

SAFEGUARDING AND CHILD-PROTECTION POLICY

This policy is applicable to the whole school including Early Years Foundation Stage.

Information Sharing Category	Public Domain
Policy Owner	Assistant Head (Designated Safeguarding Lead)
Reviewers	Fiona Mangion, Assistant Head/ DSL Andrew Finch, Deputy Head Andrew Ward, Head Lukas Pytel, Safeguarding Governor
Authorised by	Full Board
Date Published	

September 2026

Review Log	
April 2026	New DSL review
Sep 2026	New DSL review; new KCSiE review
Date of next review	September 2027, or earlier following any material legislative, DfE, KCSiE, EYFS, ISI or local safeguarding change. Requires Annual Board approval.

1. Contents

1. Contents.....	2
2. KEY EXTERNAL CONTACT DETAILS	4
3. KEY SCHOOL CONTACT DETAILS	6
4. POLICY STATEMENT	6
EQUALITY ACT 2010.....	7
5. CONCERNS ABOUT A CHILD	8
Definitions of Child Protection and Safeguarding and Types and Signs of Abuse	8
6. PROCEDURES FOR DEALING WITH CONCERNS ABOUT A CHILD	9
A - Contextual Safeguarding.....	10
B - Early Help	11
C - What staff should do if they have concerns about a child.....	12
D - What staff should do if a child is in danger or at risk of harm	12
E- What staff should do if a child is seen as at risk of radicalisation	12
F- What staff should do if they discover an act of Female Genital Mutilation ('FGM')	13
G - What staff should do if they have concerns that children are at risk from or involved with serious violent crime	13
H - How should staff respond to an incident of nudes and semi-nudes being shared by pupils.....	13
I - What staff should do if a child is absent from education	15
J - What staff should do if a child needs a social worker (Children in Need and Child Protection Plans)	15
k) What staff should do if a child requires mental health support.....	16
l) What staff should do if they have safeguarding concerns about another staff member ..	16
m) What staff should do if they have concerns about safeguarding practices in the School	16
7. ARRANGEMENTS FOR DEALING WITH CHILD-ON-CHILD ALLEGATIONS (INCLUDING CHILD ON CHILD SEXUAL VIOLENCE AND HARASSMENT).....	17
ACTIONS TAKEN.....	18
SEXUAL VIOLENCE OR SEXUAL HARASSMENT	19
FOLLOW UP ACTIONS	19
8. DEALING WITH SAFEGUARDING CONCERNS OR ALLEGATIONS MADE ABOUT STAFF INCLUDING SUPPLY STAFF, VOLUNTEERS AND CONTRACTORS	20
9. PROCEDURE FOR MANAGING CONCERNS AND ALLEGATIONS ABOUT SUPPLY TEACHERS AND CONTRACTORS.....	24
10. DEALING WITH SAFEGUARDING CONCERNS AND ALLEGATIONS ABOUT ORGANISATIONS OR INDIVIDUALS USING SCHOOL PREMISES	25
11. SAFER RECRUITMENT	27
12. MANAGEMENT OF SAFEGUARDING.....	28
13. TRAINING.....	30
All Staff.....	30

DSL/DDSLs	31
14. OVERSIGHT OF SAFEGUARDING, INCLUDING ARRANGEMENTS FOR REVIEWING POLICIES AND PROCEDURES	32
15. THE SCHOOL'S ARRANGEMENTS TO FULFIL OTHER SAFEGUARDING RESPONSIBILITIES	33
Teaching children how to keep safe.....	33
b) Relationships Education and/or Relationships and Sex Education (RSE).....	34
c) Looked after children	34
d) Arrangements for Visiting Speakers	35
e) Arrangements for use of School premises for non-school activities.....	35
16. EARLY YEARS PROVISION SAFEGUARDING ARRANGEMENTS.....	37
Disqualification from working in childcare	37
Use of mobile phones and cameras, including all electronic devices with imaging and sharing capabilities	37
DSL for the EYFS.....	38
Duty to notify Ofsted.....	38
Safeguarding training.....	38
17. APPENDIX 1 -SIGNS AND TYPES OF ABUSE	40

The safety and welfare of all our pupils at Halstead St Andrew's School is our highest priority. Our business is to know everyone as an individual and to provide a secure and caring environment so that every pupil can learn in safety.

2. KEY EXTERNAL CONTACT DETAILS

Local Authority Designated Officer/ Referral and Assessment Team where there is a concern about an adult who is working with children	Duty LADO TEL: 0300 123 1650 option 3 EMAIL: LADO@surreycc.gov.uk
Local Authority Children's Social Services (North West Surrey)	0300 123 1630 Out of hours emergency duty team tel: 01483 517898
Surrey Children's Single Point of Access (SPA) Mon-Fri 9-5 <i>for referrals where children are at risk or in need of help</i>	TEL: 0300 470 9100 EMAIL: cspa@surreycc.gov.uk (out of hours, emergency duty team 01483 517898)
Child Protection Consultation Line for Schools & Early Years Settings Mon-Fri 9am-5pm	TEL: 0300 470 9100 Select Consultation Line Option
Support and Advice about Extremism	Police TEL: 01483 571212 EMERGENCY: 999 NON EMERGENCY NUMBER: 101 or 01483 571212 Local Authority TEL: 0300 123 1630 Out of hours Emergency Duty Team: 01483 517898
Dedicated helpline for staff & governors	Department for Education NON-EMERGENCY NUMBER: 020 7340 7264 EMAIL: counter.extremism@education.gov.uk
NSPCC whistleblowing advice line <i>For employees concerned about the way child protection issues are being handled</i>	Weston House, 42 Curtain Road London EC2A 3NH TEL: 0800 028 0285 EMAIL: help@nspcc.org.uk
Disclosure and Barring Service	DBS Customer Services, PO Box 3961, Royal Wootton Bassett, SN4 4HF TEL: 03000 200 190 EMAIL: customerservices@dbb.gov.uk
Teaching Regulation Agency (TRA)	Teacher Misconduct, GF South, Cheylesmore House, 5 Quinton Road, Coventry, CV1 2WT TEL: 0207 593 5393 EMAIL: misconduct.teacher@education.gov.uk

Stop it Now!* *a child sexual abuse prevention campaign which operates a confidential Freephone helpline	TEL; 0808 1000 900
Independent Schools Inspectorate	TEL: 0207 6000 100 EMAIL: concerns@isi.net

3. KEY SCHOOL CONTACT DETAILS

Chair of Governors and Nominated Safeguarding Governor	Lukas Pytel 01932 869044 lpytel-gov@hsaschool.co.uk
Designated Safeguarding Lead (DSL)	Fiona Mangion 07718 424441 dsl@hsaschool.co.uk fmangion@hsaschool.co.uk
Deputy Designed Safeguarding Leads (DDSLs)	Trained DSLs Andrew Finch Jenny Brown Henry Deacon Emily Gardner Rebecca Pentti-Smith (EYFS DSL) Louise Spooner Andrew Ward Nick Tickell TEL: 01483 760943 EMAIL: ddsl@hsaschool.co.uk 01483 760943 ddsl@hsaschool.co.uk
Designated Teachers for Looked After Children	Fiona Mangion
Head and DDSL	Andrew Ward TEL: 01483 760943 EMAIL: hsasafeguarding@hsaschool.co.uk

4. POLICY STATEMENT

This policy applies to Halstead St Andrew's School ("the School") which includes the EYFS setting. It is reviewed at least annually and whenever statutory or local safeguarding requirements change. It is published on the School website. The policy has regard to the following legislation, statutory guidance and national/local safeguarding arrangements:

- Keeping Children Safe In Education (September 2026) ('KCSIE');
- KCSIE incorporates the additional statutory guidance Disqualification under the Childcare Act 2006 (August 2018);
 - o KCSIE also provides links to various toolkits and additional advice and support

- Working Together to Safeguard Children (March 2026) (WT);
- Information Sharing to Safeguard Children and Young People: Statutory information sharing duty guidance, including the Information Sharing Duty under section 16LA of the Children Act 2004 which comes into force on 30th September 2026 (September 2026);
- The Data Protection Act 2018, UK GDPR and Data (Use and Access) Act 2025 (together 'data protection laws');
- What to do if you're worried a child is being abused (March 2015);
- Prevent Duty Guidance for specified authorities in England and Wales (December 2023) (Prevent). Prevent is supplemented by non-statutory advice and a briefing note:
 - o The Prevent Duty: Departmental advice for schools and childminders (June 2015)
 - o How social media is used to encourage travel to Syria and Iraq (July 2015);
- The use of social media for on-line radicalisation (July 2015);
- Working Together to Improve School Attendance (statutory guidance, updated July 2026) and Children Missing Education (statutory guidance);
- The Children's Social Care National Framework (updated 2026), Multi-agency Statutory Guidance on Female Genital Mutilation, and statutory guidance on modern slavery and trafficking;
- The Early Years Foundation Stage statutory framework for group and school-based providers applying from 1st September 2026, section 3 of which must be read alongside KCSiE for children aged 0-5 in school-based nursery and reception provision;
 - o Relationships education, relationships and sex education (RSE) and health education (September 2021)
 - o Children's Social Care National Framework (December 2023)
- Behaviour in schools (February 2024) Working together to improve school attendance: statutory guidance for maintained schools, academies, independent schools and local authorities (February 2024);
 - o Keeping children safe in out of school settings (April 2022)
 - o Digital and technology standards in schools and colleges (March 2025)
 - o After school clubs, community activities, and tuition (safeguarding guidance for providers) (September 2023)
- The Charity Commission guidance: Safeguarding and protecting people for charities and trustees (June 2022);
- The Education (Independent School Standards) Regulations 2014 and Department for Education Independent School Standards guidance (April 2026);
- The current Independent Schools Inspectorate inspection framework and handbook (September 2026);
- DfE filtering and monitoring standards for schools and colleges, digital and technology standards, and relevant statutory/non-statutory online safety guidance; and,
- Surrey local safeguarding partnership procedures and thresholds.

This policy also considers the procedures and practice of Surrey County Council as part of inter-agency safeguarding procedures of the three safeguarding partners Children's Safeguarding Partnership (CSP).

EQUALITY ACT 2010

The School understands and recognises their obligations under the Equality Act and that the school must not discriminate against pupils because of a protected characteristic including sex, race, disability, religion or belief, gender reassignment, pregnancy, maternity, or sexual orientation. In the context of safeguarding, the School will consider how to support pupils

with regard to particular protected characteristics in order to meet their specific needs. The School will also consider their duty to make reasonable adjustments for disabled pupils.

The School also complies with its legal duties under the Equality Act 2010, including putting special provision in place to support dialogue with children who may not be able to convey their wishes and feelings as they may want to. This might include, e.g., those who have communication difficulties and those who do not speak English or for whom English is not their first language.

5. CONCERNS ABOUT A CHILD

The School has a duty to consider at all times the best interests of the pupil and take action to enable all pupils to achieve the best outcomes. Safeguarding and promoting the welfare of children is everyone's responsibility. The School adopts a 'whole school' approach to safeguarding. This means involving everyone in the school and ensuring safeguarding and child protection are at the forefront and underpin all relevant aspects of process and policy development.

Parents are encouraged to raise any concerns directly with the school, if necessary using this safeguarding policy for concerns about the safety and/or welfare of children. Parents may contact the ISI directly if they wish.

The School has effective arrangements for listening to children and for providing or facilitating universal services, community-based early help and, where appropriate, targeted Family Help.

Definitions of Child Protection and Safeguarding and Types and Signs of Abuse

Safeguarding and promoting the welfare of children is defined as providing help and support to meet the needs of children as soon as problems emerge; protecting children from maltreatment, whether that is within or outside the home, including online; preventing impairment of children's mental and physical health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes. Child protection is part of safeguarding and promoting the welfare of children and is defined as activity that is undertaken to protect children who are suspected to be suffering, or likely to suffer, significant harm. This includes harm that occurs inside or outside the home, including online.

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. Harm can include ill treatment that is not physical, as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse, including where they see, hear or experience its effects. 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). Abuse can take place wholly online, or technology may be used to facilitate offline abuse. They may be abused by an adult or adults or by another child or children. Abuse can be:

- physical abuse
- emotional abuse
- sexual abuse; and/or
- neglect.

Staff are referred to Appendix 1 of this policy for further detail of the types of abuse and possible signs of abuse, as well as further information regarding specific safeguarding issues such as child criminal and/or sexual exploitation.

6. PROCEDURES FOR DEALING WITH CONCERNS ABOUT A CHILD

If staff suspect or hear an allegation or complaint of abuse, exploitation or neglect from a child or any third party, they must act immediately and follow the relevant procedure below. Staff should not assume that somebody else will take action and share information that might be critical in keeping children safe.

The School follows the DfE statutory guidance Information Sharing to Safeguard Children and Young People (September 2026), KCSiE 2026 and Working Together 2026. Effective safeguarding depends on timely and proportionate information sharing with the School and with local authority children's social care, safeguarding partners and other relevant agencies. Data protection laws do not prevent the sharing of information for safeguarding and promoting the welfare of children. Staff should never assume that someone else will pass on information that may be critical to keeping a child safe and should seek advice from the DSL where necessary without delaying urgent action.

