

SAFEGUARDING AND CHILD PROTECTION POLICY

This policy is applicable to all College Boarding and Day pupils, including those in EYFS

This Policy is available on the College website, or upon request from the School Administration Office.

This document should be read in conjunction with the following:

- Keeping Children Safe in Education 2019 (Part 1)
- Working Together to Safeguard Children” (WTTSC) (2018);
- The Education (Pupil Registration) (England) Regulations 2006
- Prevent Duty (Departmental advice for schools and childcare providers, June 2015)
- Mandatory Reporting of FGM – procedural information (Home Office October 2015)
- What to do if you’re worried a child is being abused (HM Government 2015)
- Children Act 1989 and 2004
- Early Years Foundation Stage 2017
- Staff Code of Conduct Policy
- Safer Recruitment Policy
- Staff ICT Acceptable Use Policy
- Safer Practice with Technology - Advice to Staff (KSCB Guidance)
- E-safety Policy
- Mobile Phone and Camera Acceptably Use Policy (Senior School)
- (Use of) Mobile Phones & Cameras Policy (Junior School including EYFS)
- Anti-Bullying Policy
- Good Behaviour Policy
- Self-harm Policy
- Prevent Duty Risk Assessment Policy
- Missing Pupil Policy
- EYFS Supervision Policy
- Whistleblowing Policy

INTRODUCTION

St Lawrence College takes seriously its responsibility to safeguard and promote the welfare of all children and young people in its care, both in the Junior and Senior Schools, and expects **all staff (teaching and non-teaching), Governors and volunteers** to share this commitment.

The College also recognises the importance of children receiving the right help at the right time to address risks and prevent issues escalating, the importance of acting on and referring the early signs of abuse and neglect, keeping clear records, listening to the children’s views, reassessing concerns when situations do not improve, sharing information quickly and challenging inaction.

1. The School will take all reasonable measures to:

- ensure that it practises safe recruitment in checking the suitability of staff and volunteers (including staff employed by another organisation) to work with children and young people in accordance with regulations and guidance given in the College’s Safer Recruitment Policy. St Lawrence College also pays full regard to “Keeping Children Safe in Education (KCSIE)– statutory guidance for schools and colleges” (September 2019), and “Working Together to Safeguard Children” (WTTSC) (March 2018);

- ensure that it carries out all necessary checks on the suitability of people who serve on the School's governing body in accordance with regulations and guidance given in "Keeping Children Safe in Education (KCSIE)– statutory guidance for schools and colleges" (September 2019);
- ensure that any person (whether employed, contracted, a volunteer) who works with children will be made aware of the School's Safeguarding arrangements and will undergo statutory Safeguarding training every three years;
- ensure that appropriate child protection checks and procedures apply to any staff employed by another organisation who work with the school's pupils on another site (eg a separate institution);
- ensure policies are clear about the expectations placed on staff;
- create a culture and environment where staff feel comfortable, if appropriate, to discuss matters outside work, which may have implications for the safeguarding of children in the workplace;
- ensure that all visiting speakers are suitable and appropriately supervised;
- ensure that specific attention is given to safeguarding where children are engaged in one-to-one teaching, particularly in specialist performing arts and sports provision.
- ensure that in cases where a member of staff living in one of the boarding houses is suspended from work following a child protection allegation, the School will make alternative arrangements for accommodation away from the pupils. In the event that a resident of School or School-owned accommodation is dismissed for gross misconduct, whether summarily or with pay in lieu of notice, they must vacate the property within 48 hours of notice of their dismissal;
- follow the local inter-agency procedures of the **Kent Safeguarding Children Multi-Agency Partnership (KSCMP)** and participate in local safeguarding arrangements as appropriate;
- share information about concerns with agencies who need to know and involve children and their parents/carers appropriately, through use of the 'Kent Family Support Framework' or 'KFSF' (formerly CAF) or the 'Team Around the Child' (TAC);
- ensure all school staff recognise that they have a duty not only to children in need (eg those with mental health issues, self-harming), but also to children at risk of abuse;
- ensure all school staff know they have a responsibility to identify children who may be in need of extra help or who are suffering, or likely to suffer, significant harm and that although referrals are usually managed by the DSL, safeguarding is everyone's responsibility and anyone (staff, pupils or parents) may refer a child to children's social care if necessary;
- ensure that safeguarding is a regular item in staff meetings, with posters and displays helping to make sure that it has a high profile within the whole school community;
- monitor children known or thought to be at risk of harm and contribute to assessments of need and support packages for those children;
- protect all pupils from any form of abuse, whether from an adult or another pupil (or group of pupils);
- ensure that all staff recognise the particular vulnerabilities of children with SEN/D to abuse;
- ensure that all staff recognise the needs of children from minority ethnic groups and disabled children and the barriers they may face especially around issues over communication;
- ensure that, as and when appropriate, risk assessments are carried out in a sensitive manner for transgender/ transitioning pupils, taking into account their wishes and feelings;
- be alert to signs of abuse both in the School and outside;
- deal appropriately with every suspicion or complaint of abuse;
- operate a clear 'Missing Pupil' policy, known to staff and used in practice, for searching for and if necessary reporting, any pupil missing from School (and recording any incident, the action taken and the reasons given for the pupil being missing);
- design and operate procedures which promote this policy;
- design and operate procedures which, so far as possible, ensure that teachers and others who are innocent are not prejudiced by false allegations;

