

Worcestershire County Council Safeguarding Children Policy

(Including Child Protection) **Adopted by Chawson First School**



September 2025

The Governing Body reviews this policy at least annually.

Last reviewed on Date: September 2025

Next Review Date: September 2026

Signature: (Chair of Governors)

Print Name:

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Section 1 Safeguarding Statement

Chawson First School fully recognises our moral and statutory responsibility to safeguard and promote the welfare of all pupils. We endeavour to provide a safe and welcoming environment where children are respected and valued. We are alert to the signs of abuse, neglect and exploitation (including adultification and teenage relationship abuse) and respond promptly to follow our procedures to ensure that all children receive effective support, protection and justice, to meet their individual needs as soon as problems emerge. Child protection forms part of the school's safeguarding responsibilities to protect children from harm.

Chawson Safeguarding and Child Protection Policy draws upon duties conferred by the Children Acts 1989 and 2004, The Children and Families Act 2014, S175 of the 2020 Education Act, The Education (Independent School Standards) Regulations 2014 (for independent schools), the Non-maintained Special Schools (England) Regulations 2015 (for non-maintained special schools) and the guidance contained in [Working together to safeguard children - GOV.UK](#) the DfE's statutory Guidance [Keeping children safe in education - GOV.UK](#)

Key Personal

Role	Name	Email address	Contact Number
Designated Safeguarding Lead (DSL)	Lindsay Wood: Assistant Head teacher	Imp48@chawson.worcs.sch.uk	01905 773264
Deputy DSL	Nicola Peck: Head Teacher Karen Sage: Deputy Head Teacher Emma Bartle: Assistant Head Teacher	office@chawson.worcs.sch.uk	01905 773264
Nominated Safeguarding Governor	Vicky Moloney	vmoloney@chawson.worcs.sch.uk	01905 773264
Headteacher	Nicola Peck	head@chawson.worcs.sch.uk	01905 773264
Chair of Governors	Nick Sanders	office@chawson.worcs.sch.uk or via hand post through the office	01905 773264

Other named staff and contacts:

- Designated Teacher for Children in Care: Lindsay Wood
- Online Safety Co-ordinator: Lindsay Wood
- Safeguarding in Education Adviser, WCC Denise Hannibal
- Family Front Door: **01905 822666** (core working hours)
- Out of hours or at weekends: **01905 768020**
- Prevent Lead: Paul Kinsella WCC

Section 2 Safeguarding is Everyone's Responsibility!

This means that safeguarding and promoting the mental, emotional, and physical welfare of children and young people is a fundamental priority for all who work or volunteer at Chawson First School. Consequently, anyone who comes into contact with our children has a role to play in safeguarding and child protection.

Safeguarding covers more than the contribution made to child protection in relation to individual young people. It also encompasses, but is not limited to, issues such as:

- Staff conduct.
- Health and safety.
- Bullying.
- Child-on-child abuse.
- Sexually harmful behaviour.
- Provision of intimate care.
- Building security.
- Alcohol, drugs, and substance misuse.
- Positive behaviour management.
- Physical intervention and restraint (reasonable force).
- Online safety

This policy should be followed and adhered to in all situations and circumstances when the safeguarding of our children is at stake. In accordance with the relevant law and guidance, this policy sets out our procedures for safeguarding and child protection. It applies to all temporary staff, contractors, and agency supply staff as well as volunteers working in Chawson First School.

Our school recognises that some children are living in circumstances that may make them more vulnerable to abuse, neglect, or poor outcomes. Some may need early help or intervention from other organisations to overcome problems and keep them safe. Appropriate consideration is made for Looked After Children and/or those with Special Educational Needs or Disabilities.

Chawson First School will follow the threshold guidance of [Worcestershire County Council Multi Agency Levels of Need](#) and implement their systems and protocol for referring families for early help and reporting child protection concerns. DSLs will ensure that all staff are aware of those issues and systems for reporting and provide local safeguarding updates.

Contextualised Safeguarding concerns

In our school we must ask, 'what are we protecting our children from?' and consult with the Local Authority, Staff and Pupils for their views. This means that in our school all staff will be made aware of specific issues relating to locality that could impact on the safety of children. We will ensure all staff receive regular safeguarding briefings to keep them up to date and have the opportunity to share community issues that may impact our children. This information will also be considered within the curriculum planning of PHSE/RSE.

- [Home | Police.uk](#)

Within our school locality the most common reported crimes/ issues are;

- Violence and sexual offences
- Anti-social behaviour
- Public order
- Shoplifting
- Domestic abuse

Training

- All staff must complete safeguarding and child protection training as part of their induction.
- All Staff must receive annual safeguarding training and regular safeguarding local area updates.
- The DSL team will be appropriately trained and demonstrate attendance at Local Authority and Multi-agency Safeguarding Arrangements meetings.
- The DSL and Deputy Safeguarding Leads will also attend local authority led network meetings and relevant training as per KCSIE 2025 for their required CPD.
- The DSL will share local contextual safeguarding issues through staff briefings.

Staff at Chawson follow a training schedule. All training is completed either face to face, by watching training which was recorded live or virtually on line. Where possible training is completed face to face for all general staff members. Training for DSL/DDSL is completed through WCC or through Brightcore.

All Staff	
Annual safeguarding refresher training	Full safeguarding training every 3 years
Prevent	Every 3 years
DSL and DDSL	
DSL training	Annually
Get Safe	Every 2 years
Domestic Abuse	Every 2 years
Prevent	Every 3 years
FGM	Every 3 years
Encompass	Once when taking on role
Safer recruitment	On appointment when needed for 3 members of staff
On line Safety	Annually

Child Protection and Child Abuse

Child abuse exists where children have been physically or emotionally abused, including severely neglected. This abuse can include all aspects of Child Criminal Exploitation including Sexual Exploitation, County Lines and Modern-Day Slavery. The abuse of children who attend our school is likely to be noticed by staff, Health Workers or other professionals who come into contact with our children. It is essential, therefore, that all those whose work bring them into contact with children and their families are trained to recognise abuse from within families or extra-familial risk. This means that in our school we will all know the signs of child abuse and we are aware of the procedures that must be followed to safeguard the child and any siblings. For those students with additional needs or who identify as LGBTQ+, we acknowledge the increased safeguarding issues that can occur and will put in place additional pastoral support and attention, along with ensuring any appropriate support for communication is in place. Our school has the role of recognising and responding to potential indicators of abuse and neglect, all necessary action should be taken by those with statutory powers to help the child. Early contact and close liaison with such agencies are therefore regarded as essential.

Our Staff who work directly with children, and young people will read: KCSIE 2025 Part 1 & Annex B
Our Staff who do not work directly with children and young people will read: KCSIE Annex A.
Our governing body will read Part 2 of KCSIE.
We will keep records to evidence this action within our school.

In the event of an actual or suspected case of child abuse by any adult, including parents, it is the responsibility of staff to report this to the Designated Safeguarding Lead (DSL) as an immediate action. A qualified DSL will be available to discuss any safeguarding concerns and take appropriate

steps to ensure the child's safety. The DSL is responsible for ensuring that children are identified, and the appropriate agency is involved.

All our staff will use CPOMS or paper copy Records of Concern to record their concerns about a child but will also discuss their concerns with the DSL. The DSL is a member of the school Senior Leadership Team, and the role is referenced in their job description. During term time and normal school hours, a DSL will always be available in our school. For the majority of time, this will present as a DSL being on site.

The DSL will attend any reviews called by the Local Authority and may call on appropriate members of staff for reports.

It is important that if staff overhear children discussing 'abuse' or 'neglect' that this information is relayed following the correct procedure to enable an investigation to take place.