The governing body will ensure that staff understand the relevant data protection principles and legal bases which allow them to share (and withhold) personal information, including:

- Information must be shared where the statutory Information Sharing Duty applies and the relevant criteria are met; sharing should be necessary, relevant, proportionate, accurate, timely and secure;
- Consent is not required to share information for safeguarding purposes where another lawful basis applies, and lack of consent or a parent's objection must not by itself prevent appropriate safeguarding information sharing;
- Staff should be transparent with children and families about information sharing where it is safe and appropriate to do so, but should not seek consent where the information will need to be shared regardless;
- Decisions to share or not share must be recorded, including the rationale, what information was shared, with whom and why; and urgent safeguarding information may be shared rapidly with the decision-making recorded as soon as practicable;
- Being confident of the processing conditions which allow them to store and share information for safeguarding purposes, including information which is sensitive and personal and should be treated as 'special category personal data';
- Understanding that 'safeguarding of children and individuals at risk' is a processing condition that allows the sharing of special category personal data, including without consent where there is good reason to do so. For example, information may be shared without consent where: it is not possible to gain consent; it cannot be reasonably expected to gain consent; and gaining consent would place a child at risk;
- Not providing pupils' personal data where the serious harm test is met.

From 30th September 2026, the School will comply with the Information Sharing Duty in section 16LA of the Children Act 2004 where it applies to the School as a relevant education agency. The School will respond promptly and proactively to relevant information-sharing requests and will share information where the statutory criteria are met, subject only to the very limited statutory exception where sharing would be more detrimental to the child than not sharing.

All staff should:

- listen carefully
- avoid asking leading questions
- observe their behaviour

- reassure the individual that the allegation/complaint will be taken seriously and that they will be supported and kept safe
- ensure the individual is not made to feel ashamed for making the report or given the impression that they are creating a problem by making the report
- not guarantee absolute confidentiality (as this may ultimately not be in the best interests of the child) and explain that the information needs to be passed to the appropriate person who will ensure that the correct action is taken.
- be aware that the individual may not feel ready or know how to tell someone that they are being abused, exploited or neglected, and/or may not recognise their experiences as harmful. Staff should exercise professional curiosity and speak to the DSL if they have concerns
- determine how best to build trusted relationships with children and young people which facilitate communication
- Refer to their '5 key points' card on their lanyard

All concerns, discussions and decisions (including the rationale for those decisions) made under these procedures should be recorded in writing. This includes instances where referrals were or were not made to another agency, such as children's social care or the Prevent programme. This will help if/when responding to any complaint about the way a case has been handled. The record should include a clear and comprehensive summary of the concern, details of how the concern was followed up and resolved and a note of any action taken, the decision reached and the outcome. The record should include the date, time and place of the conversation and detail of what was said and done by whom and in whose presence and signed by the person making it. The information should be kept confidential and stored securely, ensuring that the file is only accessible to those who need to see it, and is shared in accordance with the guidance set out in Parts one and two of KCSiE.

Where the allegation relates to harmful sexual behaviours, if possible, the disclosure should be managed with two members of staff present (preferably one of them being the Designated Safeguarding Lead ('DSL') or EYFS DSL (if appropriate)).

Where there is a safeguarding concern, the School will ensure the pupil's wishes and feelings are taken into account when determining what action to take and what services to provide. This is particularly important in the context of harmful behaviours, such as sexual harassment and sexual violence. The School manages this by ensuring that there are systems in place, that are well promoted, easily understood and easily accessible for children to confidently report abuse, knowing their concerns will be treated seriously, and knowing they can safely express their views and give feedback.

The School implements a child-centred approach to safeguarding. Whilst the School are committed to working collaboratively, and in partnership, with parents and carers, as far as possible the wishes and feelings of the child and what is in their best interest is always central to the School's decision-making process.

A - Contextual Safeguarding

Safeguarding incidents and/or behaviours can be associated with factors outside the School and can occur between children outside School. All staff, but especially the DSL and any deputies, should consider the context within which such incidents and/or behaviours occur. The School will, as part of the wider assessment of children, consider whether environmental factors are present in a child's life that are a threat to their safety and/or welfare. The School

will share as much information with Children's Social Care as possible as part of the referral process to enable consideration of all the available evidence and the full context of any abuse.

B - Universal services, community-based early help and Family Help

Any child may benefit from support and staff should be alert to emerging needs and to circumstances in which universal services or community-based early help may be appropriate, and a need that may require the targeted early-help level of Family Help. Staff should be particularly alert where a child:

- Is disabled or has certain health conditions and has specific additional needs;
- Has special educational needs (whether or not they have a statutory education, health & care plan);
- Has a mental health need;
- Is a young carer;
- Is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups or county lines;
- Is frequently missing/goes missing from education, care or from home;
- Has experienced multiple suspensions, is at risk of being permanently excluded from schools, or in Alternative Provision or a Pupil Referral Unit;
- Is repeatedly removed from the classroom or is receiving education on a part-time timetable, where this may indicate unmet need, vulnerability or a safeguarding concern;
- Is misusing drugs or alcohol themselves;
- Is at risk of modern slavery, trafficking or sexual or criminal exploitation;
- Is in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health problems or domestic abuse;
- Is at risk of being radicalised or exploited;
- Has a parent or carer in custody, or is affected by parental offending;
- Is at risk of 'honour'-based abuse such as Female Genital Mutilation or Forced Marriage;
- Is a privately fostered child;

Universal services and community-based early help are intended to address needs as early as possible. Family Help is the targeted early-help level described in Working Together 2026 and may include support under section 17 of the Children Act 1989. The level and type of support should be based on the child's needs and local safeguarding partnership arrangements.

The School has effective measures in place to identify emerging problems and potential unmet needs of individual pupils. Staff are trained to recognise when information should be shared, when universal or community-based support may help, and when the DSL should consider a referral to Family Help or statutory children's social care intervention.

A member of staff who identifies a child who may benefit from additional help should discuss this promptly with the DSL. The DSL will consider local assessment protocols and thresholds, support appropriate multi-agency working and, where required, make or support a referral for Family Help or to local authority children's social care. Non-social-worker practitioners may contribute to or, where local arrangements provide, lead assessments with appropriate support and oversight.

Where support is put in place, progress and risk will be kept under review. If the child's situation does not improve, needs escalation, or there is concern that the child is suffering or likely to suffer significant harm, the DSL will consider escalation or referral to local authority children's social care without delay.

C - What staff should do if they have concerns about a child

If staff (including governors, supply staff, agency staff and volunteers) have any concerns about a child (as opposed to a child being in immediate danger), they should, where possible, speak with the School's DSL to agree a course of action, although staff can make a direct referral to children's social care. As set out above, staff should not assume that somebody else will take action and share information that might be critical in keeping children safe; they should maintain an attitude of "it could happen here". If anyone other than the DSL makes a referral, they should inform the DSL as soon as possible that a referral has been made. If a child's situation does not appear to be improving, the DSL should press children's social care for reconsideration. Staff should challenge any inaction and follow this up with the DSL and children's social care as appropriate. All concerns, discussions and decisions made and the reasons for those decisions should be recorded in writing.

D - What staff should do if a child is in danger or at risk of harm

If staff (including governors, supply staff, agency staff and volunteers) believe that a child is in immediate danger, has been harmed or is at risk of harm, they should make an immediate referral to children's social care and/or the Police. Anyone can make a referral. Parental consent is not needed for referrals to statutory agencies such as the police and children's social care where safeguarding action is necessary. If anyone other than the DSL makes a referral, they should inform the DSL as soon as possible that a referral has been made. The local authority social worker should acknowledge receipt to the referrer within 24 hours and make a decision about the next steps and type of response required. Staff should challenge any inaction and follow this up with the DSL and children's social care as appropriate. All concerns, discussions and decisions made and the reasons for those decisions should be recorded in writing.

The School's Children's Safeguarding Partnership (CSP), three safeguarding partners, are Surrey County Council, Surrey Police and Surrey Heartlands Clinical Commissioning Group (CCG) (acting on behalf of all CCGs and NHS providers in Surrey). A full copy of their local procedures can be found at <http://surreyscb.procedures.org.uk/>.

E- What staff should do if a child is seen as at risk of radicalisation

Staff should follow the School's normal referral processes when there are concerns about children who may be susceptible to extremist ideology and radicalisation. This may include a Prevent referral or referral to children's social care depending on the level of risk. However, if staff have concerns that there is an immediate/significant risk of a child being drawn into terrorism, they must call 999 or submit a referral form to SPA or call them directly. Advice and support can also be sought from children's social care.

The School, in recognition that pupils may be susceptible to being drawn into terrorism or other forms of extremism, carries out appropriate risk assessments (following consultation with local partners, such as the Police) which assess how their learners or staff may be at risk of being radicalised into terrorism, including online. Such risk assessments are discussed with the Head, DSL, EYFS DSL, DDSL and governors responsible for safeguarding to ensure the School's safeguarding arrangements are sufficiently robust to ensure that those at risk of radicalisation are identified, and appropriate support is provided and is regularly revised as needed.

F- What staff should do if they discover an act of Female Genital Mutilation ('FGM')

Staff must report to the Police cases where they discover that an act of FGM appears to have been carried out. Unless the member of staff has a good reason not to, they should still consider and discuss any such case with DSL or EYFS DSL and involve children's social care as appropriate. Staff are referred to Appendix 1 of this policy for the procedure to be followed where they suspect that a pupil may be at risk of FGM.

G - What staff should do if they have concerns that children are at risk from or involved with serious violent crime

All staff should be aware of indicators that a child may be at risk from, or involved in, serious violence. These can include increased or persistent absence, changes in friendships or association with older individuals or groups, decline in performance, significant changes in wellbeing or behaviour, unexplained injuries, self-harm, possession of weapons or threats involving weapons, unexplained gifts or money, and signs of criminal exploitation. Staff should recognise that serious violence can overlap with child criminal exploitation, county lines, modern slavery, sexual exploitation, domestic abuse and other forms of harm. Any concern must be reported promptly to the DSL, who will consider the need for Family Help, children's social care, police or other specialist support.

If staff have any concerns about a child (as opposed to a child being in immediate danger), they should, where possible, speak with the School's DSL to agree a course of action, although staff can make a direct referral to children's social care.

H - How should staff respond to an incident of nudes and semi-nudes being shared by pupils

All members of staff in an education setting have a duty to recognise and refer any incidents involving nudes and semi-nudes and will be equipped with the necessary safeguarding training and support to enable them to recognise concerns.

For this purpose, making or sharing nudes and semi-nudes means the creation, sending or posting of nude or semi-nude visual content by children under 18. This includes photographs, videos and livestreams, whether self-generated, taken or created by another person, digitally altered, or wholly generated using artificial intelligence (including so-called deepfakes or deep nudes). All incidents require a safeguarding response, whether the sharing appears consensual or non-consensual.

Many professionals may refer to 'nudes and semi-nudes' as:

- Youth produced sexual imagery or 'youth involved' sexual imagery;
- Indecent imagery. This is the legal term used to define nude or semi-nude images and videos of children and young people under the age of 18;
- 'Sexting'. Many adults may use this term, however some young people interpret sexting as 'writing and sharing explicit messages with people they know' rather than sharing images;
- Image-based sexual abuse. This term may be used when referring to the nonconsensual sharing of nudes and semi-nudes

Terms such as 'revenge porn' and 'upskirting' are also used to refer to specific incidents of nudes and semi-nudes being shared. However, these terms are more often used in the context of adult-to-adult non-consensual image sharing offences outlined in s.33-35 of the

Criminal Justice and Courts Act 2015, Voyeurism (Offences) Act 2019 and s.67A of the Sexual Offences Act 2003.

Terms such as 'deep fakes' and 'deep nudes' may also be used by adults and young people to refer to digitally manipulated and AI-generated nudes and semi-nudes. Any direct disclosure by a child will be taken seriously and staff will ensure the child is feeling comfortable and will only ask appropriate and sensitive questions, in order to minimise further distress or trauma to them.

If staff are notified or become aware of an incident of nudes or semi-nudes being shared by a pupil or of a pupil, they should refer the incident to the DSL as soon as possible.

The DSL will follow the DDMSC / UKIS guidance *"Sharing nudes and semi-nudes: advice for education settings working with children and young people"* (December 2020) when responding to a report of sharing nudes and/or semi-nudes. This will include:

- Holding an initial review meeting with appropriate staff. This may include the staff member(s) who heard the disclosure and the safeguarding or leadership team who deal with safeguarding concerns
- Carrying out interviews with the children involved (if appropriate)
- Informing parents and carers at an early stage and keeping them involved in the process in order to best support the pupil unless there is good reason to believe that involving them would put the child at risk of harm. Any decision not to inform them should be made in conjunction with other services, such as children's social care and/or the police, who would take the lead in deciding when they should be informed
- Carrying out a risk assessment to determine whether there is a concern that a child has been harmed or is at risk of immediate harm at any point in the process

An immediate referral to police and/or children's social care through the MASH or equivalent will be made if any of the following points apply:

- The incident involves an adult. Where an adult poses as a child to groom or exploit a child or young person, the incident may first present as a child-on-child incident
- There is reason to believe that a child or young person has been coerced, blackmailed or groomed, or there are concerns about their capacity to consent (for example, owing to special educational needs)
- The images or videos suggests the content depicts sexual acts which are unusual for the young person's developmental stage, or are violent
- The images involve sexual acts and any child or young person in the images or videos is under 13
- There is reason to believe a child or young person is at immediate risk of harm owing to the sharing of nudes and semi-nudes, for example, they are presenting as suicidal or self-harming

If none of the above apply, the School may decide to respond to the incident without involving the police or children's social care. All incidents relating to nudes and semi-nudes being shared need to be recorded, whether they have been referred externally or not. The decision to respond to an incident without involving the police or children's social care will only be made in cases where the DSL (or equivalent) is confident that they have enough information to assess the risks to any child or young person involved and the risks can be managed within the School's pastoral support and disciplinary framework. Any decision in this regard will be made by the DSL (or equivalent) with input from the Head. The decision will be made and recorded in line with this Policy and will be based on consideration of the best interests of any child or young person involved. Any decision will take into account proportionality as well as the welfare and protection of any child or young person. The

decision will be reviewed throughout the process of responding to the incident. If doubts remain, local safeguarding arrangements will be followed.