- be alert to the particular medical needs of children with medical conditions;
- operate robust and sensible health and safety procedures;
- operate clear policies on drugs and alcohol;
- operate a clear anti-bullying/cyber bullying policy;
- operate a clear e-safety policy and provide suitable on-going education of pupils in order that they know how to stay safe on-line, are aware of the risks of 'Sexting', the potential dangers associated with Social Media sites etc. (including the legal thresholds) and how to obtain victim support;
- ensure that the use of mobile phones and cameras is restricted in the EY setting (in accordance with the Junior School Mobile Phone and Camera Policy)
- operate a self-harm policy (held by the Designated Safeguarding Lead and the Medical Centre). Self-harm behaviours include bone-breaking, cutting, bruising, banging, burning and non-suicidal overdosing and the behaviours are usually chronic, repetitive and habitual;
- establish a positive, supportive and secure environment in which children can learn and develop, together with a School ethos which promotes in all pupils a sense of being valued, listened to and respected;
- establish an open environment where staff feel comfortable to listen to children, to raise concerns and are prepared to involve agencies (see 'Whistle blowing policy');
- provide pastoral support that is accessible and available to all pupils and ensure that pupils know that there are adults in the School whom they can approach if they are worried;
- teach children how to keep safe. The College will include in the curriculum, activities and opportunities which equip pupils with the skills they need to stay safe from abuse and which will help them develop realistic attitudes to the responsibilities of adult life. This will include advice on how children can adjust their behaviour to reduce risks, by promoting the safe use of electronic equipment and access to the internet. The latest resources promoted by DfE can be found at:
 - the UK Safer Internet Centre (www.saferinternet.org.uk)
 - CEOP's Thinkuknow website (www.thinkuknow.co.uk)
- ensure Senior School pupils given positions of responsibility (eg School and House Prefects) over other pupils are briefed on appropriate action to take should they receive allegations of abuse;
- ensure that all children are able to express their concerns and that any issues they may raise will be taken seriously and will be acted upon as appropriate;
- ensure that all staff are particularly alert to relationships between pupils and the potential for pupil to pupil abuse. Peer on peer abuse can take different forms and should never be tolerated or passed off as "banter" or "part of growing up". Should such instances arise the staff concerned will inform the DSL immediately;
- ensure that all victims of abuse will be supported appropriately by a member of the Pastoral Staff (eg Housemaster/Housemistress, Tutor, Chaplain, Independent Listener).
- ensure that if staff have any concern about a child's welfare they will act immediately.
- ensure that parents are made aware of their responsibility to put guardianship arrangements in place for their children who board at the College. The School does not appoint guardians, nor does it make or facilitate the arrangement of guardianship.

Looked after Children Staff also have the skills, knowledge and understanding necessary to keep safe children who are looked after by a local authority, should there be such children on roll. This would include ensuring that a designated member of staff has responsibility for their welfare and progress and has up-to-date assessment information from the relevant local authority, the most recent care plan and contact arrangements with parents, and delegated authority to carers.

Every complaint or suspicion of abuse from within or outside the School will be reviewed. Should the DSL consider it necessary, the matter will be referred to the appropriate external agency. The contact details for the **Kent Safeguarding Children Multi-Agency Partnership (KSCMP)** can be found on page 15 of this document.

2. The Designated Safeguarding Person(s)

We have six Designated Safeguarding Persons at St Lawrence College. In the Senior School the Designated Safeguarding Lead (DSL) is Mrs Elle Matthews (Senior School Assistant Head 6th Form) and two Deputy Designated Safeguarding Leads (DDSLs): Mrs Andrea Izzard and Mr David Jackson. In the Junior School the DSL is Mrs Ellen Rowe (Head of the Junior School) and the DSL within the EYFS is Mrs Sarah Peskett (The Foundation Stage and KS1 Co-ordinator). The DDSL is Mr Robin Perry (Deputy Head) The boarding DDSL in the Junior School is Miss Linda Morgan.

The Designated Safeguarding Lead is the first point of contact for parents, pupils, teaching and non-teaching staff and external agencies in all matters of child protection. The DSL co-ordinates the child protection procedures in the School and works with the HR manager to ensure an ongoing training programme for all school employees. The Designated Safeguarding Persons all receive appropriate training at least every two years.

The Designated Safeguarding Persons will advise and act upon all suspicion, belief and evidence of abuse reported to them and will liaise with the Social Services Department and other agencies on behalf of the School. If the Designated Safeguarding Lead is unavailable his or her duties will be carried out by the DDSLs as appropriate.

3. Duty of Employees, Trustees and Volunteers

Every employee and Governor of the School as well as every volunteer who assists the School are under a general legal duty:

- to protect children from abuse;
- to be aware of the School's child protection procedures and to follow them;
- to sign in acknowledgement that they have read the reviewed Child Protection Policy on an annual basis;
- to receive induction in Child Protection at the start of their St Lawrence College career;
- to know how to access and implement the procedures, independently if necessary;
- to keep a sufficient record of any significant complaint, conversation or event;
- to report any matters of concern to the Designated Safeguarding Lead (or in his absence one of the Deputy Designated Safeguarding Leads);
- to undertake appropriate training including refresher training at three-yearly intervals.

4. Definition of Safeguarding

“Safeguarding is not just about protecting children from deliberate harm. It includes a wide range of issues relating to pupil’s welfare, health and safety.” (Inspecting safeguarding in early years, education and skills, Ofsted, September 2016)

The school acknowledges that there is a range of specific safeguarding issues (including but not limited to those listed below), some of which are covered in more detail in this policy. Staff can access government guidance as required on the issues listed below via GOV.UK and other government websites:

- bullying including cyberbullying
- children missing education
- child missing from home or care
- child sexual exploitation (CSE)
- child criminal exploitation (County Lines)
- children and the court system
- children family member in prison
- domestic violence / abuse
- drugs
- fabricated or induced illness
- faith abuse
- female genital mutilation (FGM)
- forced marriage
- gangs and youth violence
- gender-based violence/violence against women and girls (VAWG)

- hate
- homelessness
- mental health
- missing children and adults
- peer on peer abuse
- private fostering
- preventing radicalisation
- relationship abuse
- sexting
- sexual violence and sexual harassment between children
- trafficking
- upskirting

5. Types and Signs of Abuse

(A full description can be found on page 11 of the document: Keeping Children Safe in Education 2016)

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/550511/Keeping_children_safe_in_education.pdf

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. A child may be abused by an adult or adults or another child or children. Staff should also be alert to relationships between pupils and the potential for peer abuse.

- **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 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, which need not involve any violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or the production of, pornographic material, or watching sexual activities, or encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.
- **Neglect:**
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 involve 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.
- **Signs of Abuse:** (NB: these signs are not necessarily evidence of abuse)
Unexplained injuries; fabricated or induced illness; improbable explanations; fear of returning home or parents being contacted; aggression/bullying; running away; significant change in behaviour without

explanation; deterioration in work or attitude; unexplained pattern of absence; self-harm; compulsive stealing; 'don't care' attitude; social isolation; eating disorders; depression/withdrawal; low self-esteem; poor social skills.