In exceptional circumstances during normal school hours, and for after-school provision, access to the DSL may be by a phone or email should they not be on site. This information is accessible from the school office and held by the after school-provision staff for easy access.

Safeguarding and child protection concerns should be risk assessed when planning any off-site or residential visits. In our school a list of those students taking part in any trip will be passed to the EVC (Deputy DSL) and Office Administrators and staff attending the trip to ensure that staff are made aware of all essential information relating to the students in their care. (See Trips and Visits policy for further details).

The safeguarding team will meet fortnightly to confidentially discuss pupils who are identified as vulnerable. This will be to assess the levels of support and intervention required and to ensure those that are most vulnerable are contacted when absence is unauthorised or otherwise agreed as part of a plan or placement. Staff will try all available contact numbers (phone and email) for family members including emergency contacts. Unanswered calls will be reassessed by the DSL with further discussion with the safeguarding team to consider the next steps such as home visit. All concerns and records will be kept and managed on CPOMS. All members of SLT and relevant staff will be alerted immediately when logs are added to ensure they have all up to date information and actions. (See Attendance Policy for further details)

Section 3 Our Commitment

In our school we recognise that because of the day-to-day contact with children and young people, staff and volunteers are well placed to observe signs of harm, abuse, neglect, child-on-child abuse, victimisation and /or exploitation. We recognise that children may not be ready to talk about their experiences of abuse, exploitation, or neglect as they do not see this as harmful. Therefore, we will ensure arrangements are in place to safeguard and promote the welfare of children by:

- Creating a culture of safeguarding by embedding robust policies and procedures where all children feel secure, are encouraged to talk, and are listened to.
- Maintaining a 'Zero Tolerance' attitude to child-on-child abuse, IT CAN HAPPEN HERE ETHOS. Including sexually harmful behaviour, racism, and homophobia (See our Anti bullying policy)
- Ensure all children know the adults in our school who they can approach if they have worries.
- Teaching children to keep themselves safe from all forms of abuse, at a suitable age appropriate level including: criminal exploitation, extremism, radicalisation [Government Channel Guidance](#), and child-on-child abuse.

And we will support our staff by:

- Providing effective, ongoing training and development for all staff.
- Addressing concerns and making robust referrals to other agencies, at the earliest possible stage, including the acceptance of the regulation around mandatory reporting.
- Developing effective links with relevant agencies in all matters regarding safeguarding and child protection, proactively sharing information as early as possible to support pupils and their families.
- Monitoring and supporting children who are subject to child protection plans, contributing to the implementation of the plan.
- Keeping meticulous records of concerns about children, even where there is no need to refer the matter immediately (dates, times, person/s responsible and actions) ensuring all records are kept securely. Records will include:
 - A comprehensive summary of concerns.
 - Details of the concern.
 - What action was taken and any follow-up.
 - Actions taken and outcomes.
- Ensuring the suitability of all staff through safe recruitment practice.
- Ensuring all our staff and volunteers understand their responsibilities with regard to safeguarding and child protection through annual training and CPD training events.
- Ensuring that parents and carers understand the responsibility placed on the school and its staff for safeguarding and child protection.
- Maintaining awareness of those children who are persistently absent or missing from school, notifying the local authority in line with 'Children Missing in Education' protocols (See Attendance Policy for further details).
- Maintaining clear procedures for reporting Low Level Concerns and allegations against staff members.

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self-worth. They may feel helplessness, humiliation, and some sense of blame. Our school may be the only stable, secure, and predictable element in the lives of children at risk. Chawson First School will support all children through:

- Appropriate staff conduct, in line with the policy.
- Relevant curriculum design and implementation to teach them about staying safe at all times, including when they are online.
- Daily practice underpinned by our school ethos, vision, and values.
- Consistent implementation of our school's Health & Safety, Anti-bullying, Safer Recruitment, Behaviour and Online safety policies and related practice.
- Close and proactive liaison with other agencies such as social services, Child and Adult Mental Health Service, the Education Welfare and Psychology Services.

In line with Government guidelines in KCSIE 2025, our school will, where reasonably possible, hold two or more emergency contact numbers per pupil or student. This provides the school with additional options for contacting a responsible adult when a child is missing school and is also identified as a welfare and/or safeguarding concern.

Section 4 Child-on Child Harmful Sexual Behaviour

It is important that all of our school staff can recognise that children are capable of abusing their peers, and that this abuse can include physical abuse, sexting, initiation/ hazing, sexual violence, and harassment.

It should be recognised that there is a gendered nature to child-on-child abuse, i.e., that it is more likely that girls will be victims and boys' perpetrators.

Our school values, ethos and child-on-child and behaviour policies provide the platform for staff and students to clearly recognise that abuse is abuse and it will never be tolerated or diminished in significance.

Staff should recognise the impact of sexual violence, and the fact that children can, and sometimes do, abuse their peers in this way. It can happen both inside and outside of our school setting.

Whilst not intended to be an exhaustive list, sexual harassment can include:

- sexual comments, such as telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance, and calling someone sexualised names.
- sexual “jokes” or taunting.
- physical behaviour, such as: deliberately brushing against someone, interfering with someone’s clothes. School should consider when any of this crosses a line into sexual violence – it is important to talk to and consider the experience of the victim.
- displaying pictures, photos, or drawings of a sexual nature.
- upskirting (this is a criminal offence); and
- online sexual harassment. This may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence.

When referring to sexual violence this policy is referring to [sexual offences under the Sexual Offences Act 2003](#) as described below:

- **Rape:** A person (A) commits an offence of rape if: there is intentional penetration of 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, anus, or mouth 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. Consent can be withdrawn at any time during sexual activity and each time activity occurs.

- A child under the age of 13 can never consent to any sexual activity.
- The age of consent is 16; and
- Sexual intercourse without consent is rape.

Sexting (the consensual and non-consensual sharing of nude and semi-nude images and/or videos) will be dealt with seriously within our School.

How we will support

- At Chawson First school we will not tolerate incidences of child-on-child abuse. And will not pass it off as “banter” “just part of growing up” or “just having a laugh.”
- Regardless of whether incidents are reported or not, we will lead a culture of it could happen here.
- All incidences will not be tolerated and will be taken very seriously.
- We will always challenge behaviours which create a hostile, intimidating, or degrading environment.

- We will follow both national and local guidance and policies to support any children subject to child-on-child abuse, including sexting (also known as youth produced sexual imagery) and gang violence. We will also utilise the search and confiscation guidance produced by the DfE if relevant to do so. [Searching, screening and confiscation in schools - GOV.UK](#)
- We will follow the guidance on managing reports of child-on-child sexual violence and sexual harassment in schools.
- We will always report episodes of 'up- skirting': Up-skirting is typically defined as taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress, or alarm.
- We will consider the support required by those falsely accused of child-on-child abuse.
- All disclosures will be taken seriously with those making the disclosure being kept safe, their anonymity protected when appropriate, and ensuring children will never be made to feel like they are creating a problem for reporting abuse.
- We will consider taking positive action to support a specific group of children if there is evidence they were being disproportionately subjected to sexual violence or sexual harassment. We will ensure staff are aware of how these experiences can impact on a child's mental health, behaviour, attendance, and progress at school.
- We use the [NSPCC Hackett continuum](#) Understanding sexualised behaviour in children NSPCC Learning to support our work with STUDENTS/PUPILS.
- We will consider each case individually and where necessary complete a risk assessment to support all children involved. (See Child-on-child policy and risk assessment for further detail on managing incidents).

Section 5 Emotional Health and Well Being and Mental Health Support

We are aware that mental health problems can, in some cases, be an indicator that a child or young people has suffered or is at risk of suffering abuse, neglect or exploitation.

