



Witley C. of E. Infant School

Learn, love and flourish together

Safeguarding and Child Protection Policy October 2022

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This document is based on guidance from Keeping Children Safe in Education (KCSIE) 2022 and Working Together to Safeguard Children 2018.

This document is tailored to Witley C of E Infant School and is largely based on the September 2022 SCC Safeguarding and Child Protection policy

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Safeguarding Statement

Witley C of E Infant School is committed to safeguarding and promoting the welfare of children and expects all staff, visitors and volunteers to share this commitment.

This means that we have a Safeguarding and Child Protection Policy and safeguarding procedures in place. All staff (including supply staff, volunteers and governors) must ensure that they are familiar with our policy and procedures. Parents and carers are encouraged to read our policy which can be found on our website.

Sometimes we may need to share information and work in partnership with other agencies when there are concerns about a child’s welfare. We will ensure that any concerns about our pupils are discussed with his/her parents/carers first, unless we have reason to believe that such a move would be contrary to the child’s welfare.

Our Designated Safeguarding Leads (DSL) are:

Helen Szczepanski – Headteacher – Lead DSL
 Becky Latham – School Business Manager
 Phillipa Allison – Senior Teacher/SENCo
 Sarah Dutton – Home School Link Worker

If you have any concerns about a child, please record your concern, any observations or conversation heard, and report to one of the DSL's as soon as possible the same day. DO NOT conduct your own investigation.

If your concern relates to the actions or behaviour of a member of staff then you must report this to the Headteacher, who will take the necessary action. If your concern relates to the Headteacher, please speak directly to our Chair of Governors, Mrs Clair Craven. (A member of the school office team will be able to provide you with contact details).

DO NOT DELAY IN REPORTING A CONCERN ABOUT A CHILD. REMEMBER IF THE DSLs ARE NOT AVAILABLE AND YOU HAVE A CONCERN THAT A CHILD IS AT RISK OF HARM YOU CAN REPORT THIS TO THE C-SPA (Children's Single Point of Access) ON:

0300 470 9100

Helen Szczepanski
Headteacher
October 2022

'Safeguarding is Everyone's Business'

At Witley C of E Infant School we recognise our moral and statutory responsibility to safeguard and promote the welfare of all children.

We make every effort to provide an environment in which children and adults feel safe, secure, valued and respected, and feel confident to talk if they are worried, believing they will be effectively listened to.

The purpose of this policy is to provide staff, volunteers and Governors with the framework they need in order to keep children safe and secure in our school. The policy also informs parents and carers how we will safeguard their children whilst they are in our care.

Key Personnel

Designated Safeguarding Lead (DSL):

Headteacher is Helen Szczepanski
email: head@witley.surrey.sch.uk Tel: 01428 682420

Deputy DSLs:

Becky Latham – School Business Manager
email: rlatham@witley.surrey.sch.uk Tel: 01428 682420
Phillipa Allison – Senior Teacher/SENCo
email: senco@witley.surrey.sch.uk Tel: 01428 682420
Sarah Dutton - Home School Link Worker (HSLW)
Tel: 01428 607943

The nominated child protection governor is:

Sam Whyte - email: swhyte@governors.witley.surrey.sch.uk Tel: 01428 682420

The Chair of Governors is:

Clair Craven - email: chair@governors.witley.surrey.sch.uk Tel: 01428 682420

Terminology

Safeguarding and promoting the welfare of children is defined as:

- protecting children from maltreatment.
- preventing impairment of children's health or development.
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care.
- taking action to enable all children to have the best outcomes.
- Preventing impairment of children's mental or physical health or development.

Child Protection is a part of safeguarding and promoting welfare. It refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.

Early help means providing support as soon as any needs emerge or are identified at any point in a child's life.

Staff refers to all those working for or on behalf of the school, full or part time, temporary or permanent, in either a paid or voluntary capacity.

Child(ren) includes everyone under the age of 18. On the whole, this will apply to pupils of our school; however, the policy will extend to visiting children and students from other establishments.

Parents refers to birth parents and other adults who are in a parenting role, for example step-parents, foster carers and adoptive parents.

Social Care refers to Children's Services in the area in which the child is resident, unless a child is a Child Looked After, then this will be the Children's Services in their home authority.

MAP refers to the Surrey Multi-Agency Partnership.

C-SPA refers to the Children's Single Point of Access.

DSL where appropriate also refers to Deputy Designated Safeguarding Lead (DDSL).

Introduction

This policy has been developed in accordance with the principles established by the Children Act 1989 and 2004; the Education Act 2002 (as amended), the Education (Independent School Standards) Regulations 2014, the Non-Maintained Special Schools (England) Regulations 2015 and the Apprenticeships, Skills, Children and Learning Act 2009 (as amended).

All action taken by Witley C of E Infant School in relation to safeguarding and child protection will be in accordance with statutory, national, and local guidance. This includes:

- [Working Together to Safeguard Children \(2018\)](#) - sets out the multi-agency working arrangements to safeguard and promote the welfare of children and young people and protect them from harm; in addition, it sets out the statutory roles and responsibilities of schools.
- ['What to do if you are Worried a Child is Being Abused' 2015 - Advice for Practitioners](#)

- [Keeping Children Safe in Education \(KCSIE, 2022\)](#) - statutory guidance issued by the Department for Education (DfE) that all schools and colleges must have regard to when carrying out their duties to safeguard and promote the welfare of children.
- [Early Years Foundation Stage statutory framework \(2021\)](#) - statutory guidance that sets standards that school and childcare providers must meet for the learning, development, and care of children from birth to 5 years in Ofsted registered schools.
- [Local Guidance from the Local Safeguarding Partnership: Surrey Safeguarding Children Partnership \(SSCP\) including SSCP Procedures..](#)

This policy applies to all members of staff and Governors in Witley C of E Infant School.

Guidance and documents referred to in this policy include:

- [Surrey Safeguarding Children Partnership protocols, guidance and procedures](#)
- [Working Together to Safeguard Children 2018](#)
- [Keeping children safe in education 2022](#)
- [Disqualification under the Childcare Act 2006 \(updated 2019\)](#)
- [FGM Act 2003 Mandatory Reporting Guidance 2015 \(updated January 2020\)](#)
- ['What to do if you are worried a child is being abused' 2015](#)
- [Teachers' standards](#)
- [Information sharing advice for safeguarding practitioners](#)
- [The Equality Act 2010](#)
- [Early years foundation stage \(EYFS\) statutory framework](#)
- SCC Safeguarding Children Missing Education (CME) and Educated Other Than at School (EOTaS) – available on [Surrey Education Services \(Education Safeguarding Team Resources Hub\)](#)
- SCC Touch and The Use Of Physical Intervention When Working With Children And Young People – available on [Surrey Education Services \(Education Safeguarding Team Resources Hub\)](#)

Moreover, this policy should be read in conjunction with the following Witley C of E Infant School policies:

- Recruitment and Selection
- Whistleblowing
- Staff Code of Conduct
- Positive Behaviour and Anti-Bullying Policy
- E-Safety/Online Safety
- Attendance
- Health & Safety

Equalities Statement

In carrying out our safeguarding responsibilities at Witley C of E Infant School, we will consider our duties under the [Equality Act 2010](#) and our general and specific duties under the [Public Sector Equality Duty](#). These general duties include:

- Eliminating discrimination, harassment, victimisation, and other conduct that is prohibited by the Equality Act 2010.
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it.
- Fostering good relations across all protected characteristics between people who share a protected characteristic and people who do not share it.

Details of our specific duties and related objectives are published under Witley C of E Infant School's Equal Opportunities Policy, available on our website.

Staff are aware of the additional barriers to recognising abuse and neglect in children with Special Educational Needs and Disabilities (SEND); the approach taken at Witley C of E Infant School is set out in our Special Educational Needs and Disability Policy.

Witley C of E Infant School also adheres to human rights principles including non-discrimination, the best interests of the child, and the right to be heard, and promotes anti-oppressive practice in line with the [United Nations Convention of the Rights of the Child](#) and the [Human Rights Act 1998](#).

Policy Aims

The aims of this policy and the procedures within it are to:

- Provide staff with the framework to promote and safeguard the wellbeing of children and in doing so ensure they meet their statutory responsibilities.
- Create and maintain a safe, resilient, and robust safeguarding culture at Witley C of E Infant School built on shared values; that children are treated with respect and dignity, taught to treat each other and staff with respect, feel safe, have a voice and are listened to.
- Deliver consistent good practice across the school and ensure that a whole-school approach is taken to safeguarding.
- Clarify safeguarding expectations for the Witley C of E Infant School community, including staff, Governing Body, children, their families, and the local community.
- Support contextual safeguarding practice, recognising that the school's site can be a location where harm can occur.
- Set expectations for developing knowledge and skills within the Witley Infant School community (staff, children, parents/carers) to enable signs and indicators of safeguarding concerns to be identified and effectively responded to.
- Identify at an early stage the needs of vulnerable learners and ensure the provision of proportionate interventions to promote their welfare and safety.
- Embed working in partnership with children, parents/carers, and other agencies in the Surrey Safeguarding Children's Partnership.

Policy Principles and Values

- Children have a right to feel safe and secure, they cannot learn effectively unless they do.
- The welfare of the child is paramount
- Maintain an attitude of "It could happen here"
- All children have a right to be protected from harm and abuse.