- **Peer on Peer Abuse:**

As a school we recognise the gendered nature of peer on peer abuse whilst acknowledging that all peer on peer abuse is unacceptable and will be taken seriously. The different forms peer on peer abuse can take include sexual violence and sexual harassment; physical abuse, sexting; initiation/ hazing type violence and rituals; upskirting

The School will take all reasonable measures to minimise the risk of peer on peer abuse, including:

- Adopting a whole school approach to safeguarding & child protection
- Providing training to staff and to Prefects/Senior Pupils
- Providing a clear set of values and standards, underpinned by the school's behaviour policy and pastoral support system, and by a planned programme of evidence-based content delivered through the curriculum.
- Allocating time in assemblies and PSHE to discussions about what constitutes appropriate behaviour and why bullying and a lack of respect for others is never acceptable
- Engaging with specialist support and interventions.

Dealing with allegations of peer-on-peer abuse:

Any allegations of peer on peer abuse will be taken seriously by the school and treated as a child protection concern if there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm. Abuse is abuse and should never be tolerated or passed off as 'banter', 'just having a laugh' or 'part of growing up'. A pupil against whom an allegation of abuse has been made may be suspended from the School during the investigation and the School's policies on behaviour, discipline and sanctions will apply. The School will take advice from children's social care on the investigation of such allegations and will take appropriate action to ensure the safety and welfare of all pupils involved including the pupil or pupils accused of abuse. If it is necessary for a pupil to be interviewed by the police in relation to allegations of abuse, the School will ensure that, subject to the advice of children's social care, parents are informed as soon as possible and that the pupil is supported during the interview by an appropriate adult. In the case of pupils whose parents are abroad, the pupil's guardian will be requested to provide support to the pupil and to accommodate him/her if it is necessary to suspend him/her during the investigation. Children with special educational needs and disabilities (SEND) will be appropriately supported in order to reduce any additional barriers that may prevent the recognition and discussion of abuse and neglect. Where an allegation is made against a pupil, both the victim and the perpetrator will be treated as being at risk and safeguarding procedures in accordance with this policy will be followed. The DSL will keep secure written and electronic records of all incidents.

- **Self Harm**

Please refer to our self-harm policy, copies of which are also kept by The Designated Safeguarding Lead and the Medical Centre

6. Children Missing from Education

- All children, regardless of their circumstances, are entitled to a full-time education, which is suitable to their age, ability, aptitude and any special educational needs they may have. Effective information sharing between St Lawrence College, parents, and the local authority is critical to ensuring that all children are safe and receiving suitable education.
- All pupils at St Lawrence College are included in both our Admissions Register and Attendance Register as the law requires. These are kept accurate and up-to-date, and parents are encouraged to inform the College if any contact details change or their child is going to be absent for a particular reason. This can assist the school and local authority when making enquiries to locate children missing education.

- St Lawrence College monitors attendance closely and in instances when it is poor or irregular seeks to address it as quickly as possible. The College will inform the local authority of any pupil who fails to attend school regularly, or has been absent without the school's permission for a continuous period of 10 school days or more.
- Where a parent notifies us that a pupil will live at another address, the College will record the following information in the Admissions Register:
 - the full name of the parent with whom the pupil will live;
 - the new address; and
 - the date from when it is expected the pupil will live at this address.
- Where a parent of a pupil notifies the College that the pupil is registered at another school or will be attending a different school in future, the following information will be recorded in the Admissions Register:
 - the name of the new school; and
 - the last date on which the pupil attended.
- Following the advice given in the Children Missing Education guidance, the College will endeavour to ascertain the whereabouts of any pupil who leaves without giving the name of their new school.
- The College, as part of its duty to identify children of compulsory school age who are missing education, will also follow up with any child who might be at risk of not receiving an education and who might be at risk of being harmed, exploited or radicalised.
- College staff will follow our procedures for unauthorised absence and for dealing with children who go missing from education, particularly on repeat occasions, to help identify the risk of abuse and neglect, including sexual exploitation, and to help prevent the risks of going missing in future.

7. Child Sexual Exploitation and Honour-based Violence (including Female Genital Mutilation and Forced Marriage)

Given the wide cultural and social mix of St Lawrence College's pupil roll it is essential that all staff are alert to signs to look out for and the individual triggers to be aware of when considering the risks of potential safeguarding concerns such as travelling to conflict zones, female genital mutilation and forced marriage. It is also important for us to be aware of the growing number of cases in the UK of Child Sexual Exploitation and Honour-Based Violence which have occurred against children and the fact that such forms of abuse could be a safeguarding/child protection issue for some of our pupils in the School population.

- **Child Sexual Exploitation (CSE)**
CSE is a form of sexual abuse where children are sexually exploited for money, power or status. It can involve violent, humiliating and degrading sexual assaults. In some cases, young people are persuaded or forced into exchanging sexual activity for money, drugs, gifts, affection or status. Consent cannot be given, even where a child may believe they are voluntarily engaging in sexual activity with the person who is exploiting them. Child sexual exploitation does not always involve physical contact and can happen online. A significant number of children who are victims of sexual exploitation go missing from home, care and education at some point. Some of the following signs may be indicators of sexual exploitation:
 - Children who appear with unexplained gifts or new possessions;
 - Children who associate with other young people involved in exploitation;
 - Children who have older boyfriends or girlfriends;
 - Children who suffer from sexually transmitted infections or become pregnant;
 - Children who suffer from changes in emotional well-being;
 - Children who misuse drugs and alcohol;
 - Children who go missing for periods of time or regularly come home late; and
 - Children who regularly miss school or education or do not take part in education.
- **Honour-based violence (HBV)**
So-called HBV encompasses crimes which have been committed to protect or defend the honour of the family and/or the community, including girls of a very young age being vulnerable to Female Genital Mutilation (FGM), forced marriage, and practices such as breast ironing. All forms of so called HBV are abuse (regardless of the motivation) and should be handled and escalated as such. If in any doubt,

staff should speak to the Designated Safeguarding Lead. Professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a child being at risk of HBV, or already having suffered HBV.

