

## 50-50 SYNC CIC - Child Protection and Safeguarding Children Policy

### Safeguarding and Child Protection Policy

Based on guidance issued by the Secretary of State, the latest of which is Keeping Children Safe in Education, Department for Education (DfE), September 2019. This policy was last updated in January 2020 by Rod Douglas – Managing Director (Designated Safeguarding Lead). This policy includes our 50-50 SYNC's procedures for dealing with allegations of abuse against staff. This policy should be considered in conjunction with our anti-bullying, equality & diversity, positive handling, e-safety policies and, health & safety information including risk assessments.

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### CONTEXT

50-50 SYNC understands that our work in safeguarding and protecting children must always have regard for the national guidance issued by the Secretary of State and should be in line with local guidance and procedures. This policy is therefore written with due regard to national guidance, the latest of which is Keeping Children Safe in Education (September, 2018) and Working Together to Safeguard Children (2018). Our company's procedures for safeguarding children are also compliant with the Slough Child Protection Procedures produced by the London Safeguarding Children Board.

This policy is available to everybody, in hard copy from our company or from our website: 5050sync.com

All staff at 50-50 SYNC CIC and know that a range of other company policies are central to many aspects of the company's child protection & safeguarding policy, and this document should therefore be read in conjunction with our other policies.

All adults working with, or on behalf of, our company must always follow all of our procedures. Our policy is regularly reviewed and updated by the designated safeguarding lead and updates are disseminated to all staff via emails and safeguarding briefings and updates, which are provided on most of staff training days.

### **Appendices**

- Appendix 1. Record of Concern Form
- Appendix 2. What to do if you are Worried About a Child Being Abused.
- Appendix 3. Indicators of Abuse and Neglect

## KEY POINTS

All staff must be clear about their own role and that of others in providing a caring and safe environment for all children and must know how they should respond to any concerns about an individual child that may arise.

50-50 SYNC will ensure that all staff know that Rod Douglas, the Designated Safeguarding Lead (DSL) has overall responsibility for child protection and safeguarding. Though some of the duties inherent to this role can and will be delegated to the deputy DSLs in order that work is completed most efficiently, the ultimate responsibility remains with the DSL. In the absence of the DSL, the deputy DSL will undertake the DSLs duties. All safeguarding leads have received advanced level training in order to undertake their roles and are also safer recruitment trained. All safeguarding leads receive updated training at least every two years; and in addition, keep up-to-date with safeguarding developments at least annually as well as receiving weekly updates through the NSPCC CASPAR webpage.

## SAFEGUARDING SYSTEMS:

All staff must also have read, and signed to acknowledge their understanding of, Keeping Children Safe in Education, September 2018 Part A. At 50-50 SYNC, we ensure that a range of robust and rigorous mechanisms are in place to assist staff to understand and carry out their roles and responsibilities as set out in part one of this policy. Full safeguarding training, drawing upon the latest national and local guidance, is provided to all staff on an annual basis. Regular safeguarding updates are provided throughout the year to ensure that staff have the most up to date relevant skills and knowledge to safeguard children effectively. The training programme focuses on topics such as the 'Prevent' duty, equality, online safety, child criminal exploitation and sexual violence and sexual harassment. Staff who are employed during the company year will receive safeguarding training at the very beginning of their induction period, and at least annually thereafter.

Staff will sign agreeing that they are aware of their roles and responsibilities, and have read and understood all relevant safeguarding guidance, policies and procedures and agree to implement them.

Systems are in place to ensure that staff have a clear understanding of the safeguarding & child protection policy and procedures in place, and that these are applied consistently including:

- safeguarding induction
- whole company annual safeguarding training
- online safeguarding training
- weekly safeguarding through reflection sessions
- safeguarding emails to staff regarding key issues, updates and individual early help plans
- safeguarding refresher workshops, which are held on the vast majority of training days
- Half-termly safeguarding meetings between the Safeguarding Governor and designated safeguarding lead.
- Contact with the DSL regarding any Safeguarding concern/issue.

**The child protection register is maintained by the DSL** and all staff working with pupils are informed of all matters relating to children in their care. In addition to our child protection register, **the DSL keeps a live safeguarding log which records any and all concerns raised, and the actions taken.**

**The DSL provides regular feedback to the governing body on all safeguarding issues.** This is through termly verbal/ written updates and attendance and input at all meetings of the governing body.