- We do not tolerate any form of sexual violence and sexual harassment.
- All staff at Witley Infant School have a role in the prevention of harm and abuse and an equal responsibility to act immediately on any suspicion or disclosure that may indicate a child is at risk of harm, either in the school or in the community.
- We acknowledge that working in partnership with other agencies protects children and reduces risk, and so we will engage in partnership working to protect and safeguard children.
- While Witley Infant School will work openly with parents/carers as far as possible, we reserve the right to contact social care or the police without notifying parents/carers if this is believed to be in the child's best interests.
- We will always act in the best interests of the child and ensure that our safeguarding decisions take a child-centred and co-ordinated approach.

Supporting Children

Witley C of E Infant School supports all children.

We recognise that our school provides a safe place and stability in the lives of children who have been abused or who are at risk of harm. We recognise that a child who is abused or witnesses abuse and/or violence may feel helpless and humiliated, may blame themselves, and find it difficult to develop and maintain a sense of self-worth. We know that research shows that the behaviour of a child in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn.

Therefore, we will:

- Promote a caring, safe and positive environment within our school.
- Encourage self-esteem and self-assertiveness through the curriculum and through positive relationships within the school community.
- Ensure children are taught to understand and manage risk through Personal, Social, Health and Economic (PSHE) education and Relationships and Sex Education (RSE) and Health Education through all aspects of school life, including staying safe online.
- Respond empathetically to any requests for time out to deal with distress and/or anxiety.
- Offer details of helplines, counselling, or other avenues of external support.
- Liaise and work in partnership with other support services and agencies involved in Early Help and the safeguarding of children.
- Notify Social Care without delay if there is an immediate risk of significant harm.
- Provide continuing support to children about whom there have concerns and who leave the school by ensuring that information is shared confidentially with the child's new school. We will ensure our school records are forwarded as a matter of priority and within statutory timescales.
- Our school recognises it plays a significant part in the prevention of harm to our children by providing children with good lines of communication with trusted adults, supportive friends and an ethos of protection.

Prevention and Protection

We recognise that the school plays a significant part in the prevention of harm to our children by providing them with good lines of communication with trusted adults and supportive friends, and building a protective safeguarding culture within the school.

Witley C of E Infant School will:

- Establish and maintain an ethos where children feel safe and secure, are encouraged to talk and are always listened to.
- Include regular consultations with children e.g. through questionnaires, participation in anti-bullying activity, asking children to report whether they feel safe in school.
- Ensure that all children know they can access a trained adult in the school whom they can approach if they are worried or in difficulty.
- Include safeguarding across the curriculum, including opportunities within PSHE that equip children with the skills they need to keep themselves and others safe, including online and to know to whom they should turn to for help. We recognise that effective education is that which is tailored to the specific needs and vulnerabilities of individual children, including those who are victims of abuse, or may have special educational needs or disabilities.
- Deliver preventative education through creating a culture of zero-tolerance for sexism, misogyny/ misandry, homophobia, biphobia, and sexual violence and sexual harassment. (Further detail can be found in Witley Infant School's Positive Behaviour and Anti-bullying Policy.)
- Ensure all staff are aware of the school's guidance for their use of mobile technology and have discussed safeguarding issues around the use of mobile technologies and their associated risks within the school environment.

'Safe school, safe staff'

Witley C of E Infant School will ensure that:

- We operate safer recruitment procedures in line with KCSIE 2022, and that these include statutory checks on the suitability of staff to work with children.
- All staff receive information about the school's safeguarding arrangements, safeguarding statement, staff code of conduct, Safeguarding and Child Protection policy, the role and names of the Designated Safeguarding Lead (DSL) and their deputy Designated Safeguarding Lead (DDSL), and [Keeping Children Safe in Education 2022 part 1 and annex B](#). All staff will sign to say they have read and understood it. This applies to the Governing Body in relation to part 2 of the same guidance.
- All staff receive safeguarding and child protection training (including on online safety) at induction in line with advice from [SSCP](#) which is regularly updated as required, and at least annually, to ensure they have and maintain relevant skills and knowledge to safeguard children effectively.

- All members of staff are trained in and receive regular updates on online safety and how to report concerns.
- All members of staff maintain a zero-tolerance approach to sexual violence and sexual harassment.
- All staff and Governors have regular safeguarding and child protection awareness training, updated by the DSL as appropriate, to maintain their understanding of the signs and indicators of abuse.
- The Safeguarding and Child Protection Policy is made available via the school's website; a paper copy is available upon request for parents/carers.
- All parents/carers are made aware of the responsibilities of staff members with regard to safeguarding and child protection procedures.
- The school provides a co-ordinated offer of Early Help when additional needs of children are identified, and contributes appropriately to Early Help arrangements and inter-agency working and plans.
- The school ensures that any groups/clubs who use the school's premises have Safeguarding and Child Protection policies and procedures in place.
- Community users organising activities for children are aware of the school's Safeguarding and Child Protection Policy, guidelines and procedures.
- The name of the designated members of staff for safeguarding and child protection, the DSL and DDSL(s), are clearly advertised across the school.

All Staff

All staff have a key role to play in identifying concerns early and in providing support to children. To deliver this, they will:

- Provide a safe environment in which children can learn, and where children feel secure, are encouraged to talk and are listened to.
- Ensure children know that there are adults in the school who they can approach if they are worried or have concerns.
- Maintain an attitude of "it could happen here"; and understand that safeguarding is "everyone's responsibility".
- Maintain a zero-tolerance approach to sexual violence in all its forms (including sexual harassment).
- Read and understand Part 1 of statutory guidance KCSIE 2022. Those working directly with children will also read Annex B.
- Be aware of the systems in place within the school and local authority that support safeguarding, including this Safeguarding and Child Protection Policy; the Positive Behaviour and Anti-Bullying

Police, the Staff Code of Contact, and the safeguarding response to children going missing from school

- Know who and how to contact the DSL and DDSL, the Chair of Governors and the Governor responsible for safeguarding.

Be aware of indicators of abuse and neglect, understanding that children can be at risk of harm inside and outside school, inside and outside of home, and online. Exercising professional curiosity and knowing what to look for is vital for the early identification of abuse and neglect so that staff are able to identify cases of children who may be in need of help or protection.

- Be able to identify vulnerable learners and take action to keep them safe. Information or concerns about learners will be shared with the DSL where it includes those:
 - who may need a social worker and may be experiencing abuse or neglect.
 - requiring mental health support.
 - who may benefit from early help.
 - where there is a radicalisation concern.
 - where a crime may have been committed.
- 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.
- Take immediate action if they have a mental health concern about a child that is also a safeguarding concern, following our Safeguarding and Child Protection Policy and procedures.
- Ensure only appropriately trained professionals 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.
- Plan opportunities within the curriculum for children to develop the skills they need to assess and manage risk appropriately and keep themselves safe.
- Attend training to be aware of and alert to the signs of abuse and neglect.
- Know how to respond to a child who discloses harm or abuse.
- Record their concerns if they are worried that a child is being abused and report these to the DSL immediately that day. If the DSL is not contactable immediately a DDSL should be informed.
- Be prepared to refer directly to the Children's Single Point of Access (C-SPA), and the Police if appropriate, if there is a risk of significant harm and the DSL or their DDSL is not available.
- Follow the allegations procedures, as set out in this policy and KCSIE 2022, if the disclosure is an allegation against a member of staff, supply staff, volunteer or contactor.
- Report low level concerns (as defined in KCSIE 2022) about a member of staff to the DSL and/or Headteacher, following Witley Infant School's Child Protection procedures. If the concern is about the Headteacher or lead DSL, then the concern should be reported to the Chair of Governors. Low level

concerns about supply staff, contractors and local authority visiting staff will also be reported to their employers.

- Provide support for children subject to Early Help, designated as a child in need or under a child protection plan; and be involved where appropriate, in the implementation of individual plans to further safeguard vulnerable learners and understand their academic progress to maintain a culture of high aspirations for this cohort.
- A member of staff who is approached by a child should listen positively and try to reassure them. They must not promise confidentiality and should explain that they may need to pass information to other professionals to help keep the child and/or other children safe. The degree of confidentiality should always be governed by the need to protect the child.
- Notify the DSL or their DDSL of any child on a child protection plan or child in need plan who has unexplained absence.
- Understand Early Help and be prepared to identify and support children who may benefit from early intervention. Liaise with other agencies that support children and provide early help.
- Be aware that children may not feel ready or know how to someone they are being abused, exploited, or neglected, and/or they may does not recognise these experiences as harmful. This could be due to their vulnerability, disability and/or sexual orientation or language barriers.
- Be mindful that the Teacher Standards states that teachers should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties.

The Headteacher

In addition to the role and responsibilities of all staff, the Headteacher will ensure that:

- The school fully contributes to inter-agency working in line with Working Together to Safeguard Children (2018) guidance.
- The Safeguarding and Child Protection Policy and procedures are implemented and followed by all staff.
- The school has appropriate policies in place that make it clear that sexual harassment, online sexual abuse and sexual violence (including sexualised language) is unacceptable, with appropriate sanctions and support in place.
- The school's staff have appropriate knowledge of KCSIE (2022) part 5 (child-on-child abuse and sexual harassment).
- All children are supported to report concerns about harmful sexual behaviour freely; that concerns are taken seriously and dealt with swiftly and appropriately; and children are confident that this is the case.
- Comprehensive records of all allegations are kept.