- **Female Genital mutilation (FGM):**

It is important that all staff understand their role in protecting those who have undergone or are at risk of abuse, including FGM, and if necessary know to whom to refer cases both internally and externally, in a timely manner. It is now mandatory for all Staff to report to the police cases where they discover that an act of FGM appears to have been carried out. Unless the member of staff has good reason not to, they should still consider and discuss such a case with the DSL and involve children's social care as appropriate. Staff may wish to refer to the NSPCC helpline which supports schools when approaching parents with concerns of FGM.

- **Forced marriage**

Forcing a person into a marriage is a crime in England and Wales. A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats or any other form of coercion is used to cause a person to enter into a marriage. Threats can be physical or emotional and psychological. A lack of full and free consent can be where a person does not consent or where they cannot consent (if they have learning disabilities, for example). Nevertheless, some communities use religion and culture as a way to coerce a person into marriage. As such, St Lawrence College can play an important role in safeguarding children from forced marriage. It is noted that Forced marriage is different from arranged marriage. The Forced Marriage Unit has published Multi-agency guidelines, with pages 32-36 focusing on the role of schools and colleges. School and college staff can contact the Forced Marriage Unit if they need advice or information: Contact: 020 7008 0151 or email fmufco.gov.uk

There are a range of potential indicators that a child may be at risk of HBV. Guidance on the warning signs that FGM or forced marriage may be about to take place, or may have already taken place, can be found on pages 38-41 of the Multi agency statutory guidance on FGM (pages 59-61 focus on the role of schools and colleges) and pages 13-14 of the Multi-agency guidelines: Handling case of forced marriage. If staff have a concern regarding a child that might be at risk of HBV, they should activate local safeguarding procedures, using existing national and local protocols for multi-agency liaison with police and children's social care.

- **Gangs**

According to the Metropolitan Police a gang is usually considered to be a group of people who spend time in public places that:

- see themselves (and are seen by others) as a noticeable group
- engage in a range of criminal activity and violence.

They may also have any or all of the following features

- identify with or lay a claim over territory
- are in conflict with other similar gangs

People often assume gangs are a city or urban problem. The truth is that gangs are present everywhere from major urban areas to suburbs and rural communities.

A worrying trend has emerged over the past few years, which has seen sophisticated street gangs from London using Kent as a base to expand their dealing empire.

Staff will be concerned if pupils:

- Show interest in talking to or hanging out with known gang members.
- Acquire a new nickname (a moniker, such as "Snake", "Shorty", "Lil' Hood").
- Drastically change in appearance – hairstyle, clothing, accessories with distinctive designs/colour combinations
- Show a change in attitude towards family, friends and authority figures
- Obtain large amounts of cash or possessions with no explanation
- Develop obsession in the gangster lifestyle such as music, videos and movies
- Use specific hand gestures/use of slang
- Carry weapons

- Are involved in criminal activity (shoplifting, graffitiing, fights etc).

- **Domestic Abuse**

The Cross-Government definition of domestic abuse is: any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. It can encompass, but is not limited to, the following types of abuse:

- Psychological
- Physical
- Sexual
- Financial
- Emotional

It can be difficult to tell if a child is suffering the effects of domestic abuse. It often happens at home and victims and perpetrators can both hide their fear/anger to friends, family and other professionals. The effect upon children can be profound and life lasting. Children experiencing/witnessing domestic abuse and violence may:

- Become aggressive
- Display anti-social behaviour
- Suffer from depression or anxiety
- May not achieve as well at school/may not attend school.

- **Harmful Sexual Behaviour**

Keeping children safe in education 2018 recognises the effects of harmful sexual behaviour upon children. Part 5 sets out how schools and colleges should respond to reports of sexual violence and sexual harassment.

- Children can abuse other children physically, emotionally and sexually
- Children do behave in sexual ways – although not always with sexual knowledge or harmful intent
- Behaviour can vary along a spectrum



- **Online Safety**

- Online safety for staff should be integrated as part of the overarching safeguarding approach.
- Our staff are able to understand what it is and the unique risks associated with online safety (including cyberbullying, grooming, radicalisation etc).
- Our staff recognise the additional risks that children with SEN and disabilities (SEND) face online.
- Our pupils are supported to develop their understanding of online safety and can be taught to keep themselves and others safe.
- In line with the Schools E-safety Policy the IT staff monitor the use of the internet and emails, maintain content filters, and will report inappropriate usage to the e-safety coordinator.

Abuse can take place wholly online or technology may be used to facilitate off line abuse. Online safety is a safeguarding issue. It is about safe and appropriate behaviour

8. Radicalisation

Radicalisation is a process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideals and aspirations that (1) reject or undermine the status quo or (2) reject and/or undermine contemporary ideas and expressions of freedom of choice.

In accordance with the Prevent Statutory Guidance:

- The College will establish an understanding of the risk profile of radicalisation amongst the school's pupils and staff;
- The College will ensure staff understand the risk and build the capabilities to deal with it. For further guidance staff should refer to the Prevent duty Risk Assessment Policy;
- The DSL will communicate and promote the importance of the Prevent duty, providing appropriate training for staff involved in the implementation of the Prevent duty to ensure effective implementation;
- The College will work in partnership and co-operation with local Prevent co-ordinators, the police and local authorities and through existing multi-agency forums;
- The College will assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology. Staff will maintain awareness of the increased risk of online radicalisation, as terrorist organisations seek to radicalise young people through the use of social media and the internet;
- Staff should be alert to changes in children's behaviour which could indicate that they may be in need of help or protection, taking into account that there is no single way of identifying an individual who is likely to be susceptible to a terrorist ideology. As with managing other safeguarding risks, children at risk of radicalisation may display different signs or seek to hide their views. School staff should use their professional judgement in identifying children who might be at risk of radicalisation and act proportionately;
- Teachers or childcare providers are not required to carry out unnecessary intrusion into family life but as with any other safeguarding risk, they must take action when they observe behaviour of concern. Even very young children may be vulnerable to radicalisation by others, whether in the family or outside, and display concerning behaviour;
- School staff must share information to ensure that a person at risk of radicalisation is given appropriate support whilst taking into account factors such as necessity and proportionality, consent, the power to share and relevant legislation;
- School staff must ensure that those within the school community suspected or identified as already engaged in illegal terrorist-related activity are referred to the police;
- The DSL will maintain appropriate records to show compliance with the school's responsibilities and provide reports when requested;
- The DSL should understand when it is appropriate to make a referral to the Channel programme. This is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. The DSL will make a referral if he is concerned that an individual might be vulnerable to radicalisation. An individual's engagement with the programme is entirely voluntary at all stages.