Chawson First School has an important role to play in supporting the mental health and wellbeing of all our learners. This means that in our school we will: Ensure that all of our staff are aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation. We will consider the impact of adverse childhood experiences (ACES) and acknowledge that these can have a lasting impact throughout childhood, adolescence and into adulthood.

As a school we ensure we have clear systems and processes in place for identifying possible mental health problems, including routes to escalate and clear referral and accountability systems. (See Mental Health Policy and Mental Health and Wellbeing Pathway for further details).

As a school we will be vigilant for signs of emotional well-being concerns. These may include:

- Physical signs of harm that are repeated or appear non-accidental.
- Changes in eating/sleeping habits.
- Increased isolation from friends or family, becoming socially withdrawn.
- Changes in activity and mood.
- Lowering of academic achievement.
- Talking or joking about self-harm or suicide.
- Abusing drugs or alcohol.
- Expressing feelings of failure, uselessness, or loss of hope

We ensure our children are supported to have the skills and understanding to keep themselves and others physically and mentally healthy and safe. This is part of the development of our RSE and PSHE curriculum.

It is also key that we train our staff to be aware of how these children's experiences, can impact on their mental health, behaviour, and education.

This is ensured through

- The content of PHSE/RSE lessons being altered as necessary to meet the specific needs of our children. There will always be an emphasis on enabling the children to develop skills to seek help for themselves and others.
- The DSL, who is also the Designated Senior Mental Health lead, works closely with the school mental health practitioner and senior leaders to ensure all needs are met and to make timely referrals for additional support where needed.
- The DSL will work directly with identified children, who not reach referral threshold, through the school early help offer, to complete proven recommended interventions e.g. CBT Anger and Anxiety Gremlin, Volcano in myTummy, Zones of Regulation, CBT.
- The DSL will liaise with Children's Social Care to ensure that the appropriate approach is taken to safeguarding children most at risk.

Our school staff may become aware of warning signs which indicate a student, or a member of staff, is experiencing mental health or emotional wellbeing issues.

These warning signs should always be taken seriously.

If staff have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken. In line with the school's procedure of recording logs either in hard copy or on the CPOMS system.

In our school we will work closely with parents and carers to support the whole family, unless to do so places the child at additional risk.

We will provide clear means for parents to contact the Senior Mental Health Lead if they have further questions and arrange a follow up meeting or phone call as parents often have many questions as they process the information.

To support parents and carers, at the end of each meeting/ end of an intervention provision, we will agree on the next steps and always keep a brief record of the meeting on the child's CPOMS file. Parents and Carers will also be provided with a copy of the support plan from school or a summary letter from the Mental Health Practitioner depending on who has delivered the support.

Training is kept up to date through annual Safeguarding training, workshops/ meetings delivered by the Mental Health Practitioner and through a whole school trauma informed approach. Training is either face to face or virtual and staff are provided with relevant updates throughout the year.

Section 6 Opportunities to Teach Safeguarding

Children are taught about safeguarding in schools. The following areas are among those addressed in **PSHE/RSE** and in the wider curriculum.

Our school play a crucial role in preventative education. Preventative education is most effective in the context of a whole-school approach that prepares learners for life in modern Britain and creates

a culture of zero tolerance for sexism, misogyny/misandry, hate focused on LGBTQ+ issues and sexual violence/harassment.

These will be underpinned by the school's behaviour policy and pastoral support system, as well as through the National Curriculum PHSE and RSE planned lessons which are delivered in regular timetabled lessons and reinforced throughout other areas of the whole school curriculum subject areas and themed assemblies.

Our curriculum delivery will be fully inclusive and developed to be age and stage of development appropriate (especially when considering the needs of our children and those with SEND and other vulnerabilities) and will stress that law around safeguarding is to protect not criminalise them.

The curriculum including wider school curriculum opportunities will tackle at age-appropriate stages issues such as:

- Bullying/Cyber Bullying - Examples include but are not limited to teaching about bullying- Anti-Bullying week and computing, assemblies, School Council and E-safety council.
- Drugs, Alcohol and Substance Abuse Examples include but are not limited to visits from Science – living things, PSHE and health, PE.
- Online Safety / Mobile technologies – Examples include but are not limited to Computing and E safety contracts work, PHSE keeping safe
- Stranger Danger - Examples include but are not limited to PSHE, assemblies, Literacy,
- Fire and Water Safety- Examples include but are not limited to swimming and bell boating, practice drills, History, Geography and Eco work.
- Child to Child Abuse - Examples include but are not limited to relationships and social interaction work, school rules and conduct regarding how others should be treated.
- Sexual Violence and Sexual Harassment- Examples include but are not limited to relationships and circle time work, school rules and conduct regarding how others should be treated.
- Road Safety - Examples include but are not limited to trips and visits, local area,
- Domestic Abuse - Examples include but are not limited to work on relationships, exploring scenarios including causes and strategies for managing anger and feelings.
- Healthy Relationships / Consent Examples include but are not limited to anti bullying, assemblies, exploring scenarios, human rights
- So called Honour Based Violence issues (HBV) e.g. Forced Marriage, Female Genital Mutilation (FGM) - Examples include but are not limited to RE, British values,
- Child Exploitation of Children - Examples include but are not limited to work in History, debate work

Extremism and Radicalisation (in line with the DfE advice Promoting Fundamental British Values as part of SMSC (spiritual, moral, social, and cultural education) in Schools (2014). [Promoting fundamental British values through SMSC - GOV.UK](#)

Section 7 Online safety Filtering and Monitoring

It is essential that children are safeguarded from potentially harmful and inappropriate communications and online material. As such, Chawson First School ensures appropriate procedures, filters and monitoring systems are in place in accordance with the following policies:

- E-Safety/ Online Safety Policy.
- ICT and Internet Acceptable use Policy.
- The Safe and Appropriate Use of Images Policy
- Web Filtering and Device Monitoring through *Securus which is monitored by Entrust.*

- Audit of effective filtering through monthly filter reports to the DSL.

We recognise that the online risks fall into 4 main categories:

- **Content:** being exposed to illegal, inappropriate, or harmful content, for example: pornography, racism, misogyny, self-harm, suicide, anti-Semitism, radicalisation, extremism, misinformation, disinformation (including fake news) and conspiracy theories.
- **contact:** being subjected to harmful online interaction with other users.
- **conduct:** personal online behaviour that increases the likelihood of, or causes, harm.
- **commerce:** - risks such as online gambling, inappropriate advertising, phishing and or financial scams.

We ensure online safety is a running and interrelated theme whilst devising and implementing policies and procedures including how online safety is reflected in other relevant policies. We consider online safety whilst planning the curriculum, any teacher training, the role, and responsibilities of the DSL and engaging with parents to raise awareness in order to support their children and young people.

The DSL will take lead responsibility for online safety and understanding the filtering and monitoring systems in place. All staff will receive appropriate online safety training which, amongst other things, includes an understanding of the expectations, applicable roles, and responsibilities in relation to filtering and monitoring.

The DSL will oversee the delivery of the e-safety curriculum ensuring safeguarding is maintained.

- Online safety is included in our curriculum provision as part of providing a broad and balanced curriculum.
- Our school computers, laptops and iPads all have Securus software installed and activated.
- Children are taught about safeguarding, including online, through teaching and learning opportunities, with specific reference to the age-related guidance.

Technology, and the risks and harms related to it evolve and changes rapidly. We will carry out an annual review of our approach to online safety that considers and reflects the risks children face. The use of Artificial Intelligence (AI) is a new and developing field and the implications within safeguarding will be closely monitored over the next year and the appropriate response will be led within the school to have the appropriate level of security protection procedures in place in order to safeguard our systems. We review the effectiveness of these procedures periodically to keep up with evolving cyber-crime technologies. To support this we use [National Education Network](#). In addition to this we access support from [Cyber security standards for schools and colleges.GOV.UK](#).