- All staff are aware of the role of the DSL, including the identity of the DSL and DDSLs.
- Sufficient time, training, support, funding, resources, including cover arrangements where necessary, are allocated to the DSL to carry out their role effectively, including the provision of advice and support to school staff on safeguarding and child protection matters, to take part in strategy discussions/meetings and other inter-agency meetings and/or support other staff to do so; and to contribute to the assessment of children.
- Opportunities are provided for a co-ordinated offer of Early Help when additional needs of children are identified.
- That DDSLs are trained to the same standard as the DSL and the role is explicit in their job description.
- Adequate and appropriate DSL cover arrangements are in place for any out of hours/out of term activities.
- The child's wishes and feelings are taken into account when determining what action to take and what services to provide in the event of a safeguarding concern.
- Child-centred systems and processes are in place for children to express their views and give feedback.
- All staff feel able to raise concerns about poor or unsafe practice and that such concerns are handled sensitively and in accordance with the whistle-blowing procedures.
- Children are provided with opportunities throughout the curriculum to learn about safeguarding, including keeping themselves safe online
- Allegations or concerns against staff and other adults are dealt with in accordance with guidance from the DfE, SSCP and Surrey County Council (SCC).
- Statutory requirements are met to make a referral to the Disclosure and Barring Service and additionally in the case of teaching staff the Teacher Regulation Agency where they think an individual has engaged in conduct that harmed (or is likely to harm) a child; or if the person otherwise poses a risk of harm to a child.
- Low-level concerns are recorded in cases which concern a member of staff/supply staff/contractor or volunteer. The record should include details of the concern, the context in which the concern arose, and action taken. The name of the individual sharing their concerns should also be noted; if the individual wishes to remain anonymous then that will be respected as far as reasonably possible.

The Designated Safeguarding Lead

The DSL at Witley Infant School is Helen Szczepanski.

Details of the DSL and DDSL are available on the Witley C of E infant School website, in our newsletter, and on the notice board in reception.

In addition to the role and responsibilities of all staff, the DSL will:

- Hold the lead responsibility for safeguarding and child protection (including online safety) in the school, this responsibility is not able to be delegated.
- Liaise with Surrey Country Council (and other local authorities as appropriate) and work in partnership with other agencies in line with Working Together to Safeguard Children (2018).
- Where necessary, contact Surrey's Child Protection Consultation Line for advice and support (0300 470 9100 option 3).
- Manage and submit a Request for Support Form for a child if there are concerns about suspected harm or abuse to the C-SPA, and act as a point of contact and support for school staff. Requests for support should be sent securely by email to cspa@surreycc.gov.uk using the [Request for Support Form](#); urgent referrals should be made by telephone 0300 470 9100 (and ask for the priority line).
- Report concerns that a child may be at risk of radicalisation or involvement in terrorism, using the [Prevent referral form](#) to refer cases by e-mail to preventreferrals@surrey.pnn.police.uk. If the matter is urgent then Police must be contacted by dialling 999. In cases where further advice from the Police is sought dial 101 or 01483 632982 and ask to speak to the Prevent Supervisor for Surrey. The DfE has also set up a dedicated telephone helpline for staff and Governors to raise concerns around Prevent (020 7340 7264).
- Refer cases where a crime may have been committed to the Police as required. The NPCC's [When to call the police](#) should help DSLs understand when they should consider calling the Police and what to expect when they do.
- Liaise with the “case manager” and Local Authority Designated Officer (LADO) for child protection concerns in cases that concern a member of staff/supply staff/contractor or a volunteer.
- Follow relevant DfE guidance and KCSIE 2022 on ‘child-on-child abuse’ when a concern is raised that there is an allegation of a child abusing another child within the school.
- When there has been a report of sexual violence, make an immediate risk and needs assessment. Additionally, where there has been a report of sexual harassment, the need for a risk assessment should be considered on a case-by-case basis and will be put in place as required.
- Be available during term time (during school hours) for staff in school to discuss any safeguarding concerns. Appropriate and adequate cover arrangements will be arranged by the DSL and the school’s leadership for any out of hours/term activities.
- Act as a source of support and expertise in carrying out safeguarding duties for the whole school community.
- Ensure that the names of the DSL and DDSL are clearly advertised, with a statement explaining the school’s role in referring and monitoring cases of suspected abuse.

- Encourage and promote a culture of listening to children and taking account of their wishes and feelings among all staff.
- Access training and support to ensure they have the knowledge and skills required to carry out the role. In particular, DSL training should be updated at least every two years and their knowledge and skills refreshed at regular intervals but at least annually.
- Have a secure working knowledge of SSCP procedures and understand the assessment process for providing early help and statutory intervention, in line with [Surrey's Effective Family Resilience levels of need document](#).
- Have a clear understanding of access and referral to the local Early Help offer and will support and advise members of staff where early help intervention is appropriate.
- Have a working knowledge of how Surrey Country Council conducts an initial child protection case conference and a child protection review conference, and be able to attend and contribute to these when required to do so.
- Understand the lasting impact that adversity and trauma can have, including on children's behaviour, mental health and wellbeing, and what may be needed to respond to this in order to promote educational outcomes.
- Understand and support the school's delivery of the requirements of the Prevent duty and provide advice and guidance to staff on protecting children from radicalisation.
- Liaise with staff (especially pastoral support, behaviour leads, health colleagues and the SENDCO) on matters of safety and safeguarding, and consult Surrey's Effective Family Resilience document to inform decision making and liaison with relevant agencies.
- Be alert to the specific needs of children in need, those with Special Educational Needs and Disability (SEND) and young carers.
- Understand the risks associated with online activity and be confident that they have the up-to-date knowledge and capability to keep children safe whilst they are online at school; in particular understand the additional risks that children with SEND face online and the associated and appropriate support they require.
- Work with the relevant strategic leads, taking lead responsibility for promoting educational outcomes by knowing the welfare, safeguarding and child protection issues that children in need are experiencing, or have experienced, and identifying the impact that these issues might be having on children's attendance, engagement and achievement at school.
- Keep up-to-date, detailed, accurate and secure written records that include all concerns about a child even if there is no need to make an immediate referral and record the rationale for decisions made and action taken.
- Ensure that an indication of the existence of the additional safeguarding/child protection file is marked on the child's main file record.

- Ensure that when a child transfers school (including in-year), their safeguarding/child protection file is passed to the new school as soon as possible, within 5 days for an in-year transfer or within the first 5 days of the start of a new term. This should be transferred separately from the main pupil file, ensuring secure transit, and confirmation of receipt should be obtained.
- If the transit method requires that a copy of the safeguarding/child protection file is retained until such a time that the new school acknowledges receipt of the original file, the copy should be securely destroyed on confirmation of receipt.
- Ensure that where a child transfers to a new school and is on a child protection plan, child in need plan or is a child looked after, their information is passed to the new school immediately and that the child's social worker is informed. In addition, consideration should be given to a multi-agency transition meeting if the case is complex or ongoing.
- Ensure that all appropriate staff members have a working knowledge and understanding of their role in case conferences, core groups and other multi-agency planning meetings, to ensure that they attend and are able to effectively contribute when required to do so; where a report is required, this should be shared with the parents prior to the meeting.
- Report to the Headteacher any significant issues for example, use of [Surrey's FaST Resolution Process](#), enquiries under section 47 of the Children Act 1989, and Police investigations. This should include being aware of the requirement for children to have an Appropriate Adult present. Further information can be found in the [Statutory guidance - PACE Code C 2019](#).
- Ensure that the case-holding social worker is informed of any child currently with a child protection plan who is absent without explanation.
- Organise safeguarding and child protection induction, regularly updated training and a minimum of annual updates (including online safety) for all school staff, keeping a record of attendance and addressing any absences.
- Ensure each member of staff has access to, and understands, the school's Safeguarding and Child Protection policy and procedures, especially new and part-time staff.
- Ensure that in collaboration with the school leadership and Governors, the Safeguarding and Child Protection Policy is reviewed annually, and the procedures and implementation are updated and reviewed regularly.
- Ensure that the Safeguarding Child Protection Policy is available publicly and that parents/carers know that referrals about suspected abuse or neglect may be made and the role of the school in responding to this.
- Promote supportive engagement with parents and/or carers in safeguarding and promoting the welfare of children, including where families may be facing challenging circumstances.
- Help promote educational outcomes by sharing the information about the welfare, safeguarding and child protection issues that children who have or have had a social worker are experiencing with teachers and leadership staff.

- Establish and maintain links with the SSCP to make sure staff are aware of training opportunities and the latest policies on local safeguarding arrangements.
- Contribute to and provide, with the Headteacher and Chair of Governors, the bi-annual (s157 s175) Statutory Audit for Safeguarding Arrangements and Termly Safeguarding Data Collections via The Virtual College – ENABLE to Surrey County Council.

The Deputy Designated Safeguarding Leads

The Deputy Designated Safeguarding Leads at Witley Infant School are Rebecca Latham, Phillipa Alston, and Sara Dutton.