**50-50 SYNC will always follow safer recruitment procedures so that we can be confident that all adults working in our company are safe to do so. All senior leaders are Safer Recruitment trained. All interviews are undertaken by senior leaders.**

**All persons who carry out regulated activity with children have an Enhanced DBS check prior to working at the company.** An individual may commence work with a DBS check that is pending as long as the company

have received two satisfactory references and a cleared barred list check, the individual will also always be supervised when working with pupils.

The DSL will, if informed in advance by the staff member undergoing the DBS check, risk assess the member of staff if the check includes a record of anything that could potentially be cause for concern including any police caution, conviction, reprimand or warning. Whether this risk assessment supports the appointment of the staff member or not, this risk assessment with any supporting investigative documentation will be kept securely and confidentially on file. If a member of staff does not declare anything that could potentially be cause

for concern, including any relevant police caution, conviction, reprimand or warning, the applicant will not be appointed to the company.

All children deserve the opportunity to achieve their full potential and **the purpose of all intervention is to safeguard and promote the welfare of the child.** For those staff who engage with children who experience discrimination in their daily lives or who are from cultures different to those of the professionals, assumption and stereotyping must not be part of our practice. Every effort must be made to ensure that cultural issues are understood and that each individual case is dealt with on its own merits. Teachers and those working in the company have daily contact with children in their classes and around the company buildings, and as a result have first-hand knowledge of child development and behavioural norms. This places these professionals in a unique position to identify children who would benefit from 'early help' and who are/ or are at risk of abuse. However, **teachers, therapists and support workers do not decide if something is or is not a child protection issue. Any concerns MUST be passed onto the designated safeguarding lead and/or a member of the senior leadership team and referred using the concern recording form (or directly to the LADO, local authority or Channel, if appropriate).**

**Staff must follow 50-50 SYNC's safeguarding and child protection procedure if they have any concern regarding a child.** However, staff should also be aware that **if there is a risk of immediate serious harm to a child, a referral can and should be made to children's social care immediately** and that **anybody can make a referral.** If the child's situation does not appear to be improving the staff member with concerns should press for re-consideration.

**Any visitors to the company will be accompanied at all times by a member of staff,** including social workers, inspectors and external therapists to ensure the safety and wellbeing of pupils. We have a clear vetting procedure, including risk assessment to ensure that any **visiting speaker is suitable and appropriate.**

The DSL and SLT will be aware of any arrangements and will have a clear understanding as to why they will be coming in to speak. Key staff will always try to select visiting speakers from an established organisation, and appropriate checks should be undertaken to establish the suitability of the person, such as internet searches and/or contacting other company where the person has spoken previously.

All visitors will read key safeguarding information on arrival, while being required to bring appropriate identification. Although viewing DBS certificates may be appropriate, most visiting speakers will not be in 'regulated activity' and so will not necessarily have a DBS certificate to present. Visitors must be **supervised at all times** and not left alone with pupils. Visiting speakers should understand that their presentation will be brought to an early end, if the content proves unsuitable. All information about the visiting speaker and the booking process is recorded on a **Visitor or Event On Site** proforma. After the presentation, feedback from staff should be gathered to note any contentious subject areas or comments, and state whether the speaker could be booked again in the future. Once a person has visited a company, future checks should be proportionate.

## RESPONDING TO CONCERNS ABOUT INDIVIDUAL CHILDREN

All children at 50-50 SYNC must be able to place their trust and confidence in any adult working in the company. They must feel sure that they can speak about any worries or concerns they may have and that they will be listened to, taken seriously and responded to appropriately. All staff must therefore know what to do if a child chooses to talk to them about any matter which raises child protection concerns.

All staff must:

- **Listen to what the child is saying without interruption and without asking leading questions**
- Respect the child's right to privacy but **not promise confidentiality**
- **Reassure** the child that he/she has **done the right thing in sharing**
- **Explain** to the child that in order to keep him/her safe from harm the information that has been shared **must be passed on**
- **Report** what has been disclosed to the DSL as soon as possible, or in their absence, one of the DDSLs
- **Record**, as soon as is practicable, but within 24 hours what was said using the **child's actual words** on the **company's Cause for concern forms**.
- **Remember** that if there is a **risk of immediate serious harm to a child** a referral can and should be made to children's social care immediately and that **anybody can make a referral**. If the child's situation does not appear to be improving the staff member with concerns should press for re-consideration.