Schools can use the department's '[plan technology for your school service](#)' to self-assess against the filtering and monitoring standards and receive personalised recommendations on how to meet them.

We review the standards and discuss with IT staff and service providers what more needs to be done to support the school in meeting this standard.

The DfE's non-statutory mobile phone guidance says that children should not use mobile phones throughout the school day. It is therefore school policy that children do not bring mobile phones or other such devices with communications and smart technology. This includes smartwatches with smart technology in them which can be used to tell the time, send and receive text and voice messages, make calls and listen to music, have wellness and health-related features. (See ICT and Internet Acceptable Use Policy for further details on mobile phone use for staff).

Filtering and Monitoring

Our Governing Board are responsible and need to ensure the limit of children's exposure to the above risks from the school's

Our Governing Board

- ensure our school has appropriate filters and monitoring systems in place and regularly review their effectiveness.
- through training in line with KCSIE 2025 ensure that the leadership team and relevant staff have an awareness and understanding of the provisions in place and manage them effectively and know how to escalate concerns when identified.
- consider the age range of the children, the number of children, how often they access the IT system and the proportionality of costs versus safeguarding risks.

In our school we monitor the results of our web blocking and monitoring software to ensure that our students work safely and are protected from terrorist or extremist material, cyber-bullying, cyber-crime, sexting, offensive user/trolling, vulnerable user over sharing and grooming.

We will follow the DfE filtering and monitoring standards to:

- Review filtering and monitoring provision at least annually.
- Block harmful and inappropriate content without unreasonably impacting teaching and learning.
- Have effective monitoring strategies in place that meet their safeguarding needs.

We meet the Government Cyber security standards for schools identifying and assigning roles and responsibilities for filtering and monitoring.

We also ensure that all staff:

- understand their role.
- are appropriately trained.
- follow policies, processes, and procedures.
- act on reports and concerns.
- work to government and curriculum guidance to ensure safe and effective online learning.

The DSL reviews standards and discuss with IT staff or service providers what more needs to be done to support us in meeting the required standards.

Our school is committed to keeping our children safe online so we will include the safe use of mobile phones within our curriculum. Children are not permitted to have their mobile phone with them in school.

[The Prevent duty Departmental advice for schools and childcare providers](#) and Home Office Additional guidance on filtering and monitoring can be found at: UK Safer Internet Centre: "appropriate" filtering and monitoring. <https://www.saferinternet.org.uk/advice-centre/teachers-and-school-staff/appropriate-filtering-and-monitoring>.

South West Grid for Learning (swgfl.org.uk) have created a [tool](#) to check whether a school or college's filtering provider is signed up to relevant lists (CSA content, Sexual Content, Terrorist content, Your Internet Connection Blocks Child Abuse & Terrorist Content).

Section 8 Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE)

Criminal Exploitation Child Criminal Exploitation is a coverall heading for the following issues:

- Child Sexual Exploitation.
- County Lines.
- Child Trafficking & Human Slavery.

We will view children (0-18 years) as victims of Child Criminal Exploitation and not as perpetrators and will advocate for our children to be viewed as children in all circumstances.

Child Sexual Exploitation (CSE) CSE involves exploitative situations, contexts, and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection) as a result of engaging in sexual activities. It is a problem that occurs for boys as well as girls.

Sexual exploitation can take many forms ranging from the completely inappropriate 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops. Sexual exploitation involves varying degrees of coercion, intimidation, or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyberbullying and grooming. However, it also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.

County Lines Gangs use children and vulnerable people to move drugs and money. Gangs establish a base, typically by taking over the homes of local vulnerable adults by force or coercion in a practice referred to as 'cuckooing.' One of the key factors found in most cases of County Lines is the presence of some form of exchange (e.g., carrying drugs in return for something). Where it is the victim who is offered, promised, or given something they need or want, the exchange can include both tangible (such as money, drugs, or clothes) and intangible rewards (such as status, protection or perceived friendship or affection).

If staff suspect that a child is a victim of County Lines exploitation, they must follow the school procedures for reporting child protection concerns and report to the DSL immediately. The DSL should refer to the Worcestershire levels of need guidance to assess if a referral to Worcestershire County council family front door is required. Additionally they should also complete a GET SAFE risk assessment [Get Safe | Worcestershire County Council](#) immediately and share any further intel with West Mercia police.

Child Trafficking & Human Slavery

Our school will ensure we keep up to date on the latest advice and guidance provided to assist in addressing specific vulnerabilities and forms of exploitation and access support, advice, and resources via GET SAFE, Worcestershire County council multi agency exploitation team. Relevant updates and information are also shared with parents and carers through the school website, messaging service or social media page.

Children Missing from Education

Our school will inform the local authority where a child or young people is missing from education and or absence is irregular. We will provide information to the local authority when removing a child from school roll as per local Worcestershire County council and statutory guidance:

- [Statutory guidance children missing in education](#)
- [Attendance and Children Missing Education \(CME\) | Worcestershire County Council](#)

(See Attendance Policy for further detail)

Elective Home Educated

We will inform Worcestershire County Council of all deletions from our admission register when a child is taken off roll.

Where a parent/carers has expressed their intention to remove a child from school with a view to educating at home, we will work together to coordinate an exit interview meeting with parents/carers where possible to enable informed decisions are being made in the best interests of the child. Where a child has additional vulnerabilities we will assess the impact to risk that elective home education may add, and collaborate with partners and parents to ensure this is fully understood and informs assessments or plans.

Following the exit interview meeting parents/carers will be issued with a deregistration notification form and they will be required to provide their final decision to deregister their child in writing, along with a signed copy of the letter, referral form and deregistration checklist. They will also need to inform the Local Authority to remove the child from the school register.

Violence against women and girls including Honour-Based abuse (including Female Genital Mutilation and Forced Marriage)

Where HBA affects children and young people it is a child protection issue. It is an abuse of human rights.

Children and young people who suffer Honour Based Abuse are at risk of Significant Harm through physical, sexual, psychological, emotional harm and neglect. In some cases, they are also at risk of being killed. Some reasons that have been given for HBA are:

- Protecting family 'honour' To control un-wanted behaviour and sexuality (including perceived promiscuity or being lesbian, gay, bisexual, or transgender).
- Strengthening family links.
- Protecting perceived cultural and/or religious ideals.
- Preventing unsuitable relationships.
- Assisting claims for residence and citizenship in the UK.
- Perceived immoral behaviour e.g., make-up or dress; use of mobile phone; inter faith relationships

Our staff in school have received appropriate training and where we identify HBV the DSL will refer to Children's Social Care, the Police, and the National Forced Marriage Unit promptly.

[The right to choose: gov guidance on forced marriage](#)

FGM mandatory reporting duty for teachers

FGM is a criminal offence – it is child abuse and a form of violence against women and girls and therefore should be treated as such. With effect from October 2015, all schools are subject to reporting and this means that in our school we ensure:

Our staff are supported to talk to families and local communities about sensitive concerns in relation to their children and to find ways to address them together wherever possible. All staff are up to

date on the latest advice and guidance provided to assist in addressing specific vulnerabilities and forms of exploitation and the mandatory reporting requirement in respect of female genital mutilation (FGM).

FGM involves procedures that intentionally alter/injure the female genital organs for non-medical reasons. Four types of procedure:

- Type 1 Clitoridectomy – partial/total removal of clitoris.
- Type 2 Excision – partial/total removal of clitoris and labia minora.
- Type 3 Infibulation - entrance to vagina is narrowed by repositioning the inner/outer labia.
- Type 4 all other procedures that may include: pricking, piercing, incising, cauterising, and scraping the genital area.