In addition to the role and responsibilities of all staff, the DDSL will:

- Be trained to the same standard as the DSL with the role being explicit in their job description.
- Provide support and capacity to the DSL in carrying out delegated activities of the DSL; however, the lead responsibility of the DSL cannot be delegated.
- In the absence of the DSL, carry out the activities necessary to ensure the ongoing safety and protection of children. In the event of the long-term absence of the DSL, the DDSL will assume all of the functions of the DSL.

The Governing Body

All members of the Governing Body understand and fulfil their responsibilities to ensure that:

- There is a whole school approach to safeguarding.
- A nominated governor for safeguarding is identified.
- All members receive appropriate safeguarding and child protection (including online) 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. Training should be regularly updated.
- The child's wishes and feelings are considered when determining what action to take and what services to provide.
- The school has effective safeguarding policies and procedures in place including a Safeguarding and Child Protection Policy, a Staff Code of Conduct, a Positive Behaviour and Anti-bullying Policy, and a response to children who go missing from education.
- Policies are consistent with SSCP and statutory requirements, are reviewed annually (as a minimum) and updated if needed, so that it is kept up to date with safeguarding issues as they emerge and evolve, including lessons learnt.

- The Safeguarding and Child Protection policy is available on the Witley Infant School website.
- The SSCP is informed in line with local requirements about the discharge of duties via the bi-annual (s 157 s 175) Statutory Audit for Safeguarding Arrangements and Termly Safeguarding Data Collections via The Virtual College – ENABLE to Surrey County Council.
- Recruitment, selection and induction follow safer recruitment practice including all appropriate checks.
- Staff have been trained appropriately and this is updated in line with guidance, and all staff have read KCSIE (2022) part 1 and Annex B; mechanisms are in place to assist staff in understanding and discharging their roles and responsibilities as set out in the guidance.
- The requirements for staff to undergo regular safeguarding training and for children to be taught about safeguarding are integrated, aligned and considered as part of the whole school safeguarding approach and inform wider staff training and curriculum planning.
- Considering the above training requirements, have regard to the Teachers' Standards which set out the expectation that all teachers manage behaviour effectively to ensure a good and safe educational environment and have a clear understanding of the needs of all children.
- All staff including temporary staff/supply staff, volunteers and contractors are provided with the school's Safeguarding and Child Protection policy and if applicable the Staff Code of Conduct.
- The school takes a proportionate risk-based approach to the level of information that is provided to temporary staff, volunteers and contractors.
- The school has procedures for dealing with allegations of abuse against staff (including the Headteacher), volunteers and against other children and that a referral is made to the DBS and/or the Teaching Regulation Agency (as applicable) if a person in regulated activity has been dismissed or removed due to safeguarding concerns, or would have been had they not resigned.
- Policies and processes are in place to deal with concerns (including allegations) that do not meet the harm threshold or low-level concerns as defined in KCSIE 2022.
- A member of the senior leadership team has been appointed by the Governing Body as the DSL who will take lead responsibility for safeguarding and child protection and that the role is explicit in the role holder's job description.
- That on appointment, the DSL and DDSL undertake initial DSL 'New to Role' training, interagency training (SSCP Foundation Modules 1 and 2), with refresher training at least every two years, and attend DSL network events, to refresh knowledge and skills.
- Children are taught about safeguarding (including online safety) as part of a broad and balanced curriculum covering relevant issues through PSHE and RSE.
- Alongside the school, Governors will regularly review the effectiveness of filtering and monitoring systems in place to safeguard children online.

- The leadership team and relevant staff have an awareness and understanding of the provisions in place, that they manage these effectively, and know how to escalate concerns appropriately when identified.
- The school complies with DfE and the Surrey County Council Policy Guidance for Safeguarding Children Missing Education and Education Other Than At School.
- Clear systems and processes are in place for identifying possible mental health concerns, including routes to escalate and clear referral and accountability systems.
- Ensure that safeguarding and child protection files are maintained as set out in KCSIE 2022 Annex C.
- Enhanced DBS checks (without barred list checks unless the governor is also a volunteer at the school) are in place for all Governors.
- Ensure section 128 checks are undertaken as defined in KCSIE 2022.
- Ensure where Governing Bodies hire or rent out school facilities/premises to organisations or individuals (for example to community groups, sports associations, and service providers to run community or extra-curricular activities) they should ensure that appropriate arrangements are in place to keep children safe.

Confidentiality, Sharing and Withholding Information

All matters relating to safeguarding and child protection will be treated as confidential and only shared as per the '[Information Sharing Advice for Practitioners' \(DfE 2018\) guidance](#). The school will refer to the guidance in the [Data protection: toolkit for schools](#), including compliance with General Data Protection Regulation (GDPR).

Information will be shared with staff within the school who 'need to know'. Relevant staff will have due regard to GDPR principles which allow them to share (and withhold) information.

All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children and that the [Data Protection Act 1998](#) and GDPR are not a barrier to sharing information where a failure to do so would place a child at risk of harm. There is a lawful basis for child protection concerns to be shared with agencies who have a statutory duty for child protection.

All staff will always endeavour to gain parent/carers consent to refer a child to social care unless doing so could put the child at greater risk of harm or impede a criminal investigation.

All staff must be aware that they cannot promise confidentiality to a child, and that information may need to be shared to ensure the child's safety or wellbeing.

Reporting and Responding to Safeguarding Concerns (Procedures)

The following procedures apply to all staff working in the school and will be covered in training to enable staff to understand their role and responsibilities.

The aim of the procedures is to provide a robust framework which enables staff to take appropriate action when they are concerned that a child is being harmed or abused or is at risk of harm or abuse.

The prime concern at all stages must be the interests and safety of the child. Where there is a conflict of interest between the child and an adult, the interests of the child must be paramount.

All staff are aware that very young children and those with disabilities, special needs or with language delay may be more likely to communicate concerns with behaviours rather than words. Additionally, staff will question the cause of knocks and bumps in children who have limited mobility.

If a member of staff suspects abuse, spots signs or indicators of abuse, or they have a disclosure of abuse made to them they must:

1. Make an initial record of the information related to the concern as soon as possible by completing our school's Child Protection Concern form (coloured pink and available from the notice boards in the staffroom and office). This record must include details of:
 - Name of person causing concern
 - Name of person reporting concern
 - Date and time of observation
 - Place
 - Who was present
 - Context
 - Details of disclosure/concern (using the child's words)
 - Demeanour/non-verbal behaviours of the child
 - Any injuries
 - Rationale for decision making
 - Actions taken
2. Report it to the DSL immediately.
3. The DSL will consider if there is a requirement for immediate medical intervention, however urgent medical attention should not be delayed if the DSL is not immediately available.
4. The records must be signed and dated by the author. The pink form will then be co-signed by the DSL to assure that the form has been received and action taken.
5. In the absence of the DSL or DDSL, staff must be prepared to refer directly to C-SPA (and the Police if appropriate) if there is the potential for immediate significant harm or contact the consultation line at the C-SPA for support and advice.

Following a report of concerns the DSL must:

1. Using the Effective Family Resilience of Levels of Need document, decide whether or not there are sufficient grounds for suspecting harm, in which case a request for support must be made to the C-SPA (and the Police if it is appropriate).

2. The school should try to discuss any concerns about a child's welfare with the parent/carer and where possible obtain their agreement before making a referral to the C-SPA. However, this should only be done when it will not place the child at increased risk or could impede a Police investigation. Where there are doubts or reservations about involving the child's family, the DSL should clarify with the C-SPA or the Police whether the parents/carers should be told about the referral and, if so, when and by whom. This is important in cases where the Police may need to conduct a criminal investigation. The child's views should also be considered.
3. If it is suspected that a child is suffering, or is likely to suffer, harm or abuse the DSL must contact the C-SPA. If the DSL feels unsure about whether a referral is necessary, they can phone the C-SPA consultation line to discuss concerns.
4. When a child needs urgent medical attention and there is suspicion of abuse, the DSL should take the child to the accident and emergency unit at the nearest hospital, having first notified the C-SPA. The DSL should seek advice about what action the C-SPA will take and about informing the parents/carers, remembering that parents/carers should normally be informed that a child requires urgent hospital attention.
5. The exception to this process will be in those cases of known FGM where there is a mandatory reporting duty for the teacher to report directly to the Police where they either:
 - Are informed by a girl under 18 that an act of FGM has been carried out on her; or
 - Observe physical signs which appear to show that an act of FGM has been carried out on a girl under 18 and they have no reason to believe that the act was necessary for the girl's physical or mental health or for the purposes connected with labour or birth.
6. In these cases, the DSL should be made aware of the report once made.

Dealing with safeguarding concerns

All staff

A member of staff who is approached by a child should listen positively and try to reassure them. They cannot promise complete confidentiality and should explain that they need to pass information to other professionals to help keep the child and/or other children safe. The degree of confidentiality should always be governed by the need to protect the child.

Additional consideration needs to be given to children with communication difficulties and for those whose preferred language is not English. It is important to communicate with them in a way that is appropriate to their age, understanding and preference.

All staff should know who the DSL is and who to approach if the DSL is unavailable. All staff have the right to make a referral to the C-SPA or Police directly and should do this if, for whatever reason, there are difficulties following the agreed protocol, for example, they are the only adult on the school premises at the time and have concerns about sending a child home.