This guidance does not apply to the sharing of images of children under 18 by an adult over 18 as this constitutes child sexual abuse. In the event that staff become aware of such an incident, they should notify the DSL immediately, who should always inform the Police as a matter of urgency.

I - What staff should do if a child is absent from education

Children who are absent from education, particularly on repeat occasions and/or for prolonged periods, and children missing education, can act as a vital warning sign to a range of safeguarding issues, including neglect, and child sexual and/or criminal exploitation, particularly county lines. It is therefore important that the School's response to persistently absent pupils and children missing education supports identifying such abuse and helps prevent the risk of them becoming a child missing education in the future. The School's procedures for unauthorised absence and for dealing with children who are absent repeatedly and/or for prolonged periods and children missing from education are managed in accordance with the School's Missing in Education/Lost Children Policy. All absences from school require formal requests for leave of absence from the parent/carer and all other absences require verbal, email or telephone explanation. The School will promptly address irregular attendance with the parent/carer.

Further detail can also be found at Appendix 1 of this policy.

Where reasonably possible, the School will hold more than one emergency contact number for each pupil to provide the School with additional options to make contact with a responsible adult, particularly when a child who is repeatedly absent and/or absent for prolonged periods is also identified as a welfare and/or safeguarding concern.

The School will report to Surrey County Council, and liaise with the school's attendance officer, a pupil who fails to attend school regularly or has been absent from school without the School's permission for a continuous period of 10 school days or more.

When working with local authority children's services where school absence indicates safeguarding concerns, the School will have regard to the statutory DfE guidance 'Working together to improve school attendance: statutory guidance for maintained schools, academies, independent schools and local authorities' (July 2026).

J - What staff should do if a child needs a social worker (Children in Need and Child Protection Plans)

Children may need a social worker due to safeguarding or welfare needs. Children may need this help due to abuse, neglect, exploitation and complex family circumstances. A child's experiences of adversity and trauma can leave them vulnerable to further harm, as well as educationally disadvantaged in facing barriers to attendance, learning, behaviour and mental health.

Local authorities should share the fact a child has a social worker, and the DSL should hold and use this information so that decisions can be made in the best interests of the child's safety, welfare and educational outcomes. This should be considered as a matter of routine.

Where children need a social worker, this should inform decisions about safeguarding (for example, responding to unauthorised absence or missing education where there are known

safeguarding risks) and about promoting welfare (for example, considering provision of pastoral and/or academic support, alongside action by statutory services).

k) What staff should do if a child requires mental health support

The School has an important role in supporting pupils' mental health and wellbeing. Mental health difficulties may in some cases be an indicator that a child has suffered or is at risk of abuse, neglect, exploitation or other harm. Staff are not expected to diagnose mental health conditions, but should notice changes in behaviour, presentation, attendance, relationships or engagement and consider the child's wider circumstances. Where a mental health concern is also a safeguarding concern, staff must take immediate action in accordance with this policy and speak to the DSL or a deputy.

The DSL will liaise with the senior mental health lead and relevant external services where appropriate. Support will be child-centred and will take account of trauma, adversity, SEND, medical needs, family circumstances and the potential for overlapping safeguarding risks. If there is an immediate risk of serious harm, emergency services and/or children's social care will be contacted without delay.

l) What staff should do if they have safeguarding concerns about another staff member

If staff have a safeguarding concern or an allegation is made about another adult working in or on behalf of the School (including supply staff, trainee teachers, volunteers and contractors), the concern must be reported without delay to Andrew Ward, Head, who will consider whether onward referral to the LADO is required. If the concern or allegation is about Andrew Ward, it must be reported without delay to Lukas Pytel, Chair of Governors, who will act as case manager in accordance with the School's governance arrangements and KCSIE Part Four. Where there is a conflict of interest or it would be inappropriate to report through these routes, the concern should be reported directly to the LADO. The DSL remains responsible for safeguarding the welfare of any child involved and for making or supporting referrals to children's social care where required.

m) What staff should do if they have concerns about safeguarding practices in the School

The School aims to ensure there is a culture of safety and raising concerns, and an attitude of 'it could happen here'. Where staff have concerns about poor or unsafe practices and potential failures in the School's safeguarding systems, these should be raised in accordance with the School's Whistleblowing procedures- which are that all staff are required to report to the DSL or EYFS DSL any concerns regarding school practices or the behaviour of colleagues which are likely to put pupils at risk of abuse or other serious harm. In exceptional cases such reports should be made to Ofsted/ISI. They may be dealt with in accordance with the school's Dealing with Allegations of Abuse against Staff procedure, below (7). There will be no disciplinary action taken against a member of staff for making such a report provided that it is done in good faith.

If staff and volunteers feel unable to raise an issue with the School, or feel that their genuine concerns are not being addressed, they may use other whistleblowing channels, such as the NSPCC whistleblowing advice line. Contact details for the NSPCC helpline can be found on the Key Contacts page at the start of this policy.

7. ARRANGEMENTS FOR DEALING WITH CHILD-ON-CHILD ALLEGATIONS (INCLUDING CHILD ON CHILD SEXUAL VIOLENCE AND HARASSMENT)

Child-on-child abuse is a safeguarding issue for both the child harmed and the child alleged to have caused harm. It may occur inside or outside school and online; may be a single incident or form part of a pattern; is preventable; and may involve serious physical harm, threats involving weapons, sexual harassment or violence, harmful sexual behaviour, bullying (including cyberbullying and prejudice-based or discriminatory bullying), abuse in intimate personal relationships, initiation/hazing, upskirting, coercion, sharing nudes or semi-nudes, misogyny, misandry or other derogatory and abusive behaviour. Safeguarding issues often overlap and the School will consider the needs, vulnerabilities and safety of all children involved.

These arrangements apply to all reports and concerns of child-on-child abuse, whether they have happened in school or outside of it, and/or online. Abuse that occurs online or outside of school should not be downplayed and should be treated equally seriously.

The School promotes an inclusive, anti-discriminatory culture in which racism, faith-based prejudice and other forms of discriminatory behaviour are recognised, challenged and addressed as part of its safeguarding responsibilities. Such behaviour may constitute child-on-child abuse and will be considered through safeguarding and behaviour procedures as appropriate.

The School takes a zero-tolerance approach and abusive comments and interactions should never be passed off or dismissed as "banter" or "part of growing up". Nor will harmful sexual behaviours, including sexual comments, remarks or jokes and online sexual harassment, be dismissed as the same or "just having a laugh" or "boys being boys". Staff will also challenge physical behaviours (that are potentially criminal in nature), such as grabbing bottoms, breasts and genitalia, pulling down trousers, flicking bras and lifting up skirts. Dismissing or tolerating such behaviours risks normalising them.

The School acknowledges that even if there have been no reported cases of child-on-child abuse in relation to pupils within the School, such abuse may still be taking place and is simply not being reported. The School will ensure that children are aware of how they can report abuse, and that they are aware of the procedures that the School will follow once a report has been made. These procedures will be well promoted and in a format that is easily accessible and easily understood by children.

The School recognises that a child is likely to disclose an allegation to someone they trust: this could be any member of staff. By making such a disclosure, the pupil is likely to feel that the member of staff is in a position of trust. The School also recognises that children may not find it easy to tell staff about their abuse verbally and that instead they may show signs or act in ways they hope adults will notice and react to. It is also recognised that an incident may come to a member of staff's attention through a report of a friend, or by overhearing conversations. It is therefore important that all staff are clear on the School's policy and procedures with regards to child-on-child abuse and can recognise the indicators and signs of child-on-child abuse and know how to identify it and how to respond to reports.

The School recognises that a first disclosure to a trusted adult may only be the first incident reported. It is not necessarily representative of a singular incident. Staff will take all reports of

abuse seriously regardless of how long it has taken for the child to come forward. Staff will act immediately and will support the victim when they raise a concern.

The School recognises that children with special educational needs and disabilities (SEND) or certain health conditions are three times more likely to be abused by their peers, can face additional safeguarding challenges and may be more prone to peer-on-peer group isolation or bullying (including prejudice-based bullying) than other children. The School will consider extra pastoral support for those children. The School also recognises that certain children may face additional barriers to reporting an incident of abuse because of their vulnerability, disability, sex, ethnicity and/or sexual orientation.

The School takes the following steps to minimise the risk of child-on-child abuse: children are not allowed to carry mobile devices in school and there is strict control of email communication between children, to include the signing of an ICT Acceptable Use Policy agreement.

ACTIONS TAKEN

Where an issue of pupil behaviour or bullying gives 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm', staff should follow the procedures below rather than the School's Anti-Bullying and Behaviour policies:

A pupil against whom an allegation of abuse has been made may be suspended from the School during the investigation. The School will take advice from the Surrey CSP on the investigation of such allegations and will take all appropriate action to ensure the safety and welfare of all pupils involved, including the alleged victim and perpetrator(s). If it is necessary for a pupil to be interviewed by the Police in relation to allegations of abuse, the School will ensure that, subject to the advice of the Surrey CSP, parents are informed as soon as possible and that the pupils involved are supported during the interview by an appropriate adult and until the investigation is completed. Confidentiality will be an important consideration for the School and advice will be sought as necessary from the CSP and/ or the Police as appropriate. The School will have regard to the procedures set out in KCSiE at all times.

The victim may ask the School not to tell anyone about the sexual violence or sexual harassment. Advice should be sought from the DSL/EYFS DSL or DDSL who should consider: parents or carers should normally be informed unless doing so would put the victim at greater risk; the basic safeguarding principal that if a child is at risk of harm, is in immediate danger, or has been harmed, a referral should be made to local authority children's social care; and whether a crime has been committed. Ultimately, the DSL/EYFS DSL or DDSL will balance the victim's wishes against their duty to protect the victim and other children.

Police may be informed of any harmful sexual behaviours which are potentially criminal in nature, such as grabbing bottoms, breasts and genitalia. Rape, assault by penetration and sexual assaults will be passed to the police. Where a report has been made to the police, the School will consult the police and agree what information can be disclosed to staff and others, in particular the alleged perpetrator(s) and their parents or carers. If the DSL or EYFS DSL decides to make a referral to children's social care and/or a report to the police against a victim's wishes, the reasons should be explained to the pupil and appropriate specialist support offered. The DSL may also decide that the children involved may benefit from early help and may make the necessary referral in accordance with the three safeguarding partners referral process.

The School's approach to sexting is that there is zero tolerance of this type of behaviour. Children are not allowed to carry mobile phones within school without specific permission. On residential trips when mobile phones are allowed, they are collected in at night.

The School will follow the DDMSC / UKIS guidance "*Sharing nudes and semi-nudes: advice for education settings working with children and young people*" (February 2024) when responding to an allegation that nudes and/or semi-nudes have been shared.

In the event of disclosures about child-on-child abuse, all children involved (both victim(s) and perpetrator(s)) will be treated as being at risk and safeguarding procedures in accordance with this policy will be followed. Victims will be supported by counselling and support from external agencies will be sought, as appropriate.

When there has been a report of sexual violence, the DSL (EYFS DSL or a deputy DSL) will make an immediate risk and needs assessment. Where there has been a report of sexual harassment, the need for a risk assessment should be considered on a case-by-case basis. The risk and needs assessment should consider:

- the victim;
- whether they may have been other victims;
- the alleged perpetrator(s); and
- all the other children (and, if appropriate, staff) at the School especially any actions that are appropriate to protect them from the alleged perpetrator(s), or from future harms.

Risk assessments will be recorded (written or electronic) and kept under review. Support regarding risk assessments can be accessed from the Education Safeguarding Team – education.safeguarding@surreycc.gov.uk

SEXUAL VIOLENCE OR SEXUAL HARASSMENT

In relation to a report of sexual violence or sexual harassment, the DSL (and indeed all staff) will reassure any victim that they are being taken seriously and that they will be supported and kept safe. The victim will never be made to feel ashamed for making a report nor will they be given the impression that they are creating a problem by reporting sexual violence or sexual harassment; nor would a victim ever be made to feel ashamed for making a report or have their experience minimised. The School will explain to the child in a way that avoids alarming or distressing them that the law is in place to protect children rather than to criminalise them. The School will consider the age and the developmental stage of the victim, the nature of the allegations and the potential risk of further abuse. The School acknowledges that, by the very nature of sexual violence and sexual harassment, a power imbalance is likely to have been created between the victim and alleged perpetrator(s). The DSL will consider the risks posed to pupils and put adequate measures in place to protect them and keep them safe and to ensure their educational attainment is not adversely affected as far as is possible. This may include careful consideration of the proximity of the victim and alleged perpetrator and considerations regarding shared classes, sharing school premises (including during any before or after school-based activities) and school transport. The School will also consider the risks posed to the victim from other health needs, including physical, mental and sexual health problems, as well as unwanted pregnancy which may arise as a result of the incident, and will consider recommending additional support.

FOLLOW UP ACTIONS

The School will consider intra familial harms and whether any support for siblings is necessary following an incident.

The School will keep a written record of all concerns, discussions and decisions made.