When a teacher suspects or discovers that an act of FGM is going to be or has been carried out on a girl aged under 18, that teacher has a statutory duty to report it to the Police. Failure to report such cases MAY result in disciplinary sanctions.

Forced Marriage

Staff at Chawson First school understand we could potentially play an important role in safeguarding children from forced marriage. The Forced Marriage Unit has published [statutory guidance](#) and [Multi-agency guidelines](#), of which focus on the role of schools and colleges. Our staff can contact the Forced Marriage Unit if they need advice or information: Contact: 020 7008 0151 or email fmu@fco.gov.uk. In addition, since February 2023 it has also been a crime to carry out any conduct whose purpose is to cause a child to marry before their eighteenth birthday, even if violence threats or another form of coercion are not used. As with the existing forced marriage law, this applies to non-binding, unofficial 'marriages' as well as legal marriages.

Section 9 Domestic Abuse

Domestic abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. That abuse can be, but is not limited to, psychological, physical, sexual, financial, or emotional. Children can be victims of domestic abuse. They may see, hear, or experience the effects of abuse at home and/or suffer domestic abuse in their own intimate relationships (teenage relationship abuse). All of which can have a detrimental and long-term impact on their health, well-being, development, and ability to learn.

The Domestic Abuse Act 2021 introduced the first ever statutory definition of domestic abuse and recognises the impact of domestic abuse on children, as victims in their own right, if they see, hear, or experience the effects of abuse. The statutory definition of domestic abuse, based on the previous cross-government definition, ensures that different types of relationships are captured, including ex-partners and family members. The definition captures a range of different abusive behaviours, including physical, emotional, and economic abuse and coercive and controlling behaviour. Under the statutory definition, both the person who is carrying out the behaviour and the person to whom the behaviour is directed towards must be aged 16 or over and they must be "personally connected" (as defined in section 2 of the 2021 Act). Types of domestic abuse include intimate partner violence, abuse by family members, teenage relationship abuse and child to parent abuse. Anyone can be a victim of domestic abuse, regardless of gender identity, age, ethnicity, socio-economic status, sexuality or background and domestic abuse can take place inside or outside of the home. The government has issued statutory guidance to provide further information for those working with domestic abuse victims and perpetrators, including the impact on children. All children can witness and be adversely affected by domestic abuse in the context of their home life

where domestic abuse occurs between family members. Experiencing domestic abuse can have a serious, long-lasting emotional and psychological impact on children. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result. Young people can also experience domestic abuse within their own intimate relationships. This form of child-on-child abuse is sometimes referred to as 'teenage relationship abuse.' Depending on the age of the young people, this may not be recognised in law under the statutory definition of 'domestic abuse' (if one or both parties are under 16). However, as with any child under 18, where there are concerns about safety or welfare, child safeguarding procedures should be followed and both young victims and young perpetrators should be offered support.

Children are offered support in school through time to talk with a trusted adult when they feel they need to and or through designated booked slots with the DSL. Use of trauma informed approaches support children to express themselves and share their experiences in a safe environment over time. Where needed, referrals are made to the mental health practitioner to support with anxiety related issues. School also support children through working with external agencies such as social care, NHS and Women's Aid, who attend school to complete direct work with children.

MARAC

If we identify a victim of domestic abuse being high risk. We will consider a referral to MARAC (Multi Agency Risk Assessment Conference). The purpose of MARAC is to share information and establish a multi-agency action plan to support the victim and to make links with other public protection procedures, particularly safeguarding children, vulnerable adults, and the management of offenders. We will continue to provide help and support to safeguard children. The DSL will usually lead this. MARAC does not replace a referral to children social care.

OPERATION ENCOMPASS

In our school we receive Operation Encompass Notifications including any incidents reported in relation to our Preschool setting. Operation Encompass highlights that a Domestic Abuse Incident has taken place, and the police have been called. As part of the support, we then offer following these notifications, we ensure that staff maintain a close eye on the child, informing the DSL of any changes with regards to their behaviour, and reporting and recording anything out of the ordinary. Operation Encompass is working well in Worcestershire Schools and Worcestershire County Council successfully send DA notifications to schools. It helps police and schools work together to provide emotional and practical help to children. The system ensures that when police are called to an incident of domestic abuse, where there are children in the household who have experienced the domestic incident, they inform Worcestershire County Council, who then inform the school via the DSL, before the child or children arrive at school the following day. This information sharing ensures relevant information about the child's circumstances are received in a timely manner and therefore as a school we enable support to be given to the child according to their needs.

Section 10 Safeguarding Pupils who are at risk of extremism.

The Prevent strategy aims to stop people becoming terrorists or supporting terrorism. While it remains rare for children to become involved in terrorist activity, our school recognises some, from an early age, can be exposed to terrorist & extremist influences or prejudiced views.

As with other forms of safeguarding strategies, early intervention is always preferable. We are committed to working with the local authority and other local partners, families, and communities to play a key role in ensuring young people and our communities are safe from the threat of:

- **Extremism** – such as the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs.
- **Radicalisation** – such as the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.
- **Terrorism** – defined as an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious, or ideological cause.

All staff need to be alert to changes in children and young people's behaviour which could indicate that they may need help or protection.

We know children and young people are vulnerable to extremist ideology and radicalisation. Similar to protecting children from other forms of harms and abuse, protecting children from harm. As part of our whole safeguarding approach, we include and consider the following.

- Extremism is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.
- Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.
- Terrorism is an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious, or ideological cause.

Staff will use the Prevent risk assessment and their professional judgement in identifying children who might be at risk of radicalisation and act proportionately. When any member of our staff has concerns that a pupil may be at risk of radicalisation or involvement in terrorism, they should speak with the DSL (If there is a concern that a child or young person is being radicalised or is at risk of being drawn into terrorism, a referral to Children's Services as with any other safeguarding concerns should also be made) and record their concerns on CPOMS. In addition, links with the local Channel lead can be made by the DSL and where necessary, individual cases will be referred to the local Channel Panel [Channel guidance](#). We will ensure that the DSL completes local training on the locality risks, and these will be cascaded to all school staff. [Worcestershire county council prevent-prevention-extremism-and-radicalisation](#)

In our school this will be part of our annual CPD training programme by the DSL. Due diligence checks should be undertaken by the school on any organisation that uses the facilities or attends for educational workshops or lessons. These checks will include:

- Arrangements being made ahead of time in the planning stages for where activities and visitors will be based.
- School staff carry out due diligence checks on visitors, speakers, the organisations they represent, promote or share through internet checks, researching and gathering reviews/ references, consulting other local schools, reviewing materials and content before the day of the visit.
- Staff seeking advice and support from partners where necessary to make an assessment of suitability.
- Requesting and reading relevant policies
- Requesting DBS and confirmation of identity

- All Office and teaching staff are aware of all information and arrangements made to manage site visitors, including sub-contractors for the duration of their time in school, where they will be based and areas of school that will be made accessible to them.

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

However, it is possible to protect vulnerable people from extremist ideology and intervene to prevent those at risk of radicalisation being radicalised. As with other safeguarding risks, staff are alert to changes in children's behaviour, which could indicate that they may be in need of help or protection. Staff use their judgement in identifying children who might be at risk of radicalisation and act proportionately which may include the DSL (or deputy) making a Prevent referral.

The DSL and any deputies for the setting are aware of local procedures for making a Prevent referral.

Section 11 Allegations Against Staff members and Low-Level Concerns

All our staff are aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues using the school's confidential reporting (whistleblowing) policy.