The DSL will:

- Assess any urgent medical needs of the child
- Consider whether the child has suffered, or is likely to suffer significant harm
- Check whether the child is currently subject to a Child Protection Plan or has been previously subject to a Plan
- Confirm whether any previous concerns have been raised by staff
- Only inform the family of the child of any concerns once the duty team leader at social care services has been consulted and their advice sought
- Consider whether the matter should be discussed with the child's family or whether to do so may put the child at further risk of harm because of delay or the family's possible actions or reactions
- Seek advice if unsure that a child protection referral should be made

If the child discloses sexual abuse or sexual abuse is suspected, the child must not be questioned and the parents must not be informed until social care services and the police child abuse investigation team has been informed and advice given.

**Information will be shared on a 'need to know' basis and must be treated in absolute confidence. Staff must not discuss allegations with the child, family members or colleagues.**

The DSL will either make a referral to the child's local authority children's services duty or referral and assessment team or, if a referral is not considered appropriate at that stage, make full written records of the information that they have received, detailing the reasons for the judgement that the matter was not referred to the local authority. The DSL keeps a written record of all contact with other agencies. **All paperwork relating to child abuse is kept securely.**

All children who are subject to a child protection plan will have core group meetings and case conferences organised by social care services. A member of the safeguarding leadership team (DSL or one of the DDSLs) will attend these on behalf of the company. Children are aware that these meetings take place and that the company will be presenting a report at the meetings. The Pupil Welfare Lead will act as the company's 'designated teacher' and are responsible for Children Looked After (CLA), they will liaise accordingly with Virtual Company DSLs. They will provide update information that will be collated for their Pupil Education Plan (PEP).

**All staff, including leaders, teachers and therapists monitors children who are subject to a social care services Child Protection (CP) or Child In Need (CIN) Plan.**

Owing to the nature of the day-to-day relationship children at 50-50 SYNC have with staff, all adults working in the company are particularly well placed to notice any physical, emotional or behavioural signs that a child may be suffering significant harm. We understand that harm means the ill-treatment or impairment of a child's health and/or development, including that caused as a result of witnessing the ill treatment of another person.

All staff must therefore be alert to any possible indicators that a child is suffering harm and report any concerns to the DSL.

All adults working in the company will receive at least annual whole-company child protection training in order that their awareness to the possibility of a child suffering remains high.

### **SAFEGUARDING – PROVIDING A SAFE ENVIRONMENT**

All families of children attending 50-50 SYNC must feel secure in the knowledge that they are entrusting their children to adults who will strive to keep them safe at the organisation.

We will do this by:

- Promoting a caring, safe and positive environment within the company
- Ensuring that our staff are appropriately trained in safeguarding and child protection according to their role and responsibilities and keep an up to date record of all training undertaken
- Encouraging the self-esteem and self-assertiveness of all children so that the children themselves become aware of danger and risk and what is acceptable behaviour and what is not
- Working in partnership with all other services and agencies involved in the safeguarding of children
- Displaying appropriate posters that detail contact numbers for child protection help-lines (ChildLine)
- Always following Safer Recruitment procedures when appointing staff
- Welcoming visitors in a safe and secure manner (all visitors must sign in, read key safeguarding information and wear a visitor's badge)
- Undertaking risk assessments when planning out-of-company activities or trips
- **Parents and carers are also able to make direct referrals to the local authority children's service duty team if they have a concern about a child or the local authority designated officer (LADO) if they have a concern about a member of staff working at 50-50 SYNC.**

### **SAFEGUARDING & CHILD PROTECTION IN SPECIFIC CIRCUMSTANCES**

#### **SAFEGUARDING CHILDREN WITH SEN AND DISABILITIES**

All children deserve the opportunity to achieve their full potential and **the purpose of all intervention is to safeguard and promote the welfare of the child.** We are aware that the pupils, all of whom have special educational needs and/or disability are more vulnerable to be subject to abuse and neglect. For example, there could be a reluctance to believe children with special educational needs and/or disability are being abused, limited opportunities for these children to seek help from someone else or a lack of access to support services. Staff have an awareness that behaviour, mood and injury may relate to possible abuse and not just their SEN or disability. Our pupils may have a higher risk of being isolated from their peers, left out of group activities or bullied. As a company, we strive to help safeguard these pupils by ensuring that they are heard and liaise with external support services on the family's behalf.