The School will reflect on reported concerns, including the decisions made and actions taken, in order to identify any patterns of concerning, problematic or inappropriate behaviour which

may indicate an unacceptable culture, or any weaknesses in the School's safeguarding system which may require additional training or amendments to relevant policies. Where a pattern is identified, the School will decide on an appropriate course of action.

In the event that a report is proven to be false, unsubstantiated, unfounded or malicious, the DSL will consider whether the child and/or the person who has made the allegation is in need of help or may have been abused by someone else and this is a cry for help. In such circumstances, a referral to children's social care may be appropriate. If a report is shown to be deliberately invented or malicious, the Head will consider whether any disciplinary action is appropriate against the individual who made it in accordance with the School's behaviour policy.

8. DEALING WITH SAFEGUARDING CONCERNS OR ALLEGATIONS MADE ABOUT STAFF INCLUDING SUPPLY STAFF, VOLUNTEERS AND CONTRACTORS

The School's procedures for managing concerns or allegations against staff (including supply staff volunteers and contractors) who are currently working in the School whether in a paid or unpaid capacity follows DfE statutory guidance and Surrey CSP arrangements and applies when staff (including volunteers) have (or are alleged to have):

- Behaved in a way that has harmed a child, or may have harmed a child; and/or
- Possibly committed a criminal offence against or related to a child; and/or
- Behaved towards a child or children in a way that indicated that they may pose a risk of harm if they were to work regularly or closely with children; and/or
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children, including behaviour that may have happened outside of school.

In this section reference to 'allegations' also covers concerns. Allegations that do not meet the above harm test should be dealt with using the School's procedure for handling low level concerns, set out below.

Allegations against a teacher who is no longer teaching should be referred to the Police. Historical (non-recent) allegations of abuse should be referred to the Police and also the LADO. Non-recent allegations made by a child will be reported to the LADO in line with the local authority's procedures for dealing with non-recent allegations. The LADO will coordinate with children social care and the Police.

If an allegation is made against anyone working with children in the School, before contacting the LADO, the School will conduct a basic enquiry in line with local procedures to establish the facts in order to determine whether there appears to be any foundation to the allegation. The School should not undertake their own investigation of the allegations without prior consultation with the LADO or, in the most serious cases, the Police, so as not to jeopardise statutory investigations.

When dealing with an allegation about a staff member, the School will apply common sense and judgment, deal with allegations quickly, fairly and consistently and will support the person subject to the allegation.

a) Allegations or concerns which may meet the harm threshold must be reported without delay to the case manager. The case manager is Andrew Ward, Head. Where the Head is the subject of the allegation or concern, Lukas Pytel, Chair of Governors, will act as case manager in accordance with the School's governance arrangements. The case manager will consider

whether onward referral to the LADO is required and will liaise with the LADO as appropriate. The DSL (or a deputy) is responsible for looking after the welfare of the child and for referrals to local authority children's social care where required. The person who is the subject of the allegation must not be informed before advice is taken where doing so could prejudice safeguarding or a statutory investigation.

b) The case manager should immediately discuss the allegation with the LADO and consider the nature, content and context of the allegation and agree a course of action, including any involvement of the Police. (Where the case manager deems there to be an immediate risk to children or there is evidence of a possible criminal offence, or it is an emergency situation, the case manager should contact children's social care and as appropriate, the Police immediately.) All discussions should be recorded in writing, and any communication with both the individual and the parents of the child(ren), agreed. The LADO should be informed within one working day of all allegations that come to the School's attention and appear to meet the criteria or that are made directly to the Police and/or children's social care. The DSL is responsible for ensuring the child is not at risk.

c) Where the case manager is concerned about the welfare of other children in the community, or the member of staff's family, they will discuss these concerns with the LADO and make a risk assessment of the situation. It may be necessary for the LADO to make a referral to children's social care.

d) When to inform the individual who is the subject of the allegation will be considered on a case-by-case basis and with guidance from the LADO and, if appropriate, the police and/or children's social care. Subject to any objection, the case manager will ensure that the individual who is subject of the allegation is informed as soon as possible and given an explanation of the likely course of action. The case manager will appoint a named representative to keep the individual informed of the progress of the case and will consider what other support is appropriate for the individual.

e) The case manager should give careful consideration as to whether the circumstances of the case warrant suspension from contact with children at the School or whether alternative arrangements should be put in place until the allegation is resolved. The following alternative arrangements should be considered by the case manager before suspending a member of staff:

- redeployment within the School so that the individual does not have direct contact with the child or children concerned;
- providing an assistant to be present when the individual has contact with children;
- redeploying to alternative work in the School so the individual does not have unsupervised access to children;
- moving the child or children to classes where they will not come into contact with the member of staff, but this decision should only be made if it is in the best interest of the child or children concerned and takes accounts of their views. It should be made making it clear that this is not a punishment and parents have been consulted; or,
- temporarily redeploying the member of staff to another role in a different location, for example to an alternative school where available.

These alternatives allow time for an informed decision regarding the suspension, this will, however, depend upon the nature of the allegation.

Suspension should not be an automatic response when an allegation is reported. It should be considered only in cases where there is cause to suspect a child or other children at the School is/are at risk of harm, or the case is so serious that it might be grounds for dismissal. The case manager will give due weight to the views of the LADO, WT and KCSIE when making a decision about suspension (including with respect to considering alternatives).

Where the individual is suspended, the case manager will ensure they know who their point of contact is in the School and shall provide them with their contact details. The case manager will also record the rationale and justification for the suspension, including what alternatives were considered and why they were rejected.

- f) Where further enquiries are required to enable a decision about how to proceed, the LADO and case manager should discuss how and by whom the investigation will be undertaken. The LADO will provide advice and guidance to the School to ensure that an appropriate investigation is carried out. In straightforward cases, the investigation should usually be undertaken by a senior member of staff at the School. Where there is lack of resource, or the nature or complexity of the allegation requires it, an independent investigator may be appointed to undertake the investigation.
- g) The case manager will ensure that parents are informed as soon as possible and kept informed about progress of the case, subject to any advice from Children's Social Care or the Police. Parents and others will be made aware that there are restrictions on publishing information which may lead to the identification of the teacher subject to the allegation.
- h) The case manager will monitor the progress of cases to ensure they are dealt with as quickly as possible in a thorough and fair process. The outcome of the investigation of an allegation will record whether it is substantiated (sufficient evidence to prove it), unsubstantiated (insufficient evidence either to prove or disprove it), false (sufficient evidence to disprove it), malicious (sufficient evidence to disprove it and that there has been a deliberate act to deceive or cause harm to the person subject of the allegation) or unfounded (to reflect cases where there is no evidence or proper basis which supports the allegation being made).
- i) Reviews are conducted at fortnightly or monthly intervals, depending on the complexity of the case. The first review will take place no later than four weeks after the initial assessment and subsequent review dates will be set at the review meeting.
- j) The case manager will discuss with the LADO whether a referral to the Disclosure and Barring Service or Teaching Regulation Agency "TRA" should be made where an allegation is **substantiated** and the person is dismissed or the School ceases to use their services, or the person resigns or otherwise ceases to provide their services. The School has a legal obligation to report promptly to the Disclosure and Barring Service any person (whether employed, contracted, a volunteer or a student) who has harmed, or poses a risk of harm, to a child, or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left. Further, or in the alternative, if an investigation leads to the dismissal or resignation prior to dismissal of a member of teaching staff specifically, the School must consider making a referral to the TRA and a prohibition order may be appropriate (because that teacher has displayed unacceptable professional conduct, conduct that may bring the profession into disrepute or a conviction at any time for a relevant offence).
- k) On conclusion of the case, the case manager should review the circumstances of the case with the LADO to determine whether there are any improvements to be made to the School's safeguarding procedures or practices to help prevent similar events in the future. Learning lessons where the allegation is concluded, to be either unfounded, false, malicious or unsubstantiated, the case manager (and if they have been involved, the LADO) should consider the facts and determine whether any lessons can be learned and if improvements can be made.

Where an individual is removed from regulated activity, or would have been removed had the individual not left, including when they are suspended, redeployed to work that is not regulated activity, are dismissed, or have resigned, and the individual has engaged in relevant conduct in relation to children and/or adults, and/or satisfied the harm test in relation to children and/or vulnerable adults, and/or been cautioned or convicted of a relevant (automatic barring either with or without the right to make representations) offence, the School will make a referral to the DBS.

The School has a duty of care to its staff, and whilst the welfare of a child is paramount, the School must offer appropriate welfare support to the adult subject to the investigation and potentially their family. The School will also make every reasonable effort to maintain confidentiality and guard against unwanted publicity whilst an allegation is being investigated or considered. Information will also not ordinarily be shared with other staff or with children or parents who are not directly involved in the investigation.

Where initial discussions lead to no further action, the case manager and the LADO should record the decision and justification for it and agree on what information should be put in writing to the individual concerned, and by whom.

Allegations found to be **malicious** or **false** will be removed from the individual's personnel records unless the individual gives consent for retention of the information. In all other circumstances a written record will be made of the decision and retained on the individual's personnel file in accordance with KCSIE and a copy will only be provided to the individual concerned. The information to be kept on file includes a clear and comprehensive summary of the allegation, details of how the allegation was followed up and resolved, a note of any action taken, decisions reached and the outcomes, and a declaration on whether the information will be referred to in any future reference. All records should be retained until the accused has reached pension age, or for a period of 10 years from the date of the allegation, whichever is longer. Records should be reviewed at the end of the retention period in case it is necessary to keep it for longer.

Allegations proven to be **false**, **unsubstantiated**, **unfounded** or **malicious** will not be included in employer references. If an allegation is shown to be deliberately invented or malicious, the DSL should consider whether the child and/or the person who has made the allegation is in need of help or may have been abused by someone else and this is a cry for help. In such circumstances, a referral to children's social care may be appropriate. If a report is shown to be deliberately invented or malicious, the Head will consider whether any disciplinary action is appropriate against a pupil who made it in accordance with the School's behaviour policy; or whether the Police should be asked to consider if action might be appropriate against the person responsible even if they are not a pupil.

In all cases where there are concerns or allegations of abuse, the School will make a serious incident report to the Charity Commission whenever the Commission's guidelines deem it appropriate to do so.

9. PROCEDURE FOR MANAGING CONCERNS AND ALLEGATIONS ABOUT SUPPLY TEACHERS AND CONTRACTORS

The School's procedures for managing allegations against staff above also apply to staff not directly employed by the School, for example, supply teachers provided by an employment agency or business ('the agency'). The School will usually take the lead, but agencies should be fully involved (because they have their own policies and procedures) and co-operate in any enquiries from the LADO, police and/or children's social care.

In no circumstances will the School decide to cease to use a supply teacher due to safeguarding concerns, without finding out the facts and liaising with the LADO to determine a suitable outcome. The School will discuss with the agency (or agencies where the supply teacher is working across a number of schools) whether it is appropriate to suspend the supply teacher, or redeploy them to another part of the school, whilst they carry out their investigation.

The School will advise supply teachers being investigated to contact their trade union representative if they have one, or a colleague for support. The allegations management meeting which is often arranged by the LADO should address issues such as information sharing, to ensure that any previous concerns or allegations known to the agency are taken into account by the School during the investigation.

When using an agency, the School should inform the agency of its process for managing allegations but also take account of the agency's policies and their duty to refer to the DBS as personnel suppliers. This should include inviting the agency's human resource manager or equivalent to meetings and keeping them up to date with information about its policies.

Where the agency dismisses or ceases to use the services of a teacher because of serious misconduct or might have dismissed them or ceased to use their services had they not left the School first, the School must consider whether to refer the case to the Secretary of State (via the Teaching Regulation Agency).

10. DEALING WITH SAFEGUARDING CONCERNS AND ALLEGATIONS ABOUT ORGANISATIONS OR INDIVIDUALS USING SCHOOL PREMISES

The School may receive an allegation or concern relating to an incident that happened when an individual or organisation was using the school premises for the purposes of running activities for children and/or vulnerable adults (for example community groups, sports associations, or service providers that run extra-curricular activities). As with any safeguarding allegation, the School will follow their safeguarding policy and procedures, including informing the LADO.

When services or activities at the School are provided under the direct supervision or management of school staff, this Policy will apply in relation to any safeguarding concerns or allegations. Where services or activities are not under the direct supervision or management of the School, the School will seek assurance that any individual or organisation has appropriate safeguarding and child protection policies and procedures in place (and the School will inspect these as needed); and ensure that there are arrangements in place for the provider to liaise with the School on these matters where appropriate.

The School has arrangements in place for the use of school premises for non-school activities including the availability of the DSL or DDSL and how they can be contacted.

10. DEALING WITH CONCERNS OR ALLEGATIONS (THAT DO NOT MEET THE HARM THRESHOLD)

A low-level concern is any concern that an adult working in or on behalf of the School 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 allegations threshold or is otherwise not considered serious enough to consider a referral to the LADO.

A 'low-level' concern does not mean that it is insignificant. A concern may be a low-level concern, no matter how small, even if it does no more than give a sense of unease or a 'nagging doubt'. Such behaviour can exist on a wide spectrum, from the inadvertent or thoughtless, or behaviour that may look to be inappropriate, but might not be in specific circumstances, through to that which is ultimately intended to enable abuse (for example, grooming-type behaviours).

The School takes all concerns about safeguarding seriously and recognises that addressing even low-level concerns is important to create and embed a culture of openness, trust and transparency in which the School's values and expected behaviour of its staff are constantly lived, monitored and reinforced by all staff.

The School has a separate Low-Level Concerns Policy which enables all staff to share concerns – no matter how small – about their own or another member of staff's behaviour.