Whistleblowing concerns about the Headteacher should be raised with the Chair of Governors. Where the Headteacher is also the sole proprietor, concerns should be reported directly to the Local Authority Designated Officer (LADO). Statutory guidance contains further information on: [The Role and Responsibilities of the Designated Teacher](#).

If staff have a safeguarding concern or an allegation of harming or posing a risk of harm to children is made about another member of staff (including supply staff, volunteers, and contractors), then this should be referred to the Headteacher.

Details of your local LADO are available on this link [Refer to Children's Social Care | Worcestershire County Council](#). If staff have a safeguarding concern or an allegation about another member of staff (including supply staff, volunteers or contractors) that does not meet the harm threshold, then this should be shared in accordance with the school whistleblowing policy.

Low Level Concerns

The term 'low-level' concern does not mean that it is insignificant. A low-level concern is any concern – no matter how small, and even if no more than causing a sense of unease or a 'nagging doubt' - that an adult working in or on behalf of the school or college may have acted in a way that:

- is inconsistent with the staff code of conduct, including inappropriate conduct outside of work, and does not meet the harm threshold or is otherwise not serious enough to consider a referral to the LADO.

Examples of such behaviour could include, but are not limited to:

- being over friendly with children and young people
- having favourites

- taking photographs of children and young people on their mobile phone, contrary to school policy
- engaging with a child or young person on a one-to-one basis in a secluded area or behind a closed door, or
- humiliating children or young people

Such behaviour can exist on a wide spectrum, from the inadvertent or thoughtless, behaviour to actions which may look to be inappropriate, but might not be in specific circumstances, through to that which is ultimately intended to enable and enact abuse.

Concerns may be raised initially verbally, however they are better put in writing. When setting out concerns in writing individuals should include as much detail as possible, for example, set out the background and history of the concern; giving names, dates and places and explaining the reasons for your concerns. Concerns are directly shared with the Headteacher or Chair of Governors. The investigating officer will consider the matter raised and decide whether an investigation is appropriate and if so, what form it should take. The investigation process would aim to be completed within 20 working days of the matter being raised with the investigating officer, however enquiries may extend beyond this timescale in some more complex cases. The DSL and/or headteacher maintain a record, separate to personnel files, of low level concerns.

Section 12 Safer Recruitment

Safer recruitment practices are an essential part of creating a safe environment for children and young people. We will-

- not allocate start dates to new members of staff until all employment checks have been completed.
- We will keep copies of documents used to verify the successful candidate's identity, right to work and required qualifications in staff personnel files.
- We will ensure that staff and volunteers working at or in our school are suitable to do so as outlined in our Safer Recruitment Policy. This should include online searches for shortlisted candidates. As KCSIE requires we will complete risk assessments for all volunteers working in our school. Where a volunteer is working in regulated activity, we will require a DBS including barred check.
- Where a volunteer is not working in regulated activity, we will require DBS not including barred list check.
- Copies of documents used to verify the successful candidate's identity, right to work and required qualifications should be kept on their personnel file.
- Right to work documents will be kept for two years following the date they left our school but will then be destroyed after the two years. This is as per guidance set out in KCSIE.

Single Central Record

The Single Central Record (SCR) is an important part of our school commitment to Safeguarding and will be maintained by a member of the office management team.

All pre-appointment checks are recorded on the school's SCR template and is audited on a regular basis by the DSL and Safeguarding governor. Additional checks may be completed by the Headteacher and School Business Finance Manager. Records of monitoring are maintained and updated following each review.

Any people accessing our school will be authorised to do so in accordance with the following:

It is expected that all staff, visitors, and contractors will:

- Report to the school reception on arrival.
- Provide proof of identity.
- Wear a school visitors lanyard at all times.
- Staff will use the designated blue school lanyard.
- Visitors whose DBS Status has been confirmed will be allowed to access the school unsupervised.
- Visitors who do not have a DBS or has not had confirmation will be supervised on-site.
- Be made aware of the arrangements for safeguarding, health, and safety.
- Report any concerns to the DSL.

Section 13 Confidentiality and Record Keeping

Staff, volunteers, and contractors have the responsibility to share relevant information about the protection of children with the DSL, Headteacher and potentially external investigating agencies. We take all disclosures very seriously.

If a child confides in a member of staff and requests that the information is kept secret, it is important that the member of staff tell the child sensitively that they have a responsibility to refer the matter to the DSL for the child's well-being. We will seek to reassure our children that the matter will only be disclosed to the DSL, who will then decide on appropriate action. At no time should a staff member promise total confidentiality.

Accurate written notes will be kept of all incidents or Child Protection concerns relating to individual children. These are stored on individual Child Protection files on CPOMS. Any paper copy concerns are scanned and uploaded. If a staff member has a safeguarding or child protection concern, they must inform the DSL as soon as possible.

Any external organisation or contractor working at our school is expected to work in accordance with our safeguarding child protection policy. This will be shared upon arrival along with a poster of who to speak to and a hardcopy record of concern form. Any external individual must report safeguarding concerns to the DSL as soon as possible.

Working in partnership with parents/ carers is important, we will endeavor to do this at all times. It is recognised however that there are occasions when it is in the child's best interest for work to be undertaken and referrals made without the parents' initial consent to ensure the welfare and safety of our students.

We will:

- Aim to help parents understand that we have a responsibility for the welfare of all children and have a duty to refer cases to the Local Authority in the best interests of the child.
- Consider the safety of the child and, should a concern arise, the DSL has the responsibility to seek advice prior to contacting parents.
- Make all our policies available on the website and on request.
- Ensure a robust complaints system is in place to deal with issues raised by parents and carers.
- Provide advice and signpost parents and carers to other services where pupils need extra support. We will do this by ensuring our Supporting Families offer is up to date and available on our school website.

Our child protection records will be stored securely and in line with the latest data protection policy.

All safeguarding files will be kept separately from individual Pupil folder records and stored securely. Information in these files will only be shared with relevant staff when it is necessary consistent with data protection.

We will release information, including to the police, on receipt of the appropriate documentation in-line with data sharing laws. Upon receipt of any request the DSL/Headteacher will be informed and a decision on an appropriate way forward in line with data protection will be made.

When children transfer to another school, or setting child protection and safeguarding information will be shared with that school, or setting to ensure safe and consistent support for that child.

We will ensure the new school, or setting sign a document to say they are in receipt of the safeguarding and child protection file. All files that are transferred through CPOMS are recorded and logged stating the school and date they were transferred. Children's files are retained until the child's 25TH birth year. Older hardcopies of files are transferred onto the next school.

Section 14 Early years Setting within our school.

As an early year's provider delivering the Early Years Foundation Stage (EYFS), our aim is to meet the specific safeguarding and child protection duties set out in the Childcare Act 2006 and related statutory guidance. We will do this by;

- Ensuring we have a safe secure learning environment where children can be seen and heard at all times.
- A named member of staff in the DSL team.
- A member of staff who always holds a current pediatric first aid qualification and available.
- We will liaise with parents and carers supporting with their Child's development.
- Routine monitoring of health and safety practices to promote Children's safety and welfare.
- Appropriate staff, ratios and qualifications comply with statutory guidance meeting the needs of all children.

We will promote the health of all children by;

- Taking necessary steps to prevent spread of infection.
- Administering medicines and or intimate care is in line with our policies (*Managing Medical Conditions and Medicines and Intimate Care/ continence policy*)
- Taking appropriate action where children are unwell.

Section 15 Our Responsibilities

Safeguarding and promoting the welfare of children is *everyone's responsibility*. Everyone who comes into contact with children and their parents or carers has a role to play in safeguarding children.