9. School Dog

The Junior School have a 'School Dog' called Betsy. The value of School Dogs is widely accepted and is researched to aid stimulation and communication in children. The presence of companion animals can improve the well-being of children, lower the rate of anxiety and make the school environment a friendly, happy and homely space. The school dog will be handled to ensure the dog is not a nuisance and does not interfere with the school environment. If any pupil or parent objects to their presence then arrangements can be made to ensure the dog is kept away from them. If necessary, the dog may be excluded from specific areas. Having a School Dog does bring a risk, but a managed risk enables children to benefit greatly from their presence. There is a full risk assessment available upon request from the Junior School office. The School Dog's presence is covered under the school's full public liability insurance.

10. Procedures

Responding to concerns

Concerns for a child or young person may come to the attention of staff in a variety of ways, for example through observation of behaviour or injuries or disclosure. We ask that you be curious and report anything which may worry you, however insignificant this might appear, to the DSL. More serious concerns must be reported immediately to ensure that any intervention necessary to protect the child is accessed as early as possible. If a child is in immediate danger or at risk of harm a referral should be made to children's social services and/or the Police immediately. Anyone can make a referral. Staff have all been trained and all know how to recognise, respond, record and refer as per Working Together to Safeguard Children 2018. Where referrals are not made by the Designated Safeguarding Lead, the Designated Safeguarding Lead should be informed, as soon as possible, that a referral has been made.

Disclosure - What to do if a child starts to disclose abuse:

A child may disclose abuse; they may do this directly by telling you what happened or indirectly by telling friends or by asking for advice about a situation, say involving another person.

- Reassure the child that s/he is right to tell and is not to blame;
- DO NOT promise not to tell anyone else; explain that you have to make sure the child is safe and may need to ask other adults to help you to do this;
- DO NOT ask leading questions; let her/him tell you what s/he wants to tell you and no more; s/he may need to have to disclose to a specialist later, and too much detail now may interfere with later investigations;
- When the child has finished, make sure s/he feels secure; explain what you are going to do next;
- Write down notes, including the child's name and date of birth; record as much as you can remember, using the child's own words. It is important that the records are factual and reflect the words used by the child, not your opinion. If recording bruising/injuries, indicate position, colour, size, shape and time on a body map. However, there is no requirement for pupils to undress in order to show bruising/injuries. Do not take a photograph of an injury. This should be left to further investigation by Social Services or the Police. If a child wishes to show an injury of a more personal nature, they should be taken to the Medical Centre where they can show the duty nurse in private. Opinion should not be given unless there is some form of evidence base which can also be quoted. Records must be signed and dated with timings if appropriate. It is important to remember that any issues are confidential and staff should know only on a 'need to know' basis;
- Inform the DSL.
- In the event that a DSL from the Junior School or Senior School cannot be contacted, all members of staff have the duty to make the referral themselves. Immediate action must be taken, with reference to Section 17 (a referral with consent from parents) and with regards to further concerns, reference Section 47, if there is risk of significant harm. This may override parental consent. If in doubt staff should consult the Area Safeguarding Advisor.

These basic details are vital to the information gathering process and do not constitute an investigation. Written information should be passed to the DSL.

Storage of records

- The DSL will ensure that records relating to concerns for the welfare or safety of children are kept separate from other school files and are stored securely;
- Information will be shared on a strictly 'need to know' basis and in line with child protection policy guidance.
- The need to preserve records concerning allegations of abuse is of paramount importance and as such GDPR will not be allowed to stand in the way of safeguarding children.

Referrals to Social Services

- It is the responsibility of the DSL to make a referral to the 'Front Door' which is a single integrated team that are responsible for dealing with all requests for support. The DSL, or in their absence

- any member of staff, will need to complete a single 'Request for Support' form which can be accessed from the **Kent Safeguarding Children Multi-Agency Partnership (KSCMP)**
- Staff should be aware that anyone may make a direct referral if necessary, not just the DSL.
 - To help with this decision the DSL can consult with the Area Safeguarding Adviser for advice on differentiating between safeguarding a child who has suffered or is at risk of suffering serious harm and one who is in need of additional support from one or more agencies. The former will be reported to children's social care immediately; the latter should lead to inter-agency assessment using local processes;
 - Advice may also be sought from Social Services who offer opportunities for consultation as part of the Child in Need / Child Protection process;
 - In most cases parents/carers will be made aware of the concerns felt for a child or young person at the earliest possible stage and in the event of this becoming necessary, their consent to a referral to Social Services will be sought. However, the best interests of the child will be the primary consideration and thus consent from parents for contact with external agencies will not always be sought;
 - In situations where there are felt to be urgent or grave concerns a telephone referral will be made prior to the form being completed and sent to the County Duty Social Services Office. The school will refer any concern, disclosure or allegation to external agencies within 24 hours of the disclosure;
 - If a child is referred, the DSL will ensure that relevant members of staff and the Governor responsible for child protection are informed of this.
 - If after consultation with the DSL a member of staff feels that appropriate action is not being taken in respect of his or her concerns for a child (s)he should refer directly to Social Services, and inform the DSL that (s)he has taken this action. Alternatively, Staff may wish to contact the NSPCC Whistleblowing Helpline (0800 028 0285) or email help@nspcc.org.uk.

Reporting of pupil absence to Local Authority

- The DSL must inform the local authority (where the child is resident) where a pupil's name is going to be deleted from the admission register on certain grounds. In summary, these are: when the child has been taken out of school to be home educated; when the family has apparently moved away; when the child has been certified as medically unfit to attend; when the child is in custody for more than four months, or when the child has been permanently excluded. The duty arises as soon as the grounds for deletion are met and in any event before deleting the child's name.

The Child Protection Register

- The DSL will inform members of staff who have direct pastoral responsibility for children whose names are on the Child Protection Register;
- These children must be monitored very carefully and any concerns should be recorded on an concern sheet and passed immediately to the DSL.