The School's Safe Working Practice Agreement and Policy for the Setting of Boundaries between Pupils and Staff can be found in the Staff Handbook. The aim of these policies is to provide clear guidance about the standards of appropriate behaviour and actions of its staff, so as to not place pupils or staff at risk of harm or of allegation of harm to a pupil. They are given to all staff on joining and the Safe Working Practice Agreement is renewed and signed

annually. All staff are expected to comply with the standards contained within this agreement, at all times.

The procedure for sharing confidentially any such concerns is set out in the Low- Level Concerns Policy. The Head is the ultimate decision-maker in respect of all Low-Level concerns.

Staff must share all low-level concerns with Andrew Ward, Head, without delay so that they can be recorded and dealt with appropriately, sensitively, proportionately and in a timely manner. Where a low-level concern is raised about the Head, it must be referred to Lukas Pytel, Chair of Governors. Where there is doubt about whether a concern meets the harm threshold, the Head or Chair, as appropriate, will consult the LADO.

Staff are also encouraged to self-refer in the event that they have found themselves in a situation which may be misinterpreted, might appear compromising to others, and/or on reflection they believe they have behaved in a way that may be considered to fall below the expected professional standard. All concerns will be handled sensitively and will be dealt with appropriately and proportionately.

If a concern is raised by a third party, the Head will collect as much evidence as possible by speaking to the person who has raised the concern (if known), to the individual involved and any witnesses. The concern will be recorded in accordance with this policy, in the usual way.

The School will address unprofessional behaviour at an early stage and will support the individual to correct it.

All low-level concerns will be recorded in writing. The record will include details of the concern, the context within which the concern arose, and details of the action taken. The name of the reporting individual should also be included, unless they have asked to remain anonymous, which will be respected as far as reasonably possible. The records will be kept confidential, will be held securely and in compliance with the Data Protection Act 2018 and the UK GDPR at all times. The information will be retained in line with current Government safeguarding regulations or until the individual has left employment, whichever is longer.

Low-level concerns will not be included in references unless they relate to issues which would normally be disclosed, for example, misconduct or poor performance.

The School will also reflect on reported concerns in order to identify any patterns of concerning, problematic or inappropriate behaviour which may indicate an unacceptable culture, or any weaknesses in the School's safeguarding system which may require additional training or modified policies. Where a pattern is identified, the School will decide on a course of action, either through its disciplinary procedures, or, where the pattern moved from a concern to meeting the harms threshold, it will follow the above procedure and refer the matter to the LADO.

Where a low-level concern relates to a person employed by a supply agency or a contractor, the individual's employer will be notified about the concern, so that any potential patterns of inappropriate behaviour can be identified.

If the School is in any doubt as to whether a low-level concern in fact meets the harm threshold, the Head will consult with the LADO and take a more collaborative decision-making approach.

11. SAFER RECRUITMENT

The School is committed to safer recruitment processes to create a culture that safeguards and promotes the welfare of children in the School whilst deterring and preventing people who are unsuitable to work with children from applying or securing employment, or volunteering opportunities, within the School.

The School carries out the statutory pre-appointment and safer recruitment checks appropriate to the role, including identity, right to work, references, employment history, qualifications where required, prohibition/direction checks, overseas checks where relevant, and the appropriate level of DBS and children's barred list check. Requirements apply to employees, supply and agency staff, trainee teachers, volunteers, contractors and other adults according to their role and legal status. The Single Central Register is maintained in accordance with KCSIE and the Independent School Standards.

Following the Crime and Policing Act 2026 changes reflected in KCSIE 2026, the former supervision exemption from regulated activity has been removed. The School will determine whether volunteer roles amount to regulated activity under the current statutory definition and will obtain the required enhanced DBS certificate and barred list information where applicable. The School will not rely on supervision as a reason to treat otherwise regulated volunteer activity as outside regulated activity.

Where the School is also subject to the EYFS statutory framework, a member of staff or volunteer must not begin work within the EYFS setting until the School has received the enhanced DBS certificate including children's barred list information required for that role. Detailed procedures are contained in the Recruitment, Selection and Disclosures Policy and SCR procedures.

Members of the teaching and non-teaching staff at the School including part-time staff, governors, temporary and supply staff, and visiting staff, such as musicians and sports coaches are subject to the necessary statutory child protection checks before starting work, for example, right to work checks, additional overseas checks (if necessary), verifying identity, taking up references, checking work history and confirming medical fitness for the role. For most appointments, an enhanced DBS check with 'barred list' information will be appropriate. A DBS certificate will be obtained from the candidate before or as soon as practicable after appointment. Alternatively, if the applicant has subscribed to it and gives permission, the School may undertake an online update check through the DBS Update Service.

As part of the shortlisting process, the School will also consider carrying out an online search on shortlisted candidates as part of its due diligence. This may help to identify any incidents or issues that have happened and are publicly available online, which the School may want to explore with an applicant at interview. This forms part of the School's wider safeguarding due diligence which aims to prevent and/or deter individuals who may be unsuitable to work with children from working in a school environment.

Full details of the School's safer recruitment procedures for checking the suitability of staff, Governors and volunteers to work with children and young people is set out in the School's Recruitment, Selection and Disclosures Policy.

The School's protocols for ensuring that any visiting speakers, whether invited by staff or pupils themselves, are suitable and appropriately supervised, are set out below (14c).

12. MANAGEMENT OF SAFEGUARDING

The School's DSL is Fiona Mangion, Assistant Head, who is a member of the leadership team.

Andrew Finch, Jenny Brown, Henry Deacon, Emily Gardner, Rebecca Pentti-Smith (EYFS), Louise Spooner, Andrew Ward and Nick Tickell are trained DDSLs and provide cover for the DSL. Rebecca Pentti-Smith is the EYFS DSL. Contact details are set out at the beginning of this policy.

The DSL and DDSL's contact details can be found on the Key Contacts page at the start of this policy.

The DSL's role is to take lead responsibility for safeguarding and child protection matters in the School. The DSL's responsibility is to maintain an overview of safeguarding within the School, to open channels of communication with local statutory agencies, refer incidents to third parties (including the local authority children's services, the DBS, Channel and the police) where appropriate, to support staff in carrying out their safeguarding duties and to monitor the effectiveness of the School's policies and procedures in practice. The DSL will also take lead responsibility for online safety and understanding the filtering and monitoring systems and processes the School have in place. The DSL works with the governors to review and update the School's safeguarding policy.

Where a pupil leaves the School, including for in-year transfers, the DSL will also ensure their child protection file is transferred to the new school (separately from the main pupil file) as soon as possible and within 5 days for an in-year transfer or within the first 5 days of the start of a new term. The file will include a clear, structured summary identifying current safeguarding concerns, relevant context and ongoing support needs, distinguishing current risk from historic information. The receiving school will be encouraged to seek clarification where information is unclear or incomplete, and the DSL will consider whether additional relevant safeguarding information should be shared in advance of transfer. The DSL will ensure secure transit and obtain confirmation of receipt.

In addition to the child protection file, the DSL should also consider if it would be appropriate to share any additional information with the new school or college in advance of a child leaving to help them put in place the right support to safeguard this child and to help the child thrive in the school.

The DSL regularly reviews the School's and their own practices and concerns about welfare and safeguarding matters. This includes the personal and professional duty of all staff to report welfare and safeguarding concerns to the DSL, or in the absence of action, directly to local children's services.

During term time, the DSL and/ or DDSL will always be available (during school hours) for staff in the School to discuss any safeguarding concerns. For out of hours/out of term activities, the School's arrangements are that contact may be made via email dsl@hsaschool.co.uk or by telephoning 01483 760943 and asking for the DSL. The mobile number of the DSL is known to all staff.

The DSL or DDSL should liaise with the three safeguarding partners and work with other agencies in line with WT. 'NPCC- When to call the police' can assist the DSL or DDSL understand when they should consider calling the police and what to expect when they do. If the School has questions about any police investigation, it will ask the police. The DSL or DDSL will also be responsible for liaising with the senior mental health lead and, where available, the Mental Health Support Team, where safeguarding concerns are linked to mental health. The DSL and DDSL should be confident as to what local specialist support is available

to support all children involved in sexual violence and sexual harassment and be confident as to how to access this support when required.

Whilst the Head should ensure that the policies and procedures adopted particularly those concerning referrals of cases of suspected abuse and neglect, are understood and followed by all staff, and the Governors are ultimately responsible for ensuring staff are competent, supported and regularly reviewed in relation to safeguarding, the ultimate lead responsibility for safeguarding and child protection remains with the DSL and this responsibility should not be delegated.

Full details of the DSL's role can be found at Annex B of KCSIE 2026.

13. TRAINING

Induction and training are in line with advice from the Surrey CSP.

All Staff

All new staff (including temporary staff and volunteers) will be provided with induction training that includes:

- the Child Protection and Safeguarding Policy (including the policy and procedures to deal with child-on-child abuse)
- the role and identity of the DSL(s) and DDSL
- the staff Safe Working Practice Agreement and 'Setting of Boundaries between Pupils and Staff' Policy including the School's whistleblowing procedure and the Acceptable Use of technologies Policy, staff/pupil relationships and communications including the use of social media and online safety
- the School's Behaviour Management Policy (including measures to prevent bullying, including cyberbullying, prejudice based and discriminatory bullying)
- the safeguarding response to children who are absent from education, particularly on repeat occasions and/or prolonged periods or children missing education
- the online safety policy, including an understanding of the expectations, applicable roles and responsibilities in relation to filtering and monitoring;
 - a copy of KCSIE 2026 Part One, which all staff must read in full. The Part One overview may be used as a quick-reference aid but does not replace Part One;
 - school leaders, the safeguarding team and other staff will also be directed to the relevant additional parts and annexes of KCSIE for their responsibilities. Governors will read Part Two and receive safeguarding training sufficient to provide effective strategic challenge and assurance;

Copies of the above documents are provided to all 'staff', temporary staff, governors and volunteers during induction.

All staff are also required to:

- Read KCSIE 2026 Part One in full and confirm that they have done so. When KCSIE is updated, staff will be informed of changes and provided with any necessary training or briefing.
- Understand and apply the key safeguarding information in Part One of KCSIE and this policy. The School checks staff understanding through induction, annual safeguarding training, updates and appropriate knowledge checks. All staff are given a 5 key points reminder card to carry or display at their workstation.
- Receive training in safeguarding and child protection regularly, in line with advice from the Surrey CSP. Training will include online safety (including the expectations, applicable roles and responsibilities in relation to filtering and monitoring) and harmful sexual behaviours (including child on child sexual violence and harassment). It will also include Prevent awareness training to equip staff to understand the factors that lead people to support terrorist ideologies or engage in terrorist related activity, be able to recognise susceptibility to terrorism and be aware of what action to take in response, including the School's internal Prevent arrangements, and statutory information-sharing responsibilities including the section 16LA duty from 30 September 2026

- Undertake regular informal updates, at least annually, to provide them with relevant skills and knowledge to safeguard children effectively, including online. The School provides these via, for example, emails, e-bulletins and staff meetings.

The governing body will ensure that all governors receive appropriate safeguarding and child protection (including online safety which, amongst other things, includes an understanding of the expectations, applicable roles and responsibilities in relation to filtering and monitoring) training at induction. This training should equip them with the knowledge to provide strategic challenge to test and assure themselves that the safeguarding policies and procedures in place in the School are effective and support the delivery of a robust whole school approach to safeguarding. Their training should be regularly updated.

The governing body are aware of their obligations under the Human Rights Act 1998 (HRA), the Equality Act 2010, the UK GDPR, and their local multi-agency safeguarding arrangements. Under the Human Rights Act 1998, it is unlawful for the School to act in a way that is incompatible with the European Convention on Human Rights (ECHR) Convention. Being subjected to harassment, violence and or abuse, including that of a sexual nature, may breach conventions set out in the European Convention on Human Rights (ECHR) Convention. The Data Protection Act 2018, UK GDPR and Data (Use and Access) Act 2025 place duties on organisations and individuals to process personal information fairly and lawfully and to keep the information they hold safe and secure.

In addition, the governing body complies with the DfE's Data Protection guidance for schools, ensuring school staff, governors and trustees know how to comply with data protection law, develop their data policies and processes, what staff and pupil data to keep and the importance of good practices for preventing personal data breaches.

DSL/DDSLs

The DSL, EYFS DSL and DDSLs receive updated child protection training at least every two years to provide them with the knowledge and skills required to carry out the role. This includes local inter-agency working protocols, participation in child protection case conferences, supporting children in need, identifying children susceptible to radicalisation, record keeping and promoting a culture of listening to children, training in the Surrey CSP's approach to Prevent duties and harmful sexual behaviours. The DSL also receives more in-depth training, including on extremist and terrorist ideologies, how to make referrals and how to work with Channel panels. This training is updated at least every two years, enabling the DSL to support other staff on Prevent matters and update them on relevant issues. Further details of the required training content for the DSL are set out in Annex B of KCSIE 2026.

In addition to their formal training, the DSL's knowledge and skills are updated at least annually to keep up with any developments relevant to their role. In particular, the School will support the DSL in developing their knowledge and skills to understand the views of children including to encourage a culture of listening to children and taking account of their wishes, as well as having an awareness of the difficulties children may face in approaching staff with a disclosure.

The DDSLs are trained to the same level as the DSL.

14. OVERSIGHT OF SAFEGUARDING, INCLUDING ARRANGEMENTS FOR REVIEWING POLICIES AND PROCEDURES

Lukas Pytel, Chair of Governors and Nominated Safeguarding Governor, is the board-level lead for safeguarding and provides strategic challenge and assurance on the School's safeguarding arrangements. The Full Board retains collective responsibility for ensuring the Independent School Standards and statutory safeguarding requirements are met.