Guiding principles

Witley Infant School follows the following guiding principles in receiving and acting upon a disclosure from a child:

- Receive – listen to what is being said, without displaying shock or disbelief, and take it seriously, do not ask why something has happened or ask leading questions
- Reassure – reassure the child that they are believed, do not make promises you are unable to keep
- Respond – respond to the child only so far as is necessary for you to establish whether you need to make a referral
- Report – share concerns with the DSL immediately, or directly with C-SPA and Police as appropriate
- Record – make and record brief notes at the time, using the actual words used by the child
- Remember – support the child, reassure, be available; and share information only with appropriate professional colleagues
- Review (by the DSL) – ensure the action taken has delivered appropriate outcomes, and identify any areas for strengthening

What happens next?

It is important that concerns are followed up and it is everyone's responsibility to ensure that they are. The member of staff should be informed by the DSL what has happened following a report being made. If they do not receive this information, they should seek it out.

If they believe that the concern has not been acted upon appropriately, they should inform the Headteacher or Safeguarding Governor or contact the C-SPA for advice.

Staff should be encouraged to recognise that disclosures can impact on their own emotions, and will be able to seek support as needed.

Safeguarding concerns and allegations made about staff, including supply teachers, volunteer and contractors

[Surrey's LADO procedure](#) will be followed where it is alleged that anyone working in the school that provides education for children under 18 years of age, including supply staff, volunteers and contractors or another adult who works with children has:

- 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 indicates he or she may pose a risk of harm to children; and/or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children.

This includes behaviour that may have happened outside of school that might make an individual unsuitable to work with children - this is known as transferable risk.

In dealing with allegations or concerns against an adult, staff must without delay:

1. Report any concerns to the Headteacher immediately.
2. If an allegation is made against the Headteacher, the concern needs to be raised with the Chair of Governor as soon as possible. If the Chair of Governor is not available, then the LADO should be contacted directly.
3. There may be situations when the Headteacher, Chair of Governor will want to involve the Police immediately if the person is deemed to be an immediate risk to children or there is evidence of a possible criminal offence.
4. Once an allegation has been received by the Headteacher, they will contact the LADO (as part of their mandatory duty) on 0300123 1650 option 3 LADO or email: LADO@surreycc.gov.uk immediately and before taking any action or investigation.
5. Following consultation with the LADO inform the parents/carers of the allegation unless there is a good reason not to.
6. In liaison with the LADO, the school will determine how to proceed and, if necessary, the LADO will refer the matter to Social Care and/or the Police.
7. If the matter is investigated internally, the LADO will advise the school to seek guidance in following the procedures set out in part 4 of KCSIE (2022) and the SSCP procedures.

Low-level concerns

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

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

The purpose of reporting low-level concerns is to create and embed a culture of openness, trust and transparency in which the school’s values and expected behaviour set out in the Staff Code of Conduct are lived, monitored and reinforced constantly by all staff.

Witley C of E Infant School is committed to creating an environment where staff are encouraged and feel confident to self-refer where they have found themselves in a situation.

Reports should be made to the DSL (or Chair of Governors where the concern is about the Headteacher) in a timely manner. If the Headteacher has any doubt as to whether the information which has been shared about the individual as a low-level concern in fact meets the harm threshold, they will consult with the LADO.

What is child abuse?

The following definitions are taken from Working Together to Safeguard Children (2018). In addition to these definitions, it should be understood that children can also be abused by being sexually exploited, honour-

based violence, forced marriage or female genital mutilation. To support the local context, all staff have access to Surrey's [Effective Family Resilience and Levels of Need document](#).

Forms of abuse and neglect

Abuse: 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. Children may be abused in a family or in an institutional or community school by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults or by another child or children

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. 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 from 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. Sexual abuse can take place online, and technology can be used to facilitate offline abuse.

Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

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

The Surrey [Neglect Risk Assessment Tool](#) is used to support with the initial identification of neglect.

For further information on indicators of abuse can be accessed via [NSPCC](#).

Sexual violence and sexual harassment between children in school

Child-on-Child Abuse

Sexual violence and sexual harassment can occur between children of any age and sex. It can occur through a single child or a group of children sexually assaulting or sexually harassing a single child or group of children.

Children who are victims of sexual violence and sexual harassment will find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment as well as their emotional well-being. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and offline (both physically and verbally) and are never acceptable. It is important that all victims are reassured that they are being taken seriously and that they will be supported and kept safe.

Reports of sexual violence and sexual harassment are extremely complex to manage. It is essential that victims are protected, offered appropriate support and every effort is made to ensure their education is not disrupted. It is also important that other children, adults, and school staff are supported and protected as appropriate; and the potential implications relating to any criminal justice proceedings are well understood and well-managed.

Definitions

Child-on-child abuse is most likely to include, but may not be limited to:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying) abuse in intimate personal relationships between children (sometimes known as ‘teenage relationship abuse’)
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse)
- sexual violence, such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence)
- sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse
- causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party
- consensual and non-consensual sharing of nude and semi-nude images and/or videos (also known as sexting or youth produced sexual imagery) [UKCIS guidance: Sharing nudes and semi-nudes advice for education schools](#)

- upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress, or alarm, and
- initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).

See Appendix 1 for detailed definitions of sexual offences.

Our approach at Witley Infant School

At Witley C of E Infant School, we believe that all children have a right to attend school and learn in a safe environment. Children should be free from harm by adults and other children in school. We are clear that sexual violence and sexual harassment is not acceptable, will never be tolerated, and is not an inevitable part of growing up.

We recognise that children are capable of abusing other children and their peers and this will be dealt with under our Safeguarding and Child Protection Policy and in line with KCSiE (2022).

We recognise the importance of prevention and early intervention in the context of sexual violence and sexual harassment. We promote healthy friendships and relationships through our RSE curriculum. Our values at Witley C of E Infant School help support our young children to respect others and embrace difference. We encourage children to speak out and challenge inappropriate behaviour.

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

- Taking a whole-school approach to safeguarding and child protection, including through promoting a set of clear values and standards, underpinned by Witley C of E Infant School's Positive Behaviour Policy and pastoral support; and by a planned programme of evidence-based content delivered through the curriculum.
- making clear that there is a zero-tolerance approach to sexual violence and sexual harassment, that it is never acceptable, and it will not be tolerated. It will never be passed off as "banter", "just having a laugh", "a part of growing up" or "boys being boys". We believe that failure to do so can lead to a culture of unacceptable behaviour, an unsafe environment and in worst case scenarios a culture that normalises abuse, leading to children accepting it as normal and not coming forward to report it.
- recognising, acknowledging, and understanding the scale of harassment and abuse and that even if there are no reports it does not mean it is not happening, it may be the case that it is just not being reported.
- challenging physical behaviour (potentially criminal in nature) such as grabbing bottoms, breasts and genitalia, pulling down trousers, and lifting up skirts. As we believe that dismissing or tolerating such behaviours risks normalising them.
- Ensuring staff receive dedicated training/awareness raising on issues around sexual violence and sexual harassment, encouraging the breaking down of myths, stereotypes and taboos

- Engaging early with specialist support and interventions.

Responding robustly to reports of sexual violence and sexual harassment

Children making any report of sexual violence or sexual harassment including “upskirting” (Voyeurism Offences Act 2019) will be taken seriously, kept safe and be well supported.

It is essential that all victims are reassured that they are being taken seriously, regardless of how long it has taken them to come forward, and that they will be supported and kept safe. Abuse that occurs online or outside of school should not be downplayed and should be treated equally seriously. A victim should never be given the impression that they are creating a problem by reporting sexual violence or sexual harassment. Nor should a victim ever be made to feel ashamed for making a report. It is important to explain that the law is in place to protect children rather than criminalise them, and this should be explained in such a way that avoids alarming or distressing them.

Staff receiving the disclosure or report will follow the school’s child protection procedures and inform the DSL (or in their absence, the Deputy DSL) immediately.

If the report includes an online element staff will be mindful of the [Searching, screening and confiscation at school](#) guidance.

The key consideration is for staff not to view or forward illegal images of a child. The guidance provides more details on what to do when viewing an image is unavoidable. In some cases, it may be more appropriate to confiscate any devices to preserve any evidence and hand them to the police for inspection.

Risk Assessment

Following a report, the DSL will make an immediate risk and needs assessment on a case-by-case basis.

The risk assessment will consider:

- The victim, especially their protection and support.
- The alleged perpetrator, their support needs and any disciplinary action.
- All other children at the school.
- The victim and the alleged perpetrator sharing classes and space at school.

The risk assessment will be recorded and kept under review.

Where there has been other professional intervention and/or other specialist risk assessments, these professional assessments will be used to inform the school’s approach to supporting and protecting children.

Support regarding risk assessments can be accessed from the [Surrey Education Services](#) Education Safeguarding Team Resources Hub.

In determining the most appropriate action to take, the DSL will consider:

- The wishes of the victim.
- The nature of the incident including whether a crime has been committed and the harm caused.
- Ages of the children involved.

- Developmental stages of the children.
- Any power imbalance between the children.
- Any previous incidents.
- That sexual violence and sexual harassment can take place within intimate personal relationships between children.
- Importance of understanding intra familiar harms and any necessary support for siblings following incidents
- Ongoing risks to victim, other children, adult students, or staff.
- Other related issues or wider context.