Concerns involving members of staff and volunteers

- Any concerns that involve allegations against a member of staff or a volunteer should be referred immediately to the DSL who will inform the Principal;
- For all allegations regarding staff (including within the EYFS non-registered setting) the DSL will contact the Local Authority Designated Officer (LADO) within one day, to discuss and agree further action to be taken in respect of the child and the member of staff or volunteer. All unnecessary delays will be eradicated.
- The College will make arrangements to accommodate the member of staff or volunteer concerned away from the college premises until the matter is resolved;
- The school must not undertake its own investigation without reference to the LADO (or police in the most serious cases eg if a crime may have been committed) so as not to jeopardise statutory investigations. In borderline cases, discussions with the LADO can be held informally and without naming the School or individual. The role of the school in situations where there are child protection concerns is *not* to investigate but to recognise and refer;
- An allegation against either DSL should be referred to the Principal and the LADO Team. When the Principal is unavailable, allegations should be referred to the Safeguarding and Child Protection Governor, Mr Stephen Rae (see Page 15 below for contact details). An allegation against the Principal should be referred to the Chair of Governors (Tel: 01843 572938) and the LADO Team without the Principal's knowledge;

- All staff need to be aware that it is a disciplinary offence *not* to report concerns about the conduct of a colleague that could place a child at risk. WHEN IN DOUBT – CONSULT;
- The school is committed to reporting to the Disclosed Barring Service (DBS) promptly, any person (whether employed, contracted, a volunteer or student) who has harmed, or poses a risk of harm to a child and who has been removed from working (paid or unpaid) with children or would have been removed had he or she not left earlier. It is recognised that failure to report constitutes an offence and as a consequence could lead to the school being removed from the register of independent schools. Compromise agreements cannot apply in this connection;
- The School will give consideration to making a referral to the Teaching Regulation Agency (TRA) in cases where a teacher has been dismissed for misconduct (or would have been dismissed had he/she not resigned first);
- If there is a substantiated allegation against a member of staff, the school will work with the LADO to determine whether there are any improvements to be made to the school's procedures or practice to help prevent similar events in the future.
- Allegations against Governors should also be referred immediately to the DSL who will inform the Principal;

Concerns involving abuse by one or more pupils against another pupil

- When there is 'reasonable cause to suspect that a pupil is suffering or likely to suffer significant harm', the relevant DSL must be informed immediately. He/She will make other staff aware as necessary;
- The pupil suffering abuse must be removed to a safe environment within the school;

Code of Practice

- All school staff should adhere to the Staff Code of Conduct Policy;
- All school staff should take care not to place themselves in a vulnerable position with relation to child protection. It is always advisable for interviews or work with individual children or parents to be conducted in view of other adults;
- Physical intervention should only be used as a last resort, (as per the College's Physical Restraint policy) when a child is endangering him/herself or others and such events should be recorded and signed by a witness;
- All school staff should work towards providing an environment and atmosphere for children and young people to enable them to feel safe to talk. However, staff should never promise a child to keep certain information confidential. It must be explained that staff have certain duties to help keep that child safe, which may involve informing others.
- SLC recognises the specific risks that can be posed by mobile phones and cameras, and in accordance with EYFS 2017 has appropriate policies in place that are shared and understood by all members of the community. Further information/reading about the specific approaches relating to this can be found in the schools Mobile and Camera Policy and IT Acceptable Use Policy which can be found on Firefly. There is also a copy kept in the school office.

Supervision & Support

- Any member of staff or volunteer affected by issues arising from concerns for children's welfare or safety can seek support from the DSL;
- All newly qualified teachers have a mentor with whom they can discuss concerns including the area of child protection. Teaching assistants will discuss concerns with the teacher who acts as their line manager;
- The DSL can put staff and parents in touch with outside agencies for professional support if they so wish. Staff can also approach Support Line directly.

Training

- The DSL is trained every two years in child protection, inter-agency working, participation in child protection case conferences, supporting children in need, record keeping and promoting a culture of listening to children. The DSL also undertakes Prevent awareness training and is able to provide advice, support and training to other members of staff on protecting children from the risk of radicalisation. The DSL must also attend FGM training and ensure that staff in turn are given training on FGM. This includes an overview, the law and child protection in relation to FGM, the role of different professionals and the importance of multi-agency working. Staff can register on the Home Office E-learning "Recognising and preventing FGM" by clicking the link

<https://www.fgmelearning.co.uk> which is on <https://www.gov.uk/government/publications/female-genital-mutilation-resource-pack>

- Every employee and Governor of the School will receive regular child protection training (at least every 3 years) in line with advice from KSCB. The DSL with up to date inter-agency training may provide this training for other staff. This includes training in relation to Prevent Duty and FGM;
- All staff in post since 1 April 2014 have read and understood Part One of KCSIE.
- All staff, including temporary staff and volunteers are provided with induction training that includes:
 1. The School's Child Protection Policy
 2. The Staff Code of Conduct Policy, Whistle Blowing Policy and IT Acceptable Use Policy
 3. The identity of the DSL
 4. A copy of Part 1 of KCSIE including Annex A

Monitoring & Review

- All school personnel will have a copy of this policy and will have the opportunity to consider and discuss its contents prior to the approval of the Governing Body being formally sought;
- The policy and procedures are updated regularly to reflect current guidance and legislation issued in relation to safeguarding children and promoting their welfare within schools;
- The full Governing Body must undertake an annual review (signed off by the Chair of Governors) of the school's child protection policies and procedures and of the efficiency with which the related duties have been discharged. Any deficiencies or weaknesses in child protection arrangements are to be remedied without delay. The responsibility for the review cannot be delegated to an individual or sub-committee;
- A Safeguarding and Child Protection report will be given to the full Governing Body each year in March by the DSL;
- All staff should have access to this Safeguarding Policy and sign to the effect that they have read and understood its content.

