensure that children with special educational needs and disabilities are provided with additional pastoral support when necessary, to ensure they feel safe and respected in the school community.

48. Welcoming other Professionals

Visitors with a professional role, such as the school nurse, social workers or members of the Police should have been vetted to work with children through their own organisation. When there is a planned visit to the school, the Headteacher will ensure that written confirmation has been received from the employing organisation that the said individual has been vetted through the DBS and deemed suitable to work with children.

When the said individuals make adhoc or unplanned visits to the school, they will be accompanied by a DBS vetted staff member, at all times, and not allowed to have any unsupervised access to the children until confirmation of their vetting status has been received. No examination/medical treatment of any child will be allowed unless the professional has suitable clearance prior to their visit.

It is recognised that in emergency situations, when the Police are called, perhaps to deal with an unruly pupil/adult, it may not always be possible to confirm their identity before access to the school site is allowed. The Headteacher will use their professional judgement to manage these situations effectively.

49. Safeguarding Information for Pupils

All pupils in our school are aware of a number of staff who they can talk to. The school is committed to ensuring that pupils are aware of behaviour towards them that is not acceptable and how they can keep themselves safe. All pupils know that we have a senior member of staff with responsibility for child protection and know who this is. We inform pupils of whom they might talk to, both in and out of school, their right to be listened to and heard and what steps can be taken to protect them from harm. Learning resources we use to help pupils learn how to keep safe are:

Through our PHSE/RSHE Curriculum and assemblies linked to our school values, E-Safety resources, Well-being modules

50. Partnership working with Parents

This school shares a purpose with parents to educate, keep children safe from harm and promote their welfare.

We are committed to working with parents positively, openly and honestly.

We ensure that all parents are treated with respect, dignity and courtesy.

We respect parents' rights to privacy and confidentiality and will not share sensitive/personal information unless we have permission to do so or it is necessary to protect a child from harm or potential harm.

Mayflower will share with parents any concerns we may have about their child unless to do so may place a child at risk of harm.

We encourage parents to discuss any concerns they may have with the school.

We make parents aware of our Child Protection and Safeguarding Policy and parents are aware that they can view the policy on our school website.

51. Policy Review

The Board of Directors (Trust Board) will approve the Child Protection and Safeguarding Policy at least annually and the Local Governing Body will observe the implementation of the policy.

Types of Abuse and Neglect

All school staff should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases, multiple issues will overlap with one another.

Definition of the term Abuse

Abuse is a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults or by another child or children.