Knowing what to look for is vital to the early identification of abuse and neglect and if staff are unsure, they should always speak to the DSL or one of the deputies. If in exceptional circumstances, the DSL or one of the deputies is not available and can not be contacted by phone or email, staff should consider speaking to another senior member of staff or contacting the local Children's Social Care Team. All actions that are completed in the absence of a designated safeguarding person should be shared with them at the very earliest opportunity. All actions are

logged on CPOMS and DLS/Deputy DSLs alerted immediately to ensure that information is shared at the earliest opportunity.

The Governing Board of the school will determine and keep under review all safeguarding policies and practices of our school.

All staff working (including visiting staff) must:

- Observe and comply with the staff code of conduct.
- Attend all relevant training and development provided by Chawson First School
- Complete induction training which includes; school tour, safeguarding training, prevent and cyber training links, issuing of key documentation and policies, health and safety, meeting key staff, site access and secure system log in and further school procedures (Completion of each section is recorded on a checklist and stored in staff folders)
- Read KCSIE '25 Part 1, and Annex 'B' if working directly with children.
- Read KCSIE '25 Annex A if not working directly with children
- Know how to deal with a disclosure; if a child discloses to a member of staff that they are being abused, the staff member should refer to this policy and procedures in place and follow guidance set out in this policy. (See appendices)
- Report instances of actual or suspected child abuse or neglect to the DSL or in their absence, one of the Deputy DSLs. This is in line with the Child Protection Procedures and legal duty for reporting FGM.
- Be alert to the signs of harm and abuse, including issues that can manifest themselves due to child-on-child abuse. This is most likely to include but not limited to: bullying (including cyber bullying), peer-on-peer abuse and gender- based violence/sexual assaults and sexting. Further information can be found in Annex B of KCSIE '25.
- Know the Designated and Deputy Safeguarding Lead's names and contact details including telephone numbers and email.
- Any child may benefit from early help, but all school staff should be particularly alert to the potential need for early help for a child who:
 - is disabled and has specific additional needs.
 - has mental health concerns.
 - has special educational needs (whether or not they have a statutory education, health, and care plan).
 - demonstrates anti-social or criminal behaviour.
 - is a young carer.
 - is frequently missing/goes missing from care or home.
 - is misusing drugs or alcohol.
 - is at risk of radicalisation.
 - is in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health problems or domestic abuse; and/or
 - has returned home to their family from care.
- All staff must be aware of the early help process; this includes identifying emerging problems, liaising with the DSL, 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. All early help cases should be reviewed regularly and if the situation is not improving, then consideration should be given to a referral to children's social care for assessment for statutory services.

The Safeguarding Team responsibilities

Through the DSL team ensure that:

- All staff are vigilant to harm and abuse, are able to identify those students for whom there are child protection concerns and can make appropriate referrals, including to early help services.
- Encourage a culture of listening to children and considering their wishes and feelings, making the most of every opportunity to gather their concerns.
- Promote the educational outcomes and track the progress and attainment of all the vulnerable children, but specifically 'those in need of a social worker' or were previously known to social services.
- Deliver a consistent approach to behaviour through the policy principles.
- All staff and volunteers are trained sufficiently, so they have the skills, knowledge and understanding necessary to keep children safe at all times, including on site, when attending alternative provision, educational visits off site or work-related learning. We follow the guidance in Keeping Children Safe in Out-Of-School Settings which details the safeguarding arrangements that schools should expect providers to have in place.
- Ensure that the KCSIE guidelines for effectively managing SEND and safeguarding are in place including the 2025 updates to this area.

Appoint a designated teacher to promote the educational achievement and welfare of children who are looked after and previously looked after children, those with additional SEN needs.

- Ensure that there is a deputy DSL in place to add capacity and ensure sustainable provision.
- Ensure consideration to the range of responsibilities the DSL undertakes e.g. the DSL needs to have the flexibility to act immediately on a referral that requires an urgent response and time to attend lengthy meetings or case conferences.
- Ensure that contact and role details of the DSL and Deputy DSLs are clearly displayed in staff areas, the staff handbook and website (along with this policy).
- Ensure safe recruitment practice is followed when recruiting to posts, and ensure appropriate action is taken when an allegation is made against a member of staff.
- Ensure the school offers a safe environment through effective implementation of the schools health and safety policies to meet the statutory responsibilities for the safety of students and staff at the school.

The Designated Safeguarding Lead (DSL) is responsible for:

- Maintaining both a strategic and operational approach to safeguarding.
- Being available term time during academic hours (or the deputy DSL in their absence) for staff or volunteers to discuss any safeguarding concerns.
- Ensuring that all cases of suspected or actual problems associated with child protection are referred to the appropriate agencies in line with procedures set out in this policy, keeping the Headteacher and SLT apprised.
- Ensuring the school safeguarding policy and practice is relevant and consistent with the most recent statutory guidance.
- Being aware of the latest national and local guidance and requirements and keeping the Headteacher, SLT and staff informed as appropriate.

- Attend accredited, enhanced training as defined by Chawson First school safeguarding arrangements to fulfil the role every two years.
- Ensuring that safeguarding training is completed by all as per the training cycle.
- Ensuring that appropriate training for staff is organised according to the agreed programme with the Headteacher and renewed through ongoing professional development.
- Ensuring families are fully aware of the school's safeguarding policies and procedures and are kept informed and involved.
- Keeping Children Safe in Education 2025 says that where reasonably possible, schools should hold more than one contact number for every child in the school in case of emergencies, and in case there are welfare concerns at home. The DSL is responsible for ensuring this is in place.
- Ensuring that effective communication and liaison takes place between the school and the Local Authority, and any other relevant agencies, where there is a Safeguarding concern in relation to an academy student.
- Ensuring that all staff understand child abuse, neglect and exploitation and their main indicators, including for looked after children and additional vulnerabilities of children with special educational needs (SEN) and disabilities and being cognisant of the additional safeguarding concerns that can arise.
- Maintaining details of any looked after child's social worker and the name of the virtual school head (in the authority that looks after the child).
- Working with the Designated Teacher to ensure that the Virtual School Head delivers funding that can be best used to support the progress of looked after children at the school and meet the needs identified in the child's personal education plan (PEP).
- Ensuring that e-safety actions promote safeguarding, including taking the lead responsibility for online safety and understanding the filtering and monitoring systems in place.
- Liaison with the Senior Mental Health Lead, and the local Mental Health Services as appropriate.
- Dealing with allegations of abuse in accordance with local and statutory procedures.
- Have an awareness of the requirements around the role of the Responsible Adult under PACE requirements.
- Supporting staff members in liaising with other agencies and setting up an inter-agency assessment as appropriate if early help is appropriate.
- Ensuring that adequate reporting and recording systems are in place.
- Ensuring relevant records are passed on appropriately when children transfer to other schools or are being educated at alternative provision or off-site education.
- Being aware of children who are or who may be living in a private fostering arrangement informing the local authority where required to support the welfare and safety of the child.
- Providing guidance and advice on the management of child-on-child sexual abuse incidents.
- Tracking the progress, attainment and aspirations of children known and previously known to social care.
- Ensuring accurate vulnerability recording within CPOMS with the submission of safeguarding data as required.

The Designated and Deputy Safeguarding Leads will meet regularly with the rest of the leadership team to discuss safeguarding issues including outcomes and implementation of actions relating to case conferences and core groups and all current case work, including where the DSL has acted as a 'Responsible Adult' under PACE legislation. Discussions of these meetings will be evidenced

within incidents and actions taken within individual children's records in CPOMS. Other key staff will be invited or updated afterwards as appropriate.