Junior School Head & DSL	Mrs Ellen Rowe	T: 01843 572912; E: er@slcuk.com
Junior School Deputy Head & DDSL	Mr Robin Perry	T: 01843 572912; E: rjp@slcuk.com
DSL (EYFS)	Mrs Sarah Peskett	T: 01843 572912; E: sp@slcuk.com
Junior School Boarding House Mother & DSL	Mrs Linda Morgan	T:07849 214 255; E: lmmo@slcuk.com
Senior School Assistant Head 6 th Form & DSL	Mrs Elle Matthews	Tel: 01843 572880 ; em@slcuk.com
Housemistress & DDSL	Mrs Andrea Izzard	Tel: 01843 572905; ari@slcuk.com
Acting Head & DDSL	Mr David Jackson	Tel: 01843 572902; dj@slcuk.com
Safeguarding & CP Governor	Mr Stephen Rae	Tel: 01843 446832 Stephen.rae@slcuk.com
Local Authority Designated Officer (LADO) Team		Tel: 03000 410888 kentchildrenslado@kent.gov.uk
Area Safeguarding Adviser	Mr Robin Brivio	Tel: 03000 418503 / Mob: 07786 191359; robin.brivio@kent.gov.uk
Kent Safeguarding	<p>Early Help & Preventative Services T: 03000 419222 / 03000 419567 (Thanet Unit) E: earlyhelp@kent.gov.uk</p> <p>Sam Godden (Unit Lead, Thanet District Early Help Unit 3: Six Bells) T: 03000 410774 M: 07730 287270 E: Sam.Godden@kent.gov.uk</p> <p>Kent Specialist Children's Services - Central Duty Team Telephone: 03000 41 11 11 Out of hours: 03000 41 91 91 Email: social.services@kent.gov.uk</p> <p>Kent Safeguarding Children Multi-Agency Partnership (KSCMP) Telephone: 01622 694114 Email: kscb@kent.gov.uk</p> <p>Kent Police Child Abuse Investigation Unit: 01622 690 690</p>	
Senior School Most recent CP Training events	<p>August 2016 CP training (Bursary Staff)</p> <p>September 2016 CP training (New Staff as part of Induction)</p> <p>September 2016 CP training (incl. FGM & Prevent).....(College Staff)</p> <p>January 2017 DSL Refresher(David Jackson)</p> <p>September 2017 CP training (New Staff as part of Induction)</p> <p>September 2017 CP training for Designated staff(Gemma Hunt)</p> <p>December 2017 CP training (Governors)</p> <p>March 2018 DDSL Refresher Training.....(Andrea Izzard)</p> <p>October 2019 DSL refresher training.....(David Jackson)</p> <p>November 2019 DSL Training.....(Elle Matthews)</p>	

Planned Senior School Training	Ongoing	CP training(Any new staff as part of Induction)
Junior School Most recent CP training	18 April 2017 1 December 2015 12 December 2015 1 March 2016 17 May 2017 12 October 2017 12 December 2017 8 March 2018 5 September 2018 9 May 2019 19 November 2019 21 November 2019 27 November 2019 27 November 2019 2 January 2020 2 January 2020	Prevent Awareness training.....Whole staff Designated person refresherDSL Designated person refresher DSL EYFS DSL refresher..... New DSL (Ellen Rowe) DSL refresher.....Robin Perry DSL refresher.....DSL EYFS DSL training.....Boarding Housemother DSL refresher.....Ellen Rowe CP training.....Whole staff DSL refresher.....Robin Perry NSPCC Safeguarding e-learning..Boarding Housemother DSL refresherDSL EYFS Prevent e-learning..... Kirsty Danes NSPCC Safeguarding e-learning.....Kirsty Danes Prevent e-learning..... Ellen Rowe NSPCC Safeguarding e-learning.....Ellen Rowe
Planned Junior School Training	October 2019 September 2020	DSL refresher.....DSL EYFS CP Training.....Whole staff
Ongoing		CP training (Any new staff & volunteers as part of Induction) Weekly staff Safeguarding briefing

This policy will be reviewed in accordance with the Policy Review Schedule



Job Description – Designated Safeguarding Lead (DSL)

The College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

SUMMARY OF THE ROLE

The Designated Safeguarding Lead (DSL) will:

- Take responsibility for all child protection matters arising at the College and to support all other staff in dealing with any child protection concerns that arise.
- Have the status and authority within the school to carry out the duties of the post including committing resources and, where appropriate, supporting and directing other staff to safeguard and promote the welfare of children.
- Promote and safeguard the welfare of children and young persons for whom they are responsible and with whom they come into contact.

KEY ROLES & RESPONSIBILITIES

Managing Referrals

To take lead responsibility for:

- referring all cases of suspected abuse of any pupil at the School to children's social care;
- referring to the Local Authority Designated Officer (LADO) all child protection concerns which involve a member of staff;
- making referrals to the Disclosure and Barring Service where a member of staff is dismissed or resigns in circumstances where there has been actual harm, or risk of harm, to a child;
- making referrals to the Police where a crime may have been committed which involves a child;

To liaise with the Principal in respect of police investigations or investigations under Section 47 Children Act 1989, which involve the College.

To act as a source of support, advice and expertise to staff on matters of safety (including online safety) and safeguarding when deciding whether to make a referral by liaising with the relevant agencies.

Raising Awareness

- ensuring that the College's Child Protection Policy, and the implementation of it, is reviewed at least annually, is up-to-date and appropriate liaison with the Principal and Chair of Governors takes place about this;
- ensure the Child Protection Policy is available publicly;
- ensure that parents are aware that referrals about suspected abuse or neglect may be made to Children's social care and the College's role in this;
- maintain links with the Local Safeguarding Children's Board to ensure staff are aware of training opportunities and the local policies on Safeguarding; and
- where children leave the College ensure their Child Protection file is copied for any new school or college as soon as possible but transferred separately from the main pupil file.

Preventing Radicalisation

In accordance with the Prevent Duty Guidance for England and Wales and Channel Duty Guidance: Protecting vulnerable people from being drawn into terrorism (2015), the DSL has the following responsibilities:

- acting as the first point of contact for parents, pupils, teaching and support staff and external agencies in all matters relating to the Prevent Duty;
- co-ordinating Prevent Duty procedures in the School;
- undergoing appropriate training on the Prevent Duty such as the Home Office 'Workshop to Raise Awareness of Prevent' (**WRAP**) training;
- undergoing appropriate training on the Channel programme;
- assessing the training needs of all School staff in relation to the Prevent Duty and implementing and maintaining an ongoing training programme for staff including induction training for all newly appointed staff and volunteers;
- maintaining an ongoing training programme on the Prevent Duty for all staff including induction training for all new employees and keeping records of staff training;
- monitoring the keeping, confidentiality and storage of records in relation to the Prevent Duty;
- liaising with local Prevent co-ordinators, the police and local authorities and existing multi-agency forums in all necessary or appropriate circumstance relating to the Prevent Duty.