Physical Abuse

Physical abuse is a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

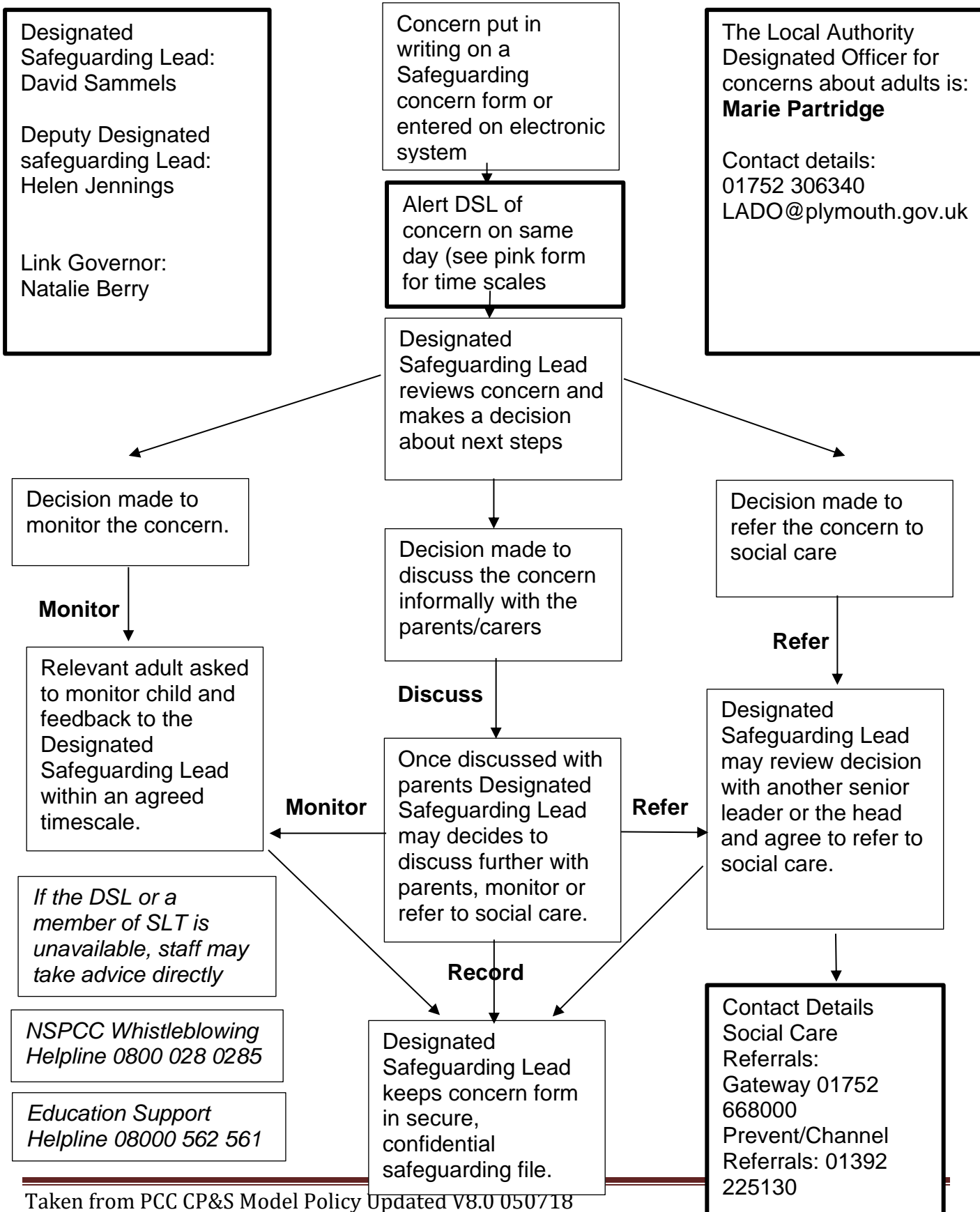
Sexual Abuse

Sexual abuse 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, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in 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

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. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

FLOW CHART FOR RAISING SAFEGUARDING CONCERNS ABOUT A CHILD



CHILD PROTECTION CONCERN REPORT BOOKLET



CHILD PROTECTION CONCERN REPORT BOOKLET

'Together we can... keep children safe'

RECOGNISE RECORD REPORT REVIEW

RECOGNISE and **RECORD** your concerns using CPOMS or this sheet (see **Do's and Don'ts** on the back cover) and then **REPORT** them to:

- 1) David Sammels - Designated Safeguarding Lead and Headteacher
- 2) Helen Jennings - Deputy Designated Safeguarding Lead and Deputy Headteacher
- 3) Hannah Rothero - Family Support Advisor
- 4) Penny Peters - SENDCo
- 5) Sarah Sandey - Year 5/6 Phase Leader and Online Safety Leader
- 6) Social Care - If none of the above are available or you feel that the concern hasn't been acted on appropriately, ring the concern through to The Gateway Tel. (01752) 668000 and then inform one of the designated persons above as soon as possible

The Academy will seek further advice and look to call their own strategy meeting if they feel that Social Care has not dealt with the concern appropriately.

REVIEW your concern - before you leave to go home that day, ensure you find out where your referral / concern has gone - what action has taken place and by who. If you feel that the concern has not been acted upon appropriately, ring the concern through to Social Care. Ring the concern through to The Gateway (01752) 668000 then inform David Sammels and/or one of the designated safeguarding leads as soon as possible.