The School considers its obligation to review safeguarding practices a matter of its everyday concerns. A review of the School's child protection policies takes place at least annually, including an update and review of the effectiveness of procedures and their implementation, including lessons learnt. This is achieved via an audit and visit to the school, to include a review of recruitment procedures and Single Central Register. This report is published at a full governors' board meeting and questions arising are noted in the minutes. The School draws on the expertise of staff, including the DSL(s), in shaping the School's safeguarding arrangements and policies.

The School's safeguarding policies and procedures should be transparent, clear, and easy to understand for staff, pupils, students, parents, and carers.

The school monitors and evaluates its safeguarding policy and procedures through the following activities:

- Governing body visits to the School
- Senior leadership team discussion sessions with staff
- Discussion of safeguarding with pupils through PSHCE and SRE lessons
- Frequent scrutiny of attendance data
- Regular analysis of a range of risk assessments
- Regular analysis of appropriate provision for the fulfilment of other safeguarding responsibilities relevant to the School
- Frequent scrutiny of Governing body minutes
- Logs of bullying and/or racist behaviour incidents are reviewed regularly by the Senior Leadership Team and the governing body safeguarding lead
- Regular reviews of parental concerns and parental questionnaires
- Regular review of training offered to staff, including e-safety training

If there has been a substantiated allegation against a member of staff, the School will work with the LADO to determine whether there are any improvements to be made to the School's procedures or practice to help prevent similar events in the future.

15. THE SCHOOL'S ARRANGEMENTS TO FULFIL OTHER SAFEGUARDING RESPONSIBILITIES

Teaching children how to keep safe

The governing body ensures that all pupils are taught about safeguarding, including online safety, through the curriculum, PSHE/RSE and ICT lessons to help children to adjust their behaviours, both inside and outside of School, in order to reduce risks and build resilience, including to radicalisation and extremism. This includes teaching pupils about the safe use of electronic equipment and the internet, and the risks posed by adults or young people, who use the internet and social media to bully, groom, abuse or radicalise other people, especially children, young people and vulnerable adults. The School recognises that a "one size fits all" approach may not be appropriate for all children, and a more personalised or contextualised approach for more vulnerable children, victims of abuse and some children with SEND might be needed.

Internet safety (including when children are online at home) is an integral part of the School's ICT curriculum and also embedded in PSHE and Relationships and Sex Education (RSE).

Filtering and monitoring

The School has appropriate filters and monitoring systems in place to safeguard children from potentially harmful and inappropriate material online when using the School's IT system. The School's ISP provides a 24/7 managed connection which includes an educationally approved web filter and firewall setup, provides a robust technological system against malware, DDOS, Trojan and various other cyber-attacks.

Such systems aim to reduce the risk of children being exposed to illegal, inappropriate and harmful materials online (content risk); reduce the risk of children being subjected to harmful online interaction with others including commercial advertising and grooming (contact risk); restrict access to online risks such as online gambling, phishing or financial scams (commerce risk); and help manage online behaviour that can increase a child's likelihood of, or causes, harm for example making sending and receiving explicit images.

The School recognises however that children have unlimited and unrestricted access to the internet via mobile phone networks (i.e. 3G, 4G and 5G) which means that children may consensually and/or non-consensually share indecent images, sexually harass their peers via mobile and smart technology, and view and share pornography and other harmful content whilst at school undetected.

- The School ensures compliance with the DfE's 'filtering and monitoring standards for schools' by; identifying and assigning roles and responsibilities to manage filtering and monitoring systems.
- Ensuring that the effectiveness of filtering and monitoring is reviewed at least once every academic year by the SLT member responsible for filtering and monitoring, with support from the DSL and IT support. The review includes checks that filtering operates appropriately on internet-connected devices in relevant locations, that monitoring meets the School's safeguarding needs, and that a record of the checks and review is retained.
- Blocking harmful and inappropriate content without unreasonably impacting teaching and learning.
- Having effective monitoring strategies in place that meet our safeguarding needs.

Further detail of the School's policy and procedures in relation to online safety can be found in the School's Online Safety Policy which also includes detail on the use of mobile and smart technology in School, including the School's management of the associated risks, and the

School's filtering and monitoring arrangements to ensure that children are safe from harmful and inappropriate content, including terrorist and extremist material when accessing the internet through the School's systems. These systems will be reviewed periodically.

The School will liaise with parents to reinforce the importance of children being safe online and the systems the School uses to filter and monitor online use. Parents and carers will be made aware of what their children are being asked to do online when undertaking remote learning, including the sites they will be asked to access and who from the School their child is going to be interacting with online.

The School recognises emerging online risks associated with generative artificial intelligence, including the creation or alteration of harmful content, deepfakes/deep nudes, misinformation, grooming, cheating and unsafe data sharing. The School's online safety, acceptable-use, curriculum and staff training arrangements address safe and effective use of generative AI in an age-appropriate way.

The School has clear expectations for pupil and staff use of mobile phones and smart technology, set out in its relevant policies. These arrangements are risk-assessed and reviewed so that mobile and smart technology does not undermine safeguarding, while allowing proportionate use where educational, operational or emergency needs justify it.

Safeguarding in sport

Sport, PE, games, fixtures, clubs and coaching are subject to the same safeguarding standards as all other School activity. Coaches, peripatetic staff, volunteers and external providers must be appropriately checked for their role, receive or evidence suitable safeguarding induction/training, understand the School's reporting routes and professional boundaries, and report concerns promptly. The School will consider the particular safeguarding risks arising in sport, including physical contact, changing arrangements, travel, one-to-one coaching, photography/video, messaging and social media, injuries, power imbalances and opportunities for grooming or abuse.

Where sports activities are delivered by external organisations or individuals, the School will obtain appropriate safeguarding assurances, ensure clear liaison and reporting arrangements, and apply the requirements in this policy concerning contractors, providers and use of School premises.

b) Relationships Education and/or Relationships and Sex Education (RSE)

Relationships Education and/or RSE was compulsory from September 2020 although the School had flexibility to decide how it discharged its duties within the first year of compulsory teaching. The School understands that preventative education is most effective in the context of a whole-school approach that prepares children for life in modern Britain and creates a culture of zero tolerance for sexism, misogyny/misandry, homophobia, biphobic, and sexual violence/harassment.

The School will have regard to the DfE's statutory guidance *Relationships Education, Relationships and Sex Education (RSE) and Health Education* when making arrangements for and teaching Relationships Education and/or RSE.

Relationships Education and/or RSE will form part of the School's PSHCE programme.

c) Looked after children

The governing body ensures that staff have the skills, knowledge and understanding necessary to keep safe any children on roll who are looked after by a local authority.

In the event of the School having a 'looked after' child on roll, a designated member of staff who has responsibility for their welfare and progress will be allocated. The School ensures that the designated member of staff receives appropriate training in order to carry out their role.

d) Arrangements for Visiting Speakers

The School has clear protocols for ensuring that any visiting speakers are appropriately supervised and suitable. The School's responsibility to pupils is to ensure that they can critically assess the information they receive as to its value to themselves, and that the information is aligned to the ethos and values of the School and the British values of democracy.

The School will undertake a risk assessment before agreeing to a Visiting Speaker being allowed to attend the School. This will take into account any vetting requirements considered appropriate in the circumstances and may include a DBS check if relevant.

Visiting speakers will be expected to understand that, where appropriate, their session should actively promote the British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs and at no point undermine these. In some cases, the School may request a copy of the Visiting Speaker's presentation and/or footage in advance of the session being provided.

Visiting Speakers, whilst on the School site, will be supervised by a School employee. On attending the School, visiting speakers will be required to show original current identification documents including a photograph such as a passport or photo card driving licence. The School shall also keep a formal register of visiting speakers retained in line with its Data Protection Policy.

e) Arrangements for use of School premises for non-school activities

When services or activities at the School are provided under the direct supervision or management of school staff, this Policy will apply in relation to any safeguarding concerns or allegations.

Where services or activities are not under the direct supervision or management of the School, the School will seek assurance that any individual or organisation has appropriate safeguarding and child protection policies and procedures in place (and the School will inspect these as needed); and ensure that there are arrangements in place for the provider to liaise with the School on these matters where appropriate. This applies regardless of whether or not the children who attend any of these services or activities are children on the school roll.

The School will ensure that the DSL or DDSL can be contacted and/or is available at all times the school premises is in use, whether that activity is a school or non-school activity and regardless as to whether the children attending are on the school roll.

During term time, the DSL and/ or DDSL will always be available (during school hours) for staff in the School to discuss any safeguarding concerns. For out of hours/out of term activities, the School's arrangements are that contact may be made via email dsl@hsaschool.co.uk or by telephoning 01483 760943 and asking for the DSL. The mobile number of the DSL is known to staff.

Safeguarding arrangements in place when non-school activities are taking place on school premises.

Alternative provision

Where the School commissions alternative provision for a pupil, the School remains responsible for safeguarding that pupil and for being satisfied that the placement is safe and suitable. The School will continue to carry out safeguarding checks and its own due diligence on the provider, obtain and record appropriate safeguarding assurances, maintain effective communication with the provider, monitor attendance and welfare, and ensure concerns are shared promptly. Where relevant, the School will have regard to the voluntary national standards for non-school alternative provision and any current DfE guidance. The DSL will consider any additional risks arising from the placement and ensure relevant safeguarding information is shared lawfully and proportionately.

The School will ensure that safeguarding requirements are included in any agreement for use of the school premises (such as a lease or hire agreement) as a condition of use and occupation of the premises and that failure to do so by the provider to comply with this will lead to termination of the agreement.

When considering the safeguarding arrangements any providers have in place the School will have regard to the DfE's non statutory guidance *'Keeping children safe in out-of-school settings'* (April 2022) and *'After school clubs, community activities, and tuition (safeguarding guidance for providers)'* (September 2023).

16. EARLY YEARS PROVISION SAFEGUARDING ARRANGEMENTS

The School adheres to the EYFS statutory framework for group and school-based providers, applying from 1 September 2026. Section 3 of the EYFS framework is read alongside KCSIE 2026. The School implements the strengthened welfare and safeguarding requirements, including those relating to safer recruitment, paediatric first aid, safer eating, privacy and dignity, appropriate use of technology, and safeguarding training.

Disqualification from working in childcare

Where staff work in, or are involved in the management of, the School's early years or provision of care of pupils under the age of eight, the School will take steps to check whether those staff are disqualified under the Childcare Act 2006. These checks will be undertaken pre-appointment, and from time to time during employment. This forms part of the School's safer recruitment practices, further details of which can be found in the School's Recruitment, Selection & Disclosures Policy. The School records all checks of staff employed to work in or manage relevant childcare on the Single Central Register. This includes the date disqualification checks were completed.

Where a member of staff is found to be disqualified or if there is doubt over that issue then, pending resolution, the School will remove them from the work from which they are or may be disqualified. Suspension or dismissal will not be an automatic response; the School will consider if there is scope in principle to redeploy them with other age groups or in other work from which they are not disqualified, subject to assessing the risks and taking advice from the LADO when appropriate.

Use of mobile phones and cameras, including all electronic devices with imaging and sharing capabilities

The School's policy on the use of mobile phones and cameras, including all electronic devices with imaging and sharing capabilities in the setting can be found in the School's Policy on Photographic Images and Acceptable Use Policy. The use of mobile phones, including other devices when children are present is not acceptable, and must not be used when working with children. Mobile phones and other devices must not be visible to either the pupils or staff when the children are present and therefore should be stored in a closed cupboard, handbag, briefcase or similar facility. Personal devices must not be used to photograph or record EYFS children or for other safeguarding-sensitive activity. Staff devices must be stored securely when required by School policy. School-owned devices should be used for authorised photographs, trips and operational purposes wherever practicable. Any exceptional use of a personal device for a School activity must be expressly authorised in advance by a senior leader, use only the School-approved process for transfer/storage, and require immediate deletion from the personal device and any cloud backup once securely transferred. Breaches may be dealt with under disciplinary or safeguarding procedures.

On school trips, an allocated school phone will be brought on the trip. An exception to this is for the Games department where mobile phones may be used only to take a photograph of their team. Staff must delete images as soon as possible but must delete all images as soon as they have been sent. Mobile phones and other devices may be used at break times so long as the member of staff is not on duty in line with our 'Policy on Photographic Images'. Staff who act in breach of this may be subject to disciplinary action. Parents are not permitted to use their mobile phones or camera, including all electronic devices with imaging and sharing

capabilities in or around the EYFS setting without prior approval from the Head, the Head of Pre-Prep or the Head of EYFS.

DSL for the EYFS

The practitioner designated to take lead responsibility for safeguarding children in the Early Years settings is **Mrs Rebecca Pentti-Smith (EYFS DSL)**

Duty to notify Ofsted

The School will inform Ofsted of any significant event which is likely to affect the suitability of any person who is in regular contact with children on the premises where childcare is provided. For example, where the School is satisfied that a person working in a relevant setting falls within one of the disqualification criteria. Any significant event must be notified to Ofsted as soon as reasonably practicable, but at the latest within 14 days of the date the School became aware (or ought reasonably to have become aware) of it.

The School will notify Ofsted within 14 days of any allegations of serious harm or abuse by any person living, working or looking after children at the premises (whether the allegations relate to harm or abuse committed on the premises or elsewhere).