Confidentiality

The victim may ask the school not to tell anyone about the incident/s. If the victim does not give consent to share information, staff may still lawfully share it, if there is another legal basis under the UK GDPR that applies. The DSL should consider the following:

- That parents or carers should usually be informed (unless this would put the victim at greater risk).
- That the basic safeguarding principle is: 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.
- That rape, assault by penetration and sexual assaults are crimes. Where a report of rape, assault by penetration or sexual assault is made, this should be referred to the police. Whilst the age of criminal responsibility is ten, if the alleged perpetrator is under ten, the starting principle of referring to the police remains. The police will take a welfare, rather than a criminal justice, approach in these cases.

The DSL will need to balance the victim's wishes against their duty to protect the victim and other children.

It is important to recognise that the school will have a duty of care both to the victim and the alleged perpetrator when both children are enrolled at the school.

The following approaches may be considered, as indicated by the risk and needs assessment:

- Manage the response internally
- Seek Early Help intervention
- Make a request for support to the C-SPA
- Report to the Police (generally in parallel with a request for support to the C-SPA)

All concerns, discussions, decisions and reasons for decision will be recorded and kept securely with the child's safeguarding record.

Ongoing Response

The DSL will manage each case individually and will ensure the risk assessment is reviewed regularly with relevant partner agencies, for example the Police and social care.

Where an allegation of sexual violence or sexual harassment is progressing through the criminal justice system, staff should be aware of anonymity, witness support, and the criminal process in general so they can offer support and act appropriately.

Where there is a criminal investigation into a rape, assault by penetration or sexual assault, the alleged perpetrator should be removed from any classes they share with the victim.

The DSL will consider how best to keep the victim and alleged perpetrator a reasonable distance apart on the school premises and on transport where appropriate.

Where a criminal investigation into a rape or assault by penetration leads to a conviction or caution, the school will take appropriate action. In all but the most exceptional of circumstances, the rape or assault is likely to constitute a serious breach of discipline and may lead to the view that allowing the perpetrator to remain in the same school would seriously harm the education or welfare of the victim (and potentially themselves and other children).

Where a criminal investigation into sexual assault leads to a conviction or caution, the school will, if it has not already done so, consider sanctions in line with the Positive Behaviour Policy, which may include consideration of permanent exclusion. Where the perpetrator is going to remain at the school, the Headteacher should continue keeping the victim and perpetrator in separate classes and continue to consider the most appropriate way to manage potential contact on school premises and transport. The nature of the conviction or caution and wishes of the victim will be especially important in determining how to proceed in such cases.

The victim, alleged perpetrator and any other children and adults affected will receive appropriate support and safeguards on a case-by-case basis.

The school will take any disciplinary action against the alleged perpetrator in accordance with Witley C of E Infant School's Positive Behaviour Policy.

We recognise that taking disciplinary action and providing appropriate support are not mutually exclusive actions and will occur at the same time if necessary.

The school will consider the potential impact of social media in facilitating the spreading of rumours and exposing victims' identities, and whether any preventative measures need to be put in place.

The school recognises that children who have experienced sexual violence display a wide range of responses to their experiences including clear signs of trauma, physical and emotional responses, or no overt signs at all.

Child-on-Child Physical Abuse

While a clear focus of child-on-child abuse is around sexual abuse and harassment, physical assaults and initiation violence/rituals from children to children can also be abusive.

These are equally not tolerated and, where it is believed that a crime has been committed, a report will be made to the Police.

The principles from the Positive Behaviour and Anti-Bullying Policy will be applied in these cases, with the recognition that any Police investigation will need to take priority.

Harmful Sexual Behaviour (HSB)

Children's sexual behaviour exists on a wide continuum, ranging from normal and developmentally expected, to inappropriate, problematic, abusive and violent. Problematic, abusive and violent sexual behaviours are developmentally inappropriate and may cause developmental damage. Harmful sexual behaviours (HSB) can occur online and/or face-to-face. HSB will always be considered in a child protection context.

Witley C of E Infant School uses the [Brook Traffic Light Tool](#) to categorise the sexual behaviours of children and support trained staff to:

- Make decisions about safeguarding children and young people.
- Assess and respond appropriately to sexual behaviour in children and young people.
- Understand healthy sexual development and distinguish it from harmful behaviour.

By categorising sexual behaviours, the school can work with other agencies to the same standardised criteria when making decisions and can protect children with a multi-agency approach.

The school recognises that it is vital that professionals agree on how behaviours should be categorised regardless of culture, faith, beliefs, and their own experiences or values.

Anti-Bullying/Cyberbullying

Our approach to preventing and tackling all forms of bullying is set out in our Positive Behaviour and Anti-bullying Policy. This includes measures to prevent bullying, including cyberbullying, prejudice-based and discriminatory bullying.

A record is kept of known bullying incidents which is shared with and analysed by the Governing Body.

When there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm, a bullying incident will be addressed as a child protection concern. If the anti-bullying procedures are seen to be ineffective in tackling individual cases, the Headteacher and/or the DSL will also consider child protection procedures.

Witley C of E Infant School places great importance on the role of education in preventing bullying and enabling a positive and inclusive culture. PSHE education regularly provides opportunities for children to understand bullying is wrong, its impact and how to deal with it.

All staff are aware that children with SEND and/or children who identify as Lesbian, Gay, Bisexual or Transgender (LGBT) are more susceptible to being bullied/victims of child abuse.

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

Risks can be compounded where children who are LGBT lack a trusted adult with whom they can be open. It is therefore vital that staff endeavour to reduce the additional barriers faced, and provide a safe space for them to speak out or share their concerns with members of staff.

LGBT inclusion is part of the statutory Relationships Education, Relationship and Sex Education and Health Education curriculum and there is a range of support available to help schools counter homophobic, biphobic and transphobic bullying and abuse.

Online Safety and Cybercrime

Witley C of E Infant School has an Online Safety Policy which empowers us to protect and educate pupils and staff in their use of technology and establishes mechanisms to identify, intervene in, and escalate any concerns where appropriate. The school also has clear policies on the use of mobile and smart technology which can be found in our Online Safety Policy and in our Staff Code of Conduct.

The breadth of issues classified within online safety is considerable and ever evolving, but can be categorised into four areas of risk: content, contact, conduct and commerce.

At Witley, children are regularly taught about online safety throughout the curriculum and all staff receive online safety training which is regularly updated. **The school's online safety co-ordinator is Angie Stratford.**

The school will follow Government guidance around [harmful online challenges and online hoaxes](#) when supporting children and sharing information with parents/carers.

Children with particular skills and interest in computing and technology may inadvertently or deliberately stray into cyber-dependent crime. This may also be the case for older siblings not within the school. If there are concerns about a child in this area, the DSL will consider a referral into the [Cyber Choices](#) programme. This programme 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.

Racist Incidents

Witley C of E Infant School's policy and procedures on racist incidents are set out separately in our Positive Behaviour and Anti-Bullying Policy, and acknowledge that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures. We keep a central record of racist incidents.

Radicalisation, Extremism and Terrorism

[The Prevent Duty for England and Wales \(2015\)](#) under section 26 of the Counter Terrorism and Security Act 2015 places a duty on education and other children's services to have due regard to the need to prevent people from being drawn into terrorism.

Extremism is defined as 'the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces'.

Radicalisation refers to 'the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups'.

Terrorism is 'an action that endangers or causes serious violence to a person/people; causes serious violence to a person/people; causes serious damage to property; or seriously interferes with 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.'

Some children are at risk of being radicalised; adopting beliefs and engaging in activities which are harmful, criminal or dangerous. This can happen both online and offline.

The school is clear that exploitation of vulnerable children and radicalisation should be viewed as a safeguarding concern and follows the DfE guidance for schools and childcare providers on preventing children and young people from being drawn into terrorism.

It is possible to protect vulnerable people from extremist ideology and intervene to prevent those at risk of radicalisation being radicalised. As with other safeguarding risks, staff 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 at risk of radicalisation and act proportionately. This may include the DSL making a Prevent referral.

The DSL should report concerns that a child may be at risk of radicalisation or involvement in terrorism by using the [Prevent referral form](#) to refer cases by e-mail to preventreferrals@surrey.pnn.police.uk. If the matter is urgent, the Police must be contacted by dialling 999. In cases where further advice from the Police is sought dial 101 or 01483 632982 and ask to speak to the Prevent Supervisor for Surrey. The DfE has also set up a dedicated telephone helpline for staff and Governors to raise concerns around Prevent (020 7340 7264).

School staff receive training to help identify early signs of radicalisation and extremism.

Although not a cause for concern on their own, specific potential indicators when taken into consideration alongside other factors or context may be a sign of being radicalised. Further information and a list of such indicators can be found at [Radicalisation and Extremism - Examples and Behavioural Traits \(educateagainsthate.com\)](#)

Opportunities are provided in the curriculum to enable children to discuss issues of religion, ethnicity and culture and the school follows the [Promoting fundamental British values through SMSC](#).

The school's Governors, the Headteacher and the DSL will assess the level of risk within the school and put actions in place to reduce that risk. Risk mitigation measures may include, *inter alia*, due diligence checks for external speakers and private hire of facilities, the school's Positive Behaviour and Anti-Bullying Policy, and other issues specific to our school's profile, community and philosophy.