Female Genital Mutilation

In accordance with the Mandatory Reporting of FGM - procedural information (Home Office October 2015), the DSL's role includes responsibility for FGM. The DSL should have relevant experience, expertise and knowledge and should ensure that cases of FGM are handled, monitored and recorded properly.

Line Management Responsibilities

- the Designated Safeguarding Lead will have line management responsibility for the Deputy Designated Safeguarding Leads who will act in their absence.

Training

The DSL should receive appropriate Child Protection training every two years in order to:

- understand the assessment process for providing early help and intervention, for example, through locally agreed common and shared assessment processes, such as early help assessments;
- have a working knowledge of how Local Authorities conduct a Child Protection Case Conference and a Child Protection Review Conference and be able to attend and contribute to these effectively when required to do so;
- ensure their knowledge of FGM is up-to-date so that they can be approached to discuss and direct difficult cases;
- ensure each new member of staff has access to and understands the School's Child Protection Policy and Procedures, especially new and part-time staff;
- be alert to the specific needs of children in need, those with special educational needs and young carers;
- be able to keep detailed, accurate, secure written records of concerns and referrals;
- obtain access to resources and attend any relevant or refresher training courses;
- encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, in any measure the College may put in place to protect them.

WORKING AT ST LAWRENCE COLLEGE

You will be required to:

- Comply with the College's Child Protection & Safeguarding Policy at all times.
- Promote and safeguard the welfare of children and young persons they come into contact with.
- Immediately report child protection concerns to the College's Designated member of staff.
- Treat all sensitive information relating to students, fellow employees and the business of the College as confidential.
- Behave appropriately and professionally at all times with students, parents, peers and staff.
- Support the College's policies on Equal Opportunities.
- Uphold their personal responsibilities relating to Health, Safety, and the Environment.
- Follow all other College policies and procedures as appropriate and relevant to their post, as detailed in the College Staff Handbook.



Job Description – Deputy Designated Safeguarding Lead

Reports to: Designated Safeguarding Lead (DSL)

SUMMARY OF THE ROLE

The College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The Deputy will promote and safeguard the welfare of children and young persons for whom they are responsible and with whom they come into contact.

In the absence of the Designated Safeguarding Lead (DSL), the Deputy Designated Safeguarding Lead will:

- Take responsibility for all child protection matters arising at the College and to support all other staff in dealing with any child protection concerns that arise.
- Have the status and authority within the school to carry out the duties of the post including committing resources and, where appropriate, supporting and directing other staff to safeguard and promote the welfare of children.

KEY ROLES & RESPONSIBILITIES

The following key roles and responsibilities will be undertaken in the absence of the DSL, when the Deputy Designated Safeguarding Lead is expected to:-

Referrals

- Refer all cases of suspected abuse of any pupils at the College to children's social care.
- Be responsible for referring to the Local Authority Designated Officer (LADO) all child protection concerns which involve a member of staff.
- Make referrals to the Police where a crime may have been committed which involves a child.
- Liaise with the Principal in respect of police investigations or investigations under Section 47 Children Act 1989, which involve the College.

Raising Awareness

- Supporting the DSL and ensuring that the College's Child Protection Policy, and the implementation of it, is reviewed at least annually and is kept up-to-date.
- Ensuring that their own knowledge of the Child Protection Policy and processes to be followed is kept up-to-date.
- Be aware of the protocols that exist regarding the transfer of child protection files when children leave the College and move to another school.

Training

- Being aware of training opportunities to increase their knowledge and participating in the same.
- Take part in all Child Protection training arranged by St Lawrence College.

The Deputy Designated Safeguarding Lead must also ensure that the DSL is fully briefed as soon as practicable regarding any issues relating to Child Protection which have arisen in their absence.

WORKING AT ST LAWRENCE COLLEGE

You will be required to:

- Comply with the College's Child Protection & Safeguarding Policy at all times.
- Promote and safeguard the welfare of children and young persons they come into contact with.
- Immediately report child protection concerns to the College's Designated member of staff.
- Treat all sensitive information relating to students, fellow employees and the business of the College as confidential.
- Behave appropriately and professionally at all times with students, parents, peers and staff.
- Support the College's policies on Equal Opportunities.
- Uphold their personal responsibilities relating to Health, Safety, and the Environment.
- Follow all other College policies and procedures as appropriate and relevant to their post, as detailed in the College Staff Handbook.

REVISION HISTORY

Version No.	Revision Date	Summary of change	Approved by	Updated by
1.1	23/09/2017	Area Safeguarding Adviser changed	DJJ	PJW
1.2	3/10/2017	Additions made following referral to the ISI Safeguarding Policy Checklist	DJJ	PJW
1.3	24/1/2018	Updated recent staff CP/DSL training (page 13)	ER	HSS
1.4	25/1/2018	Updated CP Governor's email address + additional information re Boarding House Mother (page 12)	ER	HSS
1.5	29/1/18	Updated EYFS reference made with regards to allegations towards staff	DJJ/ER	PJW
1.6	20/2/18	Updated reference to use of Mobile phones and cameras in the EY setting	DJJ/ER	PJW
1.7	12/03/18	Concerns involving members of staff and volunteers	DJJ	PJW
1.8	7/05/2018	Changed 'within one working day' to 'within one day'	DJJ	PJW
1.9	17/08/2018	Various additional changes to Online safety, Gangs, Domestic abuse, and referrals	DJJ	ALJ
2.0	15/01/2019	Updated designated Safeguarding person(s) and Safeguarding and Child Protection Governor	DJJ	ALJ
2.1	29/01/2019	Updated reference to safer recruitment, Transgender pupils and GDPR	DJJ	ALJ
2.2	04/10/2019	Updated KSCMP and Peer on Peer abuse.	DJJ	ALJ
2.3	08/01/2020	Senior School DSL and Area Safeguarding Adviser updated, and Training Schedule	DJJ	ALJ
2.4	12/02/2020	Additional bullet point under introduction on guardianship	DJJ	ALJ
2.5	13/02/2020	Addition of the safeguarding note regarding a Junior School dog	DJJ	ALJ