Safeguarding training

The School ensures staff are trained in line with the safeguarding training requirements in the current EYFS statutory framework and are supported to implement the Policy on an ongoing basis.

The DSL provides support, advice and guidance to all staff on an ongoing basis, and on specific safeguarding issues that may arise. The DSL attends a training course, consistent with the safeguarding training requirements in the current EYFS statutory framework.

All EYFS staff receive safeguarding training at induction and regular updates thereafter in line with KCSIE, the EYFS statutory framework and local safeguarding partnership advice. Staff receive safeguarding and child-protection updates at least annually and additional training whenever changes in law, guidance, local procedures or school safeguarding concerns make this necessary.

The School's safeguarding training will be renewed every two years, and the School will consider whether staff need to undertake annual refresher training during any two-year period and to keep up to date with changes to safeguarding procedures or as a result of any safeguarding concerns that may occur at the school.

17. APPENDIX 1 -SIGNS AND TYPES OF ABUSE

All School staff should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or one label alone. In most cases, multiple issues will overlap with one another therefore staff should always be vigilant and always raise any concerns with the DSL (or deputy).

All staff should be aware that safeguarding incidents and/or behaviours can be associated with factors outside the School and/or can occur between children outside of these environments. All staff, but especially the DSL and DDSs, should consider whether children are at risk of abuse or exploitation in situations outside the home. This is often referred to as "extra-familial harm." Extra-familial harm can occur in a range of extra-familial contexts, including in school, peer groups, or within community/public spaces, and/or online. Children may experience this type of harm from other children and/or from adults. Forms of extra-familial harm include exploitation by criminal and organised crime groups and individuals (such as county lines and financial exploitation), serious violence, modern slavery and trafficking, online harm, sexual exploitation, teenage relationship abuse, and the influences of extremism which could lead to radicalisation. Children of all ages can experience extra-familial harm.

All staff should be aware that technology is a significant component in many safeguarding and wellbeing issues and should recognise that children are at risk of abuse online as well as face to face. In many cases abuse will take place concurrently online and in daily life. Staff should be aware that children can also abuse their peers online, this can take the form of abusive, harassing and misogynistic/misandrist messages, the non-consensual sharing of indecent images, especially around chat groups, and the sharing of abusive images and pornography, to those who do not wish to receive such content.

In all cases, if staff are unsure, they should always speak to the DSL (or deputy).

Physical abuse:

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

Emotional abuse:

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

Sexual abuse:

involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving 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). Children are more likely to know their abuser than not. Sexual abuse is not solely perpetrated by adult males: women can also commit acts of sexual abuse, as can other children. A child under the age of 13 can never legally consent to sexual activity. Sexual abuse also includes sexual violence and sexual harassment, including child-on-child abuse. Sexual violence includes offences under the Sexual Offences Act 2003, such as rape, sexual assault and assault by penetration. Schools should be aware that sexual assault covers a wide range of behaviour; for example, a single act of kissing someone without consent or touching someone's bottom, breasts or genitalia without consent can constitute sexual assault.

Sexual harassment: is 'unwanted conduct of a sexual nature' that can occur online and offline and both inside and outside of school. Sexual harassment 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, 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, or upskirting, and sharing of unwanted explicit content (for example displaying pictures, photos or drawings of a sexual nature); and online sexual harassment, which might include consensual or non-consensual sharing of sexual images and videos and sharing sexual images and videos (often referred to as the sharing of nudes/semi-nudes, or sexting – see below); inappropriate sexual comments on social media; exploitation; coercion and threats. Online sexual harassment may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence.

Sexual violence: refers to sexual offences under the Sexual Offences Act 2003, including rape, assault by penetration, sexual assault, and/or causing someone to engage in sexual activity without consent. Consent to sexual activity may be given to one sort of sexual activity, but not another, or penetration with conditions, such as wearing a condom. 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.

Child-on-child sexual violence and/or harassment:

Sexual violence and sexual harassment (as defined above) can occur between two children of any age and sex, from primary through to secondary stage and into colleges. It can occur through a group of children sexually assaulting or sexually harassing a single child or group of children. It is more likely that girls will be the victims of sexual violence and harassment, and it is more likely that it will be perpetrated by boys. It can however occur between children of any sex. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and face to face (both physically and verbally) and are never acceptable. Children who are victims of sexual violence and/or sexual harassment wherever it happens, will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment and will be exacerbated if the alleged perpetrator(s) attends the same school or college.

Harmful sexual behaviour:

problematic, abusive and violent sexual behaviour is developmentally inappropriate and may cause developmental damage. A useful umbrella term is "harmful sexual behaviour". Harmful sexual behaviour can occur online and/or face-to-face and can also occur simultaneously between the two. Sexual behaviour between children can be considered harmful if one of the

children is much older, particularly if there is more than two years' age difference, or if one of the children is pre-pubescent and the other is not. However, a younger child can abuse an older child, particularly if they have power over them, for example, if the older child is disabled or smaller in stature.

Sharing of nudes and/or semi-nudes: the sending or posting of nude or semi-nude images, videos, or live streams online by young people under the age of 18. This could be via social media, gaming platforms, chat apps or forums. It could also involve sharing between devices via services like Apple's AirDrop which works offline. The sharing of nudes and semi-nudes can happen publicly online, in 1:1 messaging or via group chats and closed social media accounts and may include images or footage of more than one child or young person.

Alternative terms used by children and young people may include 'dick pics' or 'pics' or may be referred to by adults or professionals as 'youth produced/involved sexual imagery', 'indecent imagery', 'image based sexual abuse' or 'sexting'. Terms such as 'deep fakes' and 'deep nudes' may also be used by adults and young people to refer to digitally manipulated and AI-generated nudes and semi-nudes.

The motivations for taking and sharing nude and semi-nude images, videos and live streams are not always sexually or criminally motivated. Such images may be created and shared consensually by young people who are in relationships, as well as between those who are not in a relationship. It is also possible for a young person in a consensual relationship to be coerced into sharing an image with their partner. Incidents may also occur where:

- children and young people find nudes and semi-nudes online and share them claiming to be from a peer
- children and young people digitally manipulate an image of a young person into an existing nude online or use artificial intelligence (AI) to generate a new nude or semi-nude image of a young person
- images created or shared are used to abuse or blackmail peers. Situations could include:
 - o children and young people selling nudes or semi-nudes of others online
 - o children and young people coercing a peer into sharing a nude or semi-nude to blackmail them for money, further images, or force them into illegal activity
 - o children and young people hacking a peer's account to share images more widely without consent to publicly shame
- children and young people create and share a nude or semi-nude with an adult who has presented themselves as someone under the age of 18 to groom, sexually abuse or blackmail them.

For this reason, incidents can either be classified as 'aggravated' or 'experimental'. The DDCMS / UKIS guidance "*Sharing nudes and semi-nudes: advice for education settings working with children and young people*" (February 2024) sets out the classification of incidents, and how each should be handled.

Upskirting: is a criminal offence and typically involves taking a picture under a person's clothing (not necessarily a skirt), without their permission and/or knowledge, with the intention of viewing their genitals or buttocks (with or without underwear) to obtain sexual gratification, or cause the victim humiliation, distress or alarm. Anyone of any sex can be a victim.

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

Serious violence

indicators which may signal that children are at risk from or are involved with serious violent crime include increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs and may be at risk of criminal exploitation. All staff should be aware of the associated risks which increase the likelihood of involvement in serious violence (for example, being male, frequent absence from school or permanently excluded from school, experienced child maltreatment or having been involved in offending) and understand the measures in place to manage these.

Specific safeguarding issues:

behaviours linked to drug taking, alcohol abuse, unexplainable and/or persistent absences from education and sexting put children in danger. Safeguarding issues can also manifest themselves via child-on-child abuse, such as abuse within intimate partner relationships, bullying (including cyberbullying), gender-based violence/sexual assaults, sexting and upskirting.

Safeguarding issues can also be linked to, for example, children being absent, repeatedly and/or for prolonged periods, children missing from education; child sexual exploitation; domestic violence; fabricated or induced illness; faith abuse (including ostracism of families); female genital mutilation; forced marriage; gangs and youth violence; gender-based violence / violence against women and girls; hate; mental health; preventing radicalisation; relationship abuse; sexting; consensual and non-consensual sharing of nudes and semi-nudes; and trafficking.

Child Sexual Exploitation (CSE):

CSE is a form of child sexual abuse (see above) which occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into sexual activity (a) in exchange for something the victim needs or wants (for example, money, gifts or affection), and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status, and access to economic or other resources.

The victim may have been sexually exploited even if the sexual activity appears consensual. CSE does not always involve physical contact; it can also occur through the use of technology. CSE can affect any child or young person (male or female) under the age of 18 years, (including 16- and 17-year-olds who can legally consent to have sex) who has been coerced into engaging in sexual activities. It can include both contact (penetrative and non-penetrative acts) and non-contact sexual activity and may occur without the child or young person's immediate knowledge (e.g. through others copying videos or images they have created and

posted on social media). Some children may not realise they are being exploited e.g. they believe they are in a genuine romantic relationship.

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

The below CCE indicators can also be indicators of CSE, as can:

- children who have older boyfriends or girlfriends, and
- children who suffer from sexually transmitted infections, display sexual behaviours beyond expected sexual development or become pregnant.

The DfE has published guidance on this entitled *Child sexual exploitation: guide for practitioners*.

CSE may occur alone, or may overlap with CCE, and/or county lines, as well as other forms of abuse.

Child criminal exploitation (CCE):

CCE is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into any criminal activity (a) in exchange for something the victim needs or wants (for example, money, gifts or affection), and/or (b) for the financial or other advantage (such as increased status) of the perpetrator or facilitator and/or (c) through violence or the threat of violence. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status, and access to economic or other resources. The victim may have been criminally exploited even if the activity appears consensual. CCE does not always involve physical contact; it can also occur through the use of technology.

CCE can include children being forced to work in cannabis factories, being coerced into moving drugs or money across the country (county lines, see below), forced to shoplift or pickpocket. They can also be forced or manipulated into committing vehicle crime or threatening/committing serious violence to others.

Children can become trapped by this type of exploitation as perpetrators can threaten victims (and their families) with violence or entrap and coerce them into debt. They may be coerced into carrying weapons such as knives or begin to carry a knife for a sense of protection from harm from others. Children can be exploited by adult males or females, as individuals or in groups. They may also be exploited by other children, who themselves may be experiencing exploitation – where this is the case, their vulnerability as victims is not always recognised by adults and professionals (especially when they are older children). It is important in these circumstances that the child perpetrator is also recognised as a victim.

Some of the following can be indicators of CCE:

- children who appear with unexplained gifts, money, or new possessions
- children who associate with other young people involved in exploitation
- children who suffer from changes in emotional well-being
- children who misuse drugs and alcohol
- children who go missing for periods of time or regularly come home late, and
- children who regularly miss school or education or do not take part in education.

The experience of girls who are criminally exploited can be very different to that of boys. The indicators may not be the same, however staff should be aware that girls are at risk of criminal

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

CCE may occur alone, or may overlap with CSE, and/or county lines, as well as other forms of abuse.

Children who have been exploited will need additional support to help maintain them in education.

County Lines:

County lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs, using dedicated mobile phone lines or other form of "deal line".

This activity can happen locally as well as across the UK - no specified distance of travel is required. Children and vulnerable adults exploited to sell drugs and move and store drugs and money. Offenders will often use coercion, intimidation, violence (including sexual violence) and weapons to ensure compliance of victims. Children can be targeted and recruited into county lines in a number of locations including schools (mainstream and special), further and higher educational institutions, pupil referral units, children's homes and care homes. Children are increasingly being targeted and recruited online using social media. Children can easily become trapped by this type of exploitation as county lines gangs can manufacture drug debts which need to be worked off or threaten serious violence and kidnap towards victims (and their families) if they attempt to leave the county lines network.

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

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

Further information on the signs of a child's involvement in county lines is available in guidance published by the Home Office.

Modern Slavery:

Modern slavery encompasses human trafficking and slavery, servitude and forced or compulsory labour. Exploitation can take many forms, including sexual exploitation, forced labour, slavery, servitude, forced criminality and the removal of organs. Further information on the signs that someone may be a victim of modern slavery, the support available to victims and how to refer them to the National Referral Mechanism is available in the statutory guidance "*Modern slavery: how to identify and support victims (May 2022)*"

Cybercrime: is criminal activity committed using computers and/or the internet. It is broadly categorised as either 'cyber-enabled' (crimes that can happen off-line but are enabled at scale and at speed on-line) or 'cyber dependent' (crimes that can be committed only by using a computer). Cyber-dependent crimes include:

- unauthorised access to computers (illegal 'hacking'), for example accessing a school's computer network to look for test paper answers or change grades awarded;
- denial of Service (Dos or DDoS) attacks or 'booting'. These are attempts to make a computer, network, or website unavailable by overwhelming it with internet traffic from multiple sources; and,
- making, supplying, or obtaining malware (malicious software) such as viruses, spyware, ransomware, botnets, and Remote Access Trojans with the intent to commit further offence, including those above.

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

If there are concerns about a child in this area, the DSL (or a deputy), should consider referring into the Cyber Choices programme. This is a nationwide police programme supported by the Home Office and led by the National Crime Agency, working with regional and local policing. It aims to intervene where young people are at risk of committing, or being drawn into, low level cyber-dependent offences and divert them to a more positive use of their skills and interests. Cyber Choices does not currently cover 'cyber-enabled' crime such as fraud, purchasing of illegal drugs on-line and child sexual abuse and exploitation, nor other areas of concern such as on-line bullying or general on-line safety.