Section 16 Statutory Requirements

This policy has been developed in line with the following Statutory key documents:

- Home Office (2023) 'Prevent duty guidance: Guidance for specified authorities in England and Wales'
- DfE (2023) 'Working Together to Safeguard Children 2023'
- DfE (2018) 'Disqualification under the Childcare Act 2006'
- DfE (2024) 'Keeping children safe in education 2024'
- DfE (2024) 'Working Together to Improve School Attendance 2024'
- HM Government (2020) 'multi-agency statutory guidance on female genital mutilation'
- HM Government (2023) 'Channel Duty Guidance: Protecting people susceptible to radicalisation'
- Home Office and Foreign, Commonwealth and Development Office (2023) 'multi-agency statutory guidance for dealing with forced marriage and multi-agency practice guidelines: Handling cases of forced marriage'

Other non-statutory Guidance

- DfE (2015) 'What to do if you're worried a child is being abused'
- DfE (2017) 'Child sexual exploitation'
- DfE (2024) 'Information sharing'
- DfE (2024) 'Sharing nudes and semi-nudes: advice for education settings working with children and young people'
- DfE (2021) 'Teachers' Standards'
- DfE (2024) 'Recruit teachers from overseas'
- DfE (2024) 'Working together to improve school attendance'
- DfE (2024) 'Meeting digital and technology standards in schools and colleges'

Section 17 Appendices

Appendix A Logging a Concern about a Child



Chawson First School Record of Concern

Today's Date: Date of incident/concern: Time.....

Member of staff making this log:

Name of the person who initially reported the concern:

Details of Child: Full Name:

Date of Birth: Class/Yr group:

Gender: Male / Female

Details of concern:

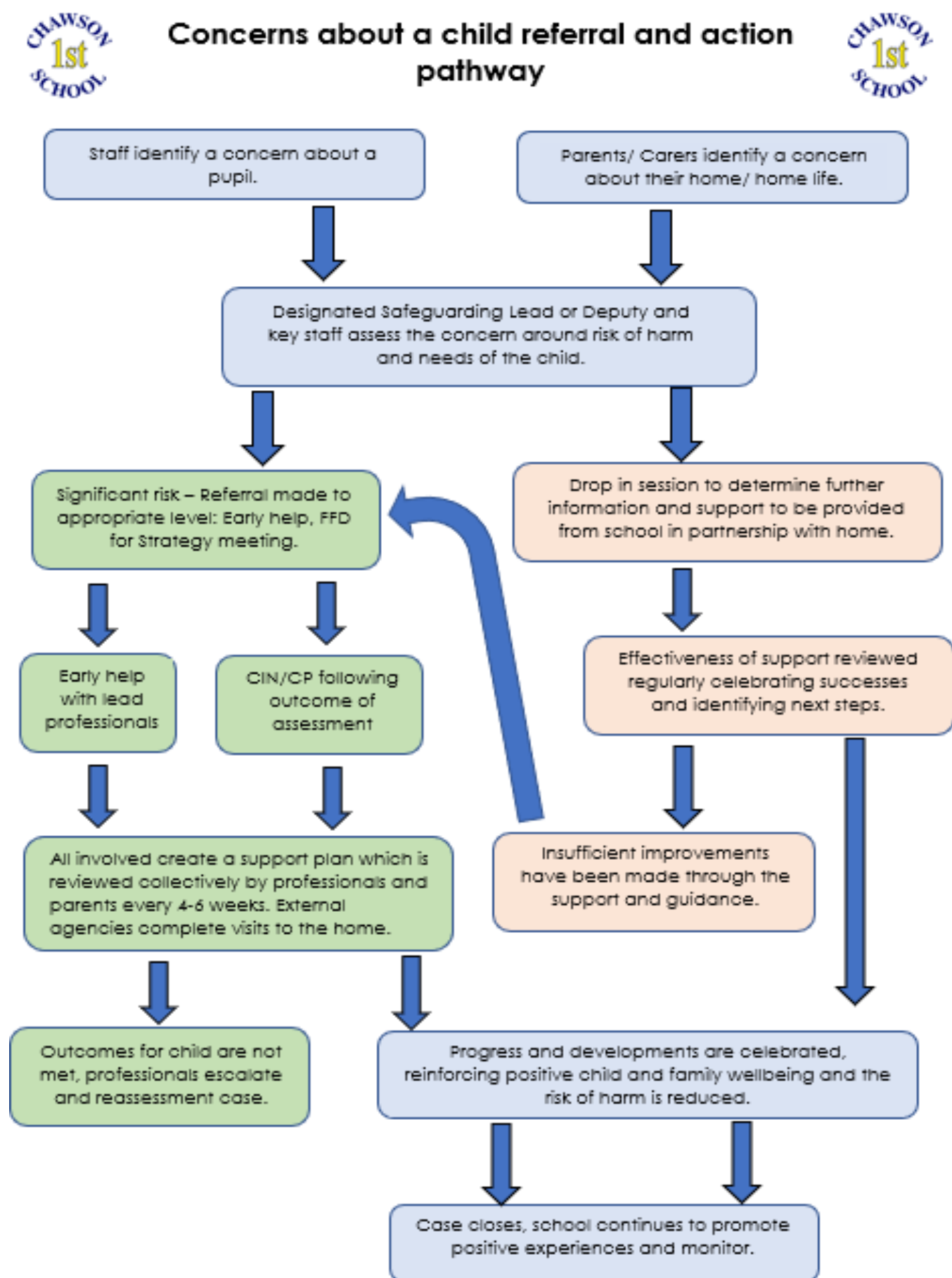
Signed: Date:

Has there been a concern about this child before? Yes / No

Action taken:

Feedback given to staff member reporting: ☐

Pass this form to your Designated Safeguarding Lead



Appendix C [Logging a concern about an adult](#)

Logging a Concern about a Child's Safety and Welfare – all staff and visitors

Pupil's name:		DOB:	Year:
Date:		Time:	
Name:			
.....			
Print		Signature	
Position:			
Note the reason(s) for recording the incident.			
Details of concern/incident - record the who/what/where/when factually (use reverse or continuation sheet if necessary):			
Any other relevant information (witnesses, immediate action taken)			
Action taken			
Reporting staff signature Date			
DSL – Response/Outcome			
DSL signature Date			

Appendix D Chawson Recording allegations and complaints

Checklist for handling and recording allegations or complaints made against a member of staff or volunteer

1. Name and position of member of staff who is subject of allegation/complaint:

.....

2. Is the complaint written or verbal?

3. Complaint made by: Relationship to child:

4. Name of child:..... Age and d.o.b.:

5. Parents'/Carers' name and address:

.....

.....

6. Date of alleged incident/s:

7. Did the child attend on this/these dates?

8. Nature of the complaint (continue on a separate sheet if necessary):.....

.....

.....

.....

.....

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.....

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.....

.....

.....

9. Other relevant information:.....

.....

.....

.....
.....
10. Senior Adviser/LADO contacted: Yes ☐ No ☐

11. Date:

12. In no, reason why not

.....

13. Further actions advised by Senior Adviser/LADO:

.....

.....

.....

.....

Checklist

Yes

No

- Do you have details (either a written account or notes from a verbal account) of the alleged incident, signed and dated?
 - Have you checked the incident could actually have taken place (i.e. was the child in the lesson; was the member of staff teaching the lesson that day)?
 - Is there evidence of significant harm – e.g. a visible injury?
 - Has a criminal offence taken place – e.g. has excessive force been used, that could be classed as an assault?
 - Has the incident been reported to anyone else – e.g. the Police?
 - Were there any witnesses to the incident – if so have you made a note of names?
 - Are parents aware of the allegation?
 - Is the member of staff aware of the allegation?
 - Have you reported the allegation to the Senior Adviser for
 - Safeguarding Children in Education 07815875069 or LADO 01905 846221
- **Remember, do not attempt to investigate the allegation yourself.**

Your name and position:

Signature:..... **Date:**