| <p>Step 1 RECOGNISE your concern and the relevant categories of abuse</p> | <p>Recognise:</p> <ul style="list-style-type: none"> Any change of behaviour, attitude, demeanour, appearance, attendance etc. Any disclosures from a pupil or other source. Any concerning marks (e.g. bruises, cuts, scratches, burns) on/to the body. <p>Be aware of the categories and signs of abuse. Record, report and review concerns as quickly as possible:</p> <ul style="list-style-type: none"> Physical: Requires immediate action Sexual: Requires immediate action Neglect: see advice as soon as possible Emotional: Seek advice as soon as possible | | | | | | | | | | | | | | | | | | |
|--|---|----|--------|--|---|------------------------------|----------------------------|----------------------------------|-----------------------------|---|---|--|---|--|--|---------------------------------------|------------------------------------|--------------------------------------|---|
| <p>Step 2 RECORD your concern using CPOMS or this sheet</p> | <table border="1"> <thead> <tr> <th>Do</th> <th>Do Not</th> </tr> </thead> <tbody> <tr> <td>DO - Have another adult with you as a witness whilst with the child whenever possible.</td> <td>DO NOT - Ask leading questions or interrupt the child's flow of speech.</td> </tr> <tr> <td>DO - Remain calm and caring.</td> <td>DO NOT - Take photographs.</td> </tr> <tr> <td>DO - Let the child speak freely.</td> <td>DO NOT - Examine the child.</td> </tr> <tr> <td>DO - Inform the child that you may have to tell someone about your concern.</td> <td>DO NOT - Interpret what you have been told - just record it - in child's own words wherever possible.</td> </tr> <tr> <td>DO - Find out what action has been taken regarding your concern before the end of the working day - before you leave to go home.</td> <td>DO NOT - Delay the opportunity to listen.</td> </tr> <tr> <td>DO - Write what the child says in his/her own words.</td> <td>DO NOT - Allow your feelings to influence the child - don't show shock/anger/ptly etc.</td> </tr> <tr> <td>DO - Write in black or blue ink only.</td> <td>DO NOT - Make promises of secrecy.</td> </tr> <tr> <td>DO - Report the concern immediately.</td> <td>DO NOT - Assume someone else is dealing with the concern.</td> </tr> </tbody> </table> | Do | Do Not | DO - Have another adult with you as a witness whilst with the child whenever possible. | DO NOT - Ask leading questions or interrupt the child's flow of speech. | DO - Remain calm and caring. | DO NOT - Take photographs. | DO - Let the child speak freely. | DO NOT - Examine the child. | DO - Inform the child that you may have to tell someone about your concern. | DO NOT - Interpret what you have been told - just record it - in child's own words wherever possible. | DO - Find out what action has been taken regarding your concern before the end of the working day - before you leave to go home. | DO NOT - Delay the opportunity to listen. | DO - Write what the child says in his/her own words. | DO NOT - Allow your feelings to influence the child - don't show shock/anger/ptly etc. | DO - Write in black or blue ink only. | DO NOT - Make promises of secrecy. | DO - Report the concern immediately. | DO NOT - Assume someone else is dealing with the concern. |
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| <p>Step 3 REVIEW your concern</p> | <p>REVIEW your concern before you leave to go home that day, ensure you find out where your referral or concern has gone, what action has taken place and by who. If you feel that the concern has not been acted upon appropriately, ring the concern through to The Gateway Tel. (01752) 668000 then inform one of the designated safeguarding leads as soon as possible. If you have been affected by this experience and feel you would like to talk to someone in confidence about coping strategies (not the concern/case itself, this must remain confidential) you can self-refer to Simply Counselling on Tel 07595323363 Email: simplycounselling.co.uk@gmail.com or speak to the Headteacher for help.</p> | | | | | | | | | | | | | | | | | | |

MAYFLOWER COMMUNITY ACADEMY
41, Ham Drive, Plymouth, PL2 2NZ
TEL: 01752 668730
Email: school.office@mayfloweracademy.org
MAYFLOWER COMMUNITY ACADEMY SAFEGUARDING AND CHILD PROTECTION CONCERNS LOG SHEET (SHEET NO: of



| | | | |
|--|--------------|------------------|---|
| PRINTED Name and Contact Details of Person Writing This Concern: | DATE: | Time: | Position in Establishment - Please Indicate: (Staff) (Volunteer) (L/A) (Other - Please State) |
| Concern Regarding e.g. Child's Name: | Child's DOB: | Child's Address: | Details of any Siblings in School: |

Print clear factual details of your initial concern and what action you have taken e.g. who you spoke with at Social Care, time date and quotations from conversations not opinion (attach more info on another one of these sheets or a body map if necessary).

If you want advice, information and support about services for children, young people and families who are vulnerable and at risk Contact the Gateway on (01752) 668000

If you have determined that a child or young person is at risk of, or is, being harmed, abused or suffering neglect, contact the Gateway on (01752) 668000

What category of abuse would you consider this to be? NB-A disclosure of physical harm needs immediate action and referral to Social Care The Gateway (01752) 668000

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|--|---|---|---|
| Physical-REQUIRES IMMEDIATE ACTION <small>Increased risk of serious harm. Record-Report-Review</small> | Sexual- REQUIRES IMMEDIATE ACTION <small>Increased risk of serious harm. Record-Report-Review</small> | Neglect-Seek advice as soon as possible that day. Record-Report-Review | Emotional-Seek advice as soon as possible that day. Record-Report-Review |
| Time Reported: | Date Reported: | Reported to: | Signed by Receiver: |
| | | | Signed by Person Writing This Report: |
| | | | Reported to CPOMS: |