Additional advice can be found at: Cyber Choices, 'NPCC- *When to call the Police*' and National Cyber Security Centre – www.NCSC.gov.uk

Mental Health:

all staff should be 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.

Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. Staff, however, are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one.

Where children have suffered abuse and neglect, or potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood. It is key that staff are aware of how these children's experiences can impact on their mental health, behaviour, attendance and progress at school.

If staff have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken, following this policy and speaking to the DSL or a deputy.

The DfE has published advice and guidance on *Preventing and Tackling Bullying, and Mental Health and Behaviour in Schools*. In addition, Public Health England has produced a range of resources to support secondary and senior schoolteachers to promote positive health, wellbeing and resilience among young people including its guidance *Promoting Children and Young People's Emotional Health and Wellbeing*. Its resources include social media, forming positive relationships, smoking and alcohol.

So Called 'Honour Based' abuse:

encompasses crimes which have been committed to protect or defend the honour of the family and/or the community, including Female Genital Mutilation (FGM), forced marriage, and practices such as breast ironing.

Abuse committed in the context of preserving "honour" often involves a wider network of family or community pressure and can include multiple perpetrators. It is important to be aware of this dynamic and additional risk factors when deciding what form of safeguarding action to take.

FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. Guidance on the warning signs that FGM may be about to take place, or may have already taken place, can also be found on pages 38-41 of the Multi-agency statutory guidance on FGM. To give an example of indications that a girl has already been subjected to FGM:

- A pupil may have difficulty walking, sitting or standing and may even look uncomfortable.
- A pupil may have frequent urinary, menstrual or stomach problems or spend longer than normal in the bathroom due to difficulties urinating.
- There may be prolonged or repeated absences from school and/or noticeable behaviour changes (e.g. withdrawal or depression) on the pupil's return.
- A pupil is reluctant to undergo medical examination.

If staff have a concern that a pupil may be at risk of FGM, they should speak to the DSL (or Deputy) who will (where appropriate) activate local safeguarding procedures, using existing national and local protocols for multi-agency liaison with Police and Children's Social Care (Surrey CSP 0300 470 9100 Mon-Fri 9-5).

There is a statutory duty on teachers to personally 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 18. Unless the teacher has a good reason not to, they should still consider and discuss any such case with the DSL and involve children's social care as appropriate. If the teacher is unsure whether this reporting duty applies, they should discuss their concerns with the DSL in accordance with this policy. Where a teacher suspects that a pupil is at risk (i.e. where the teacher does not discover that an act of FGM appears to have been carried out, either through disclosure by the victim or visual evidence), teachers should follow the School's local safeguarding procedures.

Further information can be found in the Multi-agency statutory guidance on female genital mutilation and the FGM resource pack, particularly section 13.

Forced Marriage:

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. Threats can be physical or emotional and psychological. A lack of full and free consent can be where a person does not consent or where they cannot consent (if they have learning disabilities, for example). Nevertheless, some communities use religion and culture as a way to coerce a person into marriage. 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 18th 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.

Schools and colleges can play an important role in safeguarding children from forced marriage. There are a range of potential indicators that a child may be at risk of forced marriage, details of which can be found in the Multi-agency guidelines: *Handling cases of forced marriage* (last updated April 2023). School staff can also contact the Forced Marriage Unit if they need advice or information: Contact: 020 7008 0151 or email fm@fco.gov.uk

Radicalisation:

Radicalisation is the process of a person legitimising support for, or use of, terrorist violence. Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and

beliefs. It can also call for the death of members of the armed forces, whether in this country or overseas. 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.

There is no single way of identifying whether a child is likely to be susceptible to radicalisation into terrorism, there are factors that may indicate concern. Background factors combined with specific influences such as family and friends may contribute to a child's susceptibility. Similarly, radicalisation can occur through many different methods (such as social media or the internet) and settings (such as within the home). As with other safeguarding risks, staff should be alert to changes in children's behaviour, which could indicate that they may be in need of help or protection. Staff should use their judgement in identifying children who might be susceptible and act proportionately, which may include making a Prevent referral. DSLs and other senior leaders in colleges should familiarise themselves with the *Prevent duty guidance: for further education institutions in England and Wales*. Staff should contact the DSL or the Deputy DSL, who should be aware of the local procedures in place, before making a Prevent referral.

In the event of a child leaving, the DSL should consider if it would be appropriate to share any information with the new school or college. For example, information that would allow the new school or college to continue supporting victims of abuse or those who are currently receiving support through the 'Channel' programme and have that support in place for when the child arrives at the new school.

Special Educational Needs and/or Disabilities (SEND), or pupils with certain health conditions: Pupils with SEND or certain health conditions can face additional safeguarding challenges. These children may not outwardly show signs of abuse and/or may have difficulties in communication about abuse, neglect, or bullying.

These can include:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration;
- these children being more prone to peer group isolation or bullying (including prejudice-based bullying) than other children;
- the potential for children with SEND or certain health conditions being disproportionately impacted by behaviours such as peer group isolation or bullying, without outwardly showing any signs; and
- communication barriers and difficulties in managing or reporting these challenges.
- being unable to understand the difference between fact and fiction in online content and then repeating the content/behaviours in School or the consequences of doing so.

Staff will support such pupils in expressing any concerns they may have and will be particularly vigilant to any signs or indicators of abuse, discussing this with the DSL as appropriate.

Young carers:

Young carers may have additional responsibilities at home which affect attendance, punctuality, sleep, mental health, attainment or their ability to participate fully in school life. Staff should be alert to signs that a child may be providing significant care or emotional support and should consider whether the child and family would benefit from universal support, community-based early help, Family Help or other services. Safeguarding concerns must be reported to the DSL.

Children with medical conditions:

Children with medical conditions may be more vulnerable to harm, may have increased dependency on adults or intimate care, and may face barriers to communicating concerns. Staff must follow the School's medical and intimate-care procedures, maintain appropriate professional boundaries and remain alert to safeguarding indicators. A medical incident, including an allergy-related incident, does not automatically amount to a safeguarding concern. It should be considered under safeguarding procedures where the circumstances give rise to concern about abuse, neglect, exploitation, a failure to meet the child's needs, or another risk of harm. Where a medical issue and a safeguarding concern overlap, the safeguarding concern must be reported to the DSL without delay.

Lesbian, Gay, bisexual or gender questioning:

The fact that a child or young person may be LGBT is not in itself an inherent risk factor for harm. However, they can be targeted by other children. In some cases, a pupil who is perceived by their peers to be LGBT (whether they are or not) can be just as vulnerable as children who are.

When supporting a gender questioning child, the School will take a cautious approach and consider the broad range of the pupils individual needs, in partnership with the parents (other than in the exceptionally rare circumstances where involving parents would constitute a significant risk of harm to the child), including any clinical advice that is available and how to address wider vulnerabilities such as the risk of bullying. The School has regard to Keeping Children Safe in Education (KCSIE), which is statutory guidance, and does not adopt draft or non-statutory Department for Education guidance. The School will review and, where appropriate, update its policies and practices once any relevant guidance is finalised and becomes statutory.

Where a child asks the School to make changes associated with social transition, parents should nearly always be involved, except where there is a specific reason to believe that involving them would create a significant safeguarding risk to the child. Where a child confides that they are questioning their gender but is not asking the School to change how they are treated, staff should respect the child's confidence unless there is a related safeguarding concern or another lawful reason to share the information. Any decision to share or withhold information will be child-centred, proportionate and recorded.

Risks can be compounded where children who are LGBT lack a trusted adult with whom they can be open. The School endeavours to provide a safe space for LGBT children to speak out or share their concerns with members of staff.

Domestic abuse:

The Domestic Abuse Act 2021 received Royal Assent on 29 April 2021. The Act introduces 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 but not limited to, psychological, sexual, physical, emotional, and economic abuse and coercive and controlling behaviour. 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/adolescent to parent violence and abuse.

Anyone can be a victim of domestic abuse, regardless of gender, age, ethnicity, socio-economic status, sexuality or background and domestic abuse can take place inside or outside of the home. The government will issue 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 and/or violence 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. The Act's provisions, including the new definition, will be commenced over the coming months.

Domestic Abuse may lead to other safeguarding concerns and should therefore be managed under this policy.

School staff can contact Operation Encompass on 0204 513 9990 (8 am to 1pm, Monday to Friday) for advice in respect of children who have experienced domestic abuse.

Where the School receives information or notifications concerning domestic abuse incidents or a pupil living in temporary accommodation, the DSL will consider that information as part of the child's wider safeguarding picture and determine whether additional support, monitoring, information sharing, Family Help or referral is required.

Homelessness:

Being homeless, or at risk of homelessness presents a real risk to a child's welfare. The School should be aware of potential indicators of homelessness including: household debt, rent arrears, domestic abuse and anti-social behaviour, as well as a family being asked to leave a property. If staff are made aware or suspect that a pupil may be at risk of homelessness they should talk to the DSL in the first instance. Whilst referrals to the Local Housing Authority should be progressed as appropriate, and in accordance with local procedures, this does not and should not replace a referral to the LADO where a child has been harmed or is at risk of harm, in accordance with this policy.

Children who are absent from school:

A child being absent from School, particularly repeatedly and/or for prolonged periods, and children missing education is a potential indicator of a range of safeguarding issues including abuse, neglect sexual abuse, CSE and CCE. It can also be a sign of child criminal exploitation including involvement in county lines. It may indicate mental health problems, risk of substance abuse, risk of travelling to conflict zones, risk of FGM, so-called 'honour'-based abuse or risk of forced marriage. Staff must follow the School's procedures for dealing with children who go missing, particularly persistently. The School's procedure for dealing with children who are absent and/or missing can be found in the School's Missing/Lost Children Policy. All unexplained absences will be followed up in accordance with this Policy.

The School shall inform the local authority of any pupil who is going to be added to or deleted from the School's admission register at non-standard transition points in accordance with the

requirements of the Education (Pupil Registration) (England) Regulations 2006 (as amended). This will assist the local authority to:

- a) fulfil its duty to identify children of compulsory school age who are missing from education; and
- b) follow up with any child who might be in danger of not receiving an education and who might be at risk of abuse, neglect or radicalisation.

School attendance registers are carefully monitored to identify any trends. The School will inform the local authority (and the local authority where the child is normally resident) of any pupil who fails to attend school regularly, or has been absent without the School's permission for a continuous period of 10 school days or more, at such intervals as are agreed between the School and the local authority.

Action should be taken in accordance with this policy if any absence of a pupil from the School gives rise to a concern about their welfare. The School's policy supports identification of abuse and provides preventative measures against the risk of the child being absent and/or becoming a child missing education in the future. This applies when issues are first emerging as well as where children are already known to the local authority children's social care and need a social worker.

Child abduction and community safety incidents:

Child abduction is the unauthorised removal or retention of a minor from a parent or anyone with legal responsibility for the child. Child abduction can be committed by parents or other family members; by people known but not related to the victim (such as neighbours, friends, and acquaintances); and by strangers.

Other community safety incidents in the vicinity of a school can raise concerns amongst children and parents, for example, people loitering nearby or unknown adults engaging children in conversation.

As children get older and are granted more independence (for example, as they start walking to school on their own) it is important they are given practical advice on how to keep themselves safe. Many schools provide outdoor-safety lessons run by teachers or by local police staff.

It is important that lessons focus on building children's confidence and abilities rather than simply warning them about all strangers. Further information is available at: www.actionagainstabduction.org and www.clevernevergoes.org.

Children and the court system: Children are sometimes required to give evidence in criminal courts, either for crimes committed against them or for crimes they have witnessed. There are two age-appropriate guides to support children 5-11 year olds and 12-17 year olds available on the gov.uk website.

The guides explain each step of the process and support and special measures that are available. There are diagrams illustrating the courtroom structure and the use of video links is explained.

Making child arrangements via the family courts following separation can be stressful and entrench conflict in families. This can be stressful for children. The Ministry of Justice has launched an online child arrangements information tool with clear and concise information on the dispute resolution service. The school may refer some parents and carers to this service where appropriate.

Children with family members in prison: Approximately 200,000 children in England and Wales have a parent sent to prison each year. These children are at risk of poor outcomes including poverty, stigma, isolation and poor mental health. The Prison Service will undertake a child safeguarding enquiry with children's social care for all sentenced prisoners to identify any who present an ongoing risk to children from within custody. Prisons will also decide on the level of contact, if any, they will allow between a prisoner and a child based on a child contact risk assessment. The National Information Centre on Children of Offenders (NICCO), provides information designed to support professionals working with offenders and their children, to help mitigate negative consequences for those children.

Further advice on safeguarding and child protection is available from:

Surrey County Council Education Safeguarding Team

NSPCC: <http://www.nspcc.org.uk/>

ChildLine: <http://www.childline.org.uk/pages/home.aspx>

CEOPSThinkuknow: <https://www.thinkuknow.co.uk/>

Anti-Bullying Alliance: <http://anti-bullyingalliance.org.uk/>

Beat Bullying: <http://www.beatbullying.org/>

Childnet International –making the internet a great and safe place for children. Includes resources for professionals and parents <http://www.childnet.com/>

Thinkuknow (includes resources for professionals and parents)
<https://www.thinkuknow.co.uk/>

Safer Internet Centre <http://www.saferinternet.org.uk/>

Contextual Safeguarding Network <https://www.contextualsafeguarding.org.uk/>

Gangs and Youth Violence <https://www.gov.uk/government/publications/advice-to-schools-and-colleges-on-gangs-and-youth-violence>