Domestic Abuse

Domestic abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. That abuse can be, but is not limited to, psychological, physical, sexual, financial or emotional. It occurs regardless of race, ethnicity, gender, class, sexuality, age, religion, mental or physical ability. **Children can be victims of domestic abuse.** They may see, hear, or experience the effects of abuse at home and/or suffer domestic abuse in their own intimate relationships, all of which can have a detrimental and long-term impact on children's health, well-being, development and ability to learn. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result.

The [Domestic Abuse Act](#) 2021 includes a 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, captures different types of relationships, including ex-partners and family members; and different abusive behaviours,

including 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).

Witley Infant School is enrolled in the Operation Encompass scheme, a joint project between Surrey Police, Surrey Domestic Abuse Service and Surrey schools. The system ensures that when the police are called to an incident of domestic abuse, where there are children in the household who have experienced the domestic incident, the police will inform the DSL in the relevant school before the child or children arrive at the school the following day. This ensures that the school has up to date relevant information about the child's circumstances and can enable immediate support to be put in place according to the child's needs.

Homelessness

Being homeless or being at risk of becoming homeless presents a real risk to a child's welfare. The DSL is aware of contact details and referral routes into the Local Housing Authority and will raise/progress concerns at the earliest opportunity.

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

Both CSE and CCE are forms of abuse that occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into taking part in sexual or criminal activity, in exchange for something the victim needs or wants, and/or for the financial advantage or increased status of the perpetrator or facilitator and/or through violence or the threat of violence. CSE and CCE can affect children, both male and female, and can include children who have been moved (commonly referred to as trafficking) for the purpose of exploitation.

Child Sexual Exploitation (CSE)

CSE is a form of child sexual abuse. CSE can occur over time or be a one-off occurrence and may happen without the child's immediate knowledge, for example through others sharing videos or images of them on social media. CSE can affect any child (including 16 and 17 year-olds) who has been coerced into engaging in sexual activities. It can involve force and/or enticement-based methods of compliance and may or may not be accompanied by violence or threats of violence.

Any concerns that a child is being or is at risk of being sexually exploited should be passed immediately to the DSL.

The school is aware there is a clear link between regular non-attendance and CSE. Staff will consider a child to be at potential CSE risk in the case of regular non-attendance at school and will make reasonable enquiries with the child and parents/carers to enable them to assess this risk.

All staff are aware that safeguarding incidents and/or behaviours can be associated with factors outside school and/or can occur between children outside of these environments. All staff, but especially the DSL will consider whether children are at risk of abuse or exploitation in situations outside their families. Extra-familial harms take a variety of different forms and children can be vulnerable to multiple harms including (but not limited to) sexual exploitation, criminal exploitation, and serious youth violence.

In all cases if the DSL identifies any level of concern the DSL should contact the C-SPA and if a child is in immediate danger the Police should be called on 999.

The school is aware that often a child is not able to recognise the coercive nature of the abuse and does not see themselves as a victim. As a consequence, the child may resent what they perceive as interference by staff. However, staff must act on their concerns as they would for any other type of abuse. Children also rarely self-report CSE so staff must be particularly vigilant to potential indicators of risk.

The school includes the risks of sexual exploitation in an age-appropriate manner within the PSHE and RSE curriculum.

Child Criminal Exploitation (CCE)

Specific forms of CCE can include children being forced or manipulated into transporting drugs or money through county lines, working in cannabis factories, shoplifting, or pickpocketing. Children can also be forced or manipulated into committing vehicle crime or threatening/committing serious violence to others.

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”. Children are exploited to move, store and sell drugs and money. Offenders will often use coercion, intimidation, violence (including sexual violence) and weapons to ensure compliance of victims.

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.

Any concerns that a child is being or is at risk of being criminally exploited will be passed without delay to the DSL. The DSL will then contact the C-SPA and if there is concern about a child's immediate safety, the Police will be contacted on 999.

The school is aware there is a clear link between regular non-attendance at school and exploitation. Staff will consider a child to be at potential risk in the case of regular non-attendance at school and will make reasonable enquiries with the child and parents/carers to enable them assess this risk.

Serious Violence

There are several indicators that may signal children are at risk from, or are involved with, serious violent crime. These may include:

- increased absence from the 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.

Staff are aware that violence can often peak in the house just before and after the children attend school, which includes travelling to and from school.

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. Staff are made aware of indicators of modern slavery and the impact on individuals and families and follow our child protection procedures set out in this policy.

Female Genital Mutilation (FGM)

FGM is illegal in England and Wales under the FGM Act (2003). It is a form of child abuse and violence against women. [A mandatory reporting duty](#) requires teachers to report directly and immediately to the Police (via 101) where they either:

- are informed by a girl under 18 that an act of FGM has been carried out on her; or
- observe physical signs which appear to show that an act of FGM has been carried out on a girl under 18 and they have no reason to believe that the act was necessary for the girl's physical or mental health or for the purposes connected with labour or birth.

The duty applies to all persons who are employed or engaged to carry out 'teaching work', whether or not they have qualified teacher status.

The duty applies to the individual who becomes aware of the case to make a report. It should not be transferred to the DSL; however, the DSL should be informed.

School staff are trained to be aware of risk indicators of FGM.

Concerns about FGM outside of the mandatory reporting duty should be reported following Witley Infant School's Safeguarding and Child Protection procedures (as set out in this policy). Staff should be particularly alert to suspicions or concerns expressed by female children about going on a long holiday during the summer.

There should also be consideration of potential risk to other girls in the family and the wider community. Where there is a risk to life or likelihood of serious immediate harm the teacher should report the case immediately to the Police by calling 999.

There are no circumstances in which a member of staff should examine a girl.

Forced Marriage

A forced marriage is a marriage in which one or both people do not (or in cases of people with learning disabilities cannot) consent to the marriage but are coerced into it. Coercion may include physical, psychological, financial, sexual, and emotional pressure. It may also involve physical or sexual violence and abuse.

Forced marriage is recognised in the UK as a form of violence against women and men, domestic/child abuse and a serious abuse of human rights. It is a criminal offence in England and Wales under the Anti-Social Behaviour, Crime and Policing Act 2014.

A forced marriage is not the same as an arranged marriage which is common in many cultures. The families of both spouses take a leading role in arranging the marriage but the choice of whether or not to accept the arrangement remains with the prospective spouses.

School staff should never attempt to intervene directly as a school or through a third party. Contact should be made with the C-SPA and/or the Forced Marriage Unit 000 7008 0151.

So-called ‘Honour’-based abuse

Honour-based abuse can be described as a collection of practices that are used to control behaviour within families or other social groups to protect perceived cultural and religious beliefs and/or honour. Such abuse can occur when perpetrators perceive that a relative has shamed the family and/or community by breaking their honour code.

Honour-based abuse might be committed against people who:

- become involved with a boyfriend or girlfriend from a different culture or religion.
- want to get out of an arranged marriage; become involved with a boyfriend or girlfriend from a different culture or religion.
- want to get out of an arranged marriage.
- want to get out of a forced marriage.
- wear clothes or take part in activities that might not be considered traditional within a particular culture.

It is a violation of human rights and may be a form of domestic and/or sexual abuse.

One Chance Rule

All staff are aware of the ‘One Chance’ Rule’ in relation to forced marriage, FGM and honour-based abuse. Staff recognise they may only have one chance to speak to a child who is a potential victim and have just one chance to save a life.

The school is aware that if the victim is not offered support following disclosure that the ‘One Chance’ opportunity may be lost. Therefore, all staff are aware of their responsibilities and obligations when they become aware of potential forced marriage, FGM and honour-based abuse.

Private Fostering Arrangements

A private fostering arrangement occurs when someone other than a parent or close relative cares for a child for a period of 28 days or more, with the agreement of the child’s parents. It applies to children under the age of 16 years old or 18 years old if the child is disabled. Private fostering occurs in all cultures and children may be privately fostered at any age.

Children looked after by the local authority and those who are placed in residential schools, children’s homes or hospitals are not considered to be privately fostered.

The school recognises that most privately fostered children remain safe and well but are aware that safeguarding concerns have been raised in some cases. Therefore, all staff are alert to possible safeguarding issues in relation to privately fostered children, including the possibility that the child has been trafficked into the country.

By law, a parent, private foster carer or other persons involved in making a private fostering arrangement must notify Children’s Social Care immediately. However, where a member of staff becomes aware that a child may be in a private fostering arrangement, they will raise this with the DSL and the DSL will notify the C-SPA immediately.

Looked After Children and Previously Looked After Children

The most common reason for children becoming looked after is because of abuse and/or neglect.

Appropriate staff have information about a child's looked after legal status and care arrangements, including the level of authority delegated to the carer by the authority looking after the child and contact arrangements with birth parents or those with parental responsibility.

A previously looked after child potentially remains vulnerable and all staff should have the skills, knowledge and understanding to keep previously looked after children safe. When dealing with looked after children and previously looked after children, it is important that all agencies work together and prompt action is taken when necessary to safeguard these children, who are a particularly vulnerable group.

The Designated Teacher and Governor for Looked After Children will have the appropriate level of training to equip them with the knowledge and skills to undertake their role.

The Designated Teacher will work with Surrey's Head of Virtual School for both looked after children and previously looked after children.

Children with special educational needs and disabilities or health issues

Children with SEND or certain medical or physical health conditions can face additional safeguarding challenges both online and offline. These can include:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's condition without further exploration.
- these children being more prone to peer group isolation or bullying (including prejudice-based bullying) than other children he potential for children with SEND or certain medical conditions being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs.
- communication barriers and difficulties in managing or reporting these challenges.
- cognitive understanding – 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.

Any reports of abuse will require close liaison with the DSL and the SENCo. The school will consider extra pastoral support and attention for these children, along with ensuring any appropriate support for communication is in place.

Children Missing Education

All children are entitled to an effective, full-time education which is suitable to their age, ability, aptitude, and that takes into account any SEND they may have.

The school recognises that children missing education can be a vital warning sign of a range of safeguarding issues. They are at significant risk of underachieving, being victims of abuse and harm, exploitation, radicalisation, and of not being in education, employment or training (NEET) later in life.

Where possible the school will hold more than one emergency contact number for each child to enable them to contact parents/carers as appropriate to check on a child's wellbeing.

The school will:

- Enter children on the admissions register on the first day on which the school has agreed, or has been notified, that the child will attend the school.
- Notify Surrey County Council within five days of adding a child's name to the admission register. The notification must include all the details contained in the admission register for the new child.
- Monitor each child's attendance through their daily register and follow Surrey County Council procedure in cases of unauthorised absence.
- Remove a child's name from the admissions register on the date that the child leaves the school.
- The school will notify Surrey County Council when they are about to remove a child's name from the school register under any of the fifteen grounds listed in the regulations, no later than the date that the child's name is due to be removed.

The school will ensure that there is a record of joiners and leavers as defined in [The Education \(Pupil Registration\) \(England\) 2006 \(amended 2016\)](#).

The school will make reasonable enquiries to establish the whereabouts of a child jointly with the Local Authority, before deleting the child's name from the school register if the deletion is under regulation 8(1), sub-paragraphs (f) (iii) and (h) (iii) of [The Education \(Pupil Registration\) \(England\) 2006 \(amended 2016\)](#).

When removing a child's name from the school register, the school will notify the Surrey County Council of: (a) the full name of the child (b) the full name and address of any parent with whom the child normally resides (c) at least one telephone number of the parent (d) the child's future address and destination school, if applicable and (e) the ground in regulation 8 under which the child's name is to be removed from the school's register.

Where parents/carers notify the school, in writing, of their intention to Electively Home Educate (EHE), the school will forward a copy of the letter to the Surrey County Council Inclusion Team.

Where parents/carers orally indicate that they intend to withdraw their child to EHE and no letter has been received, the school will not remove the child from roll and will notify the Inclusion Team at the earliest opportunity.

Pupils Missing Out On Education (PMOOE)

Most children engage positively with school and attend regularly. However, to flourish, some children require an alternative education provision or may require a modified timetable to support a return to full time education provision. It is recognised that children accessing alternative provision, or a reduced/modified timetable may have additional vulnerabilities. Ofsted refer to these as PMOOE because they are not accessing their education in school in the 'usual way'.

The school will gain consent (if required in statute) from parents/carers to put in place alternative provision and/or a reduced or modified timetable.

The school will ensure that parents/carers (and the Local Authority where the child has an Education Health Care Plan (EHCP)) are given clear information about alternative provision placements and reduced/modified timetables, including why, when, where, and how they will be reviewed.

The school will keep the placement and timetable under review and involve parents/carers in the review. Reviews will be frequent enough to provide assurance that the off-site education and/or modified timetable is achieving its objectives and that the child is benefiting from it.

The school will monitor and track children attending alternative provision to ensure that the provision meets the needs of the child. The school continues to be responsible for the safeguarding of that pupil. The school will obtain written confirmation from the alternative provision provider that appropriate safeguarding checks have been carried out on individuals working at the establishment.

The school will comply with regular data returns requested by the Surrey County Council, regarding all children, of statutory school age, attending alternative provision and/or on a reduced/modified timetable.

The school leadership will report to Governors information regarding the use and effectiveness of alternative provision and modified/reduced timetables. The school will also report to Governors any formal direction of a child to alternative provision to improve behaviour.

Attendance and Behaviour

Specific policies and procedures are in place at Witley C of E Infant School regarding school attendance and behaviour.

The school recognises that absence from and exclusion from school may be indicators of abuse and neglect, including the exploitation of children. The DSL will regularly liaise with members of staff with responsibility for behaviour and attendance to ensure risk is identified and appropriate interventions are in place to protect children from harm.

The school will work in partnership with Surrey Police and other partners for reporting children that go missing from the school site during the school day. Staff will be alert to signs of children at risk of travelling to conflict zones, female genital mutilation and forced marriage.

Restrictive Physical Intervention

We acknowledge that staff must only ever use physical intervention as a last resort, when a child is at immediate risk of harming themselves or others, and that at all times it must only be the minimal force necessary to prevent injury to another person. Such events must be fully recorded and signed by a witness.

Staff who are likely to need to use physical intervention will be appropriately trained in Restrictive Physical Intervention techniques.

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

We recognise that sometimes touch is appropriate in the context of working with children, and all staff have been given safe practice guidance to ensure they are clear about their professional boundaries.

When applying disciplinary measures such as physical intervention or isolation for children with SEND, the school will consider the risks, given the additional vulnerabilities of these children.

Whistleblowing

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

All staff, including temporary staff/supply staff and volunteers, should be aware of their duty to raise concerns, where they exist, about the management of safeguarding and child protection, which may include the attitude or actions of colleagues, poor or unsafe practice and potential failures in the school's safeguarding arrangements.

If it becomes necessary to consult outside the school, they should speak in the first instance, to the Area Schools Officer or LADO in accordance with the Whistleblowing Policy.

Staff are encouraged to use an external, independent and confidential service provided by Navex Global, who can be contacted on their freephone helpline number 0800 069 8180 and through the [Navex Global web pages](#).

[The NSPCC whistleblowing helpline](#) is also available for staff who do not feel able to raise concerns regarding child protection failures internally or have concerns about a way a concern is being handled by their school. Staff can call: 0800 028 0285 – 8:00 AM to 8:00 PM, Monday to Friday and email: help@nspcc.org.uk.

Whistleblowing regarding the Headteacher should be made to the Chair of the Governing Body, whose contact details should be available to staff.

Relevant Linked School Policies

Administration of medicines
Positive Behaviour and Anti-bullying Policy
Curriculum Policy
Drug Education
Equality Policy
Online Safety
Health and Safety
Intimate Care
Parental Concerns/Complaints
Restrictive Physical Intervention
Recruitment and Selection
School Attendance
Relationships and Sex Education
Staff Code of Conduct
Teaching and Learning
Whistleblowing

Additional Resources

[Surrey Safeguarding Children Partnership webpages](#)
[Surrey Education Services \(surreycc.gov.uk\)](#) – Education Safeguarding Resources Hub
[Graded Care Profile 2](#)
[NSPCC | The UK children's charity | NSPCC](#)
[CEOP ThinkuKnow webpages](#)
[Anti Bullying Alliance webpages](#)

[Childnet International](#)

[Safer Internet Centre webpages](#)

[Contextual Safeguarding Network webpages](#)

[Lucy Faithfull Foundation webpages](#)

Appendix One

Sexual violence

It is important that schools are aware of sexual violence and the fact children can, and sometimes do, abuse other children in this way and that it can happen both inside and outside of school. When referring to sexual violence in this advice, we do so in the context of child-on-child sexual violence.

When referring to sexual violence we are referring to sexual offences under the Sexual Offences Act 2003 as described below:

Rape: A person (A) commits an offence of rape if: he intentionally penetrates the vagina, anus or mouth of another person (B) with his penis, B does not consent to the penetration, and A does not reasonably believe that B consents.

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

Sexual Assault: A person (A) commits an offence of sexual assault if: s/he intentionally touches another person (B), the touching is sexual, B does not consent to the touching and A does not reasonably believe that B consents. (NB: Sexual assault covers a very wide range of behaviours, meaning that a single act of kissing someone without consent, or touching someone's bottom/breasts/genitalia without consent, can still constitute sexual assault.)

Causing someone to engage in sexual activity without consent: A person (A) commits an offence if: s/he intentionally causes another person (B) to engage in an activity, the activity is sexual, B does not consent to engaging in the activity, and A does not reasonably believe that B consents. (NB: This could include forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party.)

What is consent?

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

It is important to note that:

- a child under the age of 13 can never consent to any sexual activity
- the age of consent is 16

- sexual intercourse without consent is rape.

Further information about consent can be found here: [Rape Crisis England & Wales - Sexual consent.](#)

Sexual harassment

When referring to sexual harassment we mean ‘unwanted conduct of a sexual nature’ that can occur online and offline and both inside and outside of the school. When we reference sexual harassment, we do so in the context of child-on-child sexual harassment. 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.

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

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

Online sexual harassment may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence. It may include:

- consensual and non-consensual sharing of nude and semi-nude images and/or videos. (Taking and sharing nude photographs of under-18s is a criminal offence. - see UKCIS Sharing nudes and semi-nudes: advice for education schools.)
- sharing of unwanted explicit content.
- sexualised online bullying.
- unwanted sexual comments and messages, including on social media.
- sexual exploitation, including coercion and threats.
- coercing others into sharing images of themselves or performing acts they’re not comfortable with online.

It is important that schools consider sexual harassment in broad terms. Sexual harassment (as set out above) creates a culture that, if not challenged, can normalise inappropriate behaviours and create an environment that may lead to sexual violence.