#### **ATTENDANCE & CHILDREN MISSING IN EDUCATION (CME)**

**We know that a child's unexplained absence from a placement at our organisation could mean that they are at risk of harm and that a child going missing from education is a potential indicator of abuse or neglect. We have a clear attendance policy, and:**

- Our classes are small, and thus attendance is easy to track closely. Any child going missing from education will always get immediate attention from the DSL. Staff are trained to be 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, FGM and forced marriage.
- We will always seek to clarify the reason for a child's absence from a placement at our organisation with the child's parent or carer as soon as is practicable on the first day, the reason for absence will be recorded on the register. If we are unable to obtain the reason for a pupil being absent, we will attempt to contact the pupil's emergency contacts. We ask for at least two emergency contacts for every pupil. At this stage, if we have been unable to contact the family or emergency contacts, a home visit will be carried out. As a last resort, if the company has not been able to ascertain where a pupil is after following the steps above, the pupil will be classed as a 'missing child' and they will be reported to the police.
- We will also always report an unexplained absence of a child with a Child Protection Plan to the child's social worker within one day
- We will always report a continued absence (10 or more company days) about which we have not been notified by the parent or carer to the Local Authority's SEN Team and Education Welfare Service
- We will always report to the local authority the name of any child who has been newly registered to attend our company but does not arrive on the expected day we will always report to the Education Welfare Service the continued absence of a child known or thought to have been taken overseas if the child does not return to company on the expected return date.
- Maintain accurate attendance and admissions registers (all pupils are onboth), in line with statutory requirements. This includes paying careful attention to off-rolling pupils in association with the local authority and knowing, and recording, pupil destinations consistently on the admissions register. Where a pupil destination is unknown, and unable to be sought after significant follow-up, the local authority, education welfare service and/or social care services will be informed.

Keeping local authorities up to date is crucial so that they can check if children of compulsory company age are missing education, and therefore might be in danger of not receiving an education and be at risk of abuse or neglect.

#### EXTREMISM & RADICALISATION (THE PREVENT DUTY AND CHANNEL)

Since 2010 when the Government published The Prevent Strategy there has been an awareness of the specific need to safeguard children, young people and families from extremism. There have been several occasions, both locally and nationally, in which extremist groups have attempted to radicalise vulnerable children and young people to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation.

At 50-50 SYNC we value freedom of speech and the expression of beliefs and ideology as fundamental rights underpinning our society's values. Both children and teachers have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.

The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity in support of terrorism. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation. **50-50 SYNC is clear that exploitation and radicalisation is viewed as a safeguarding concern and must be dealt with accordingly.**

**ALL staff at 50-50 SYNC must complete Prevent and Channel**

training as part of their induction and will receive regular briefings and update training.

### **FORCED MARRIAGE & HONOUR-BASED VIOLENCE**

A 'forced' marriage is distinct from a consensual 'arranged' marriage because it is without the valid consent of both parties and where duress is a factor. A child who is forced into marriage is at risk of significant harm through physical, sexual and emotional abuse. Information about a forced marriage may come from the child themselves, of the child's peer group, a relative or member of the child's local community or from another professional. Forced marriage may also become apparent when other family issues are addressed, e.g. domestic violence, self-harm, child abuse or neglect. Forced marriage may involve the child being taken out of the country for the ceremony, is likely to involve non-consensual/under-age sex and refusal to go through with a forced marriage has sometimes been linked to 'honour killing'. Honour-based violence is an ancient cultural tradition that encourages violence towards family members who are considered to have dishonoured their family. It is rooted in domestic violence and is often a conspiracy of family members and associates, meaning victims are a risk for their parents and families.

**Company staff should respond to suspicions of a forced marriage or honour-based violence by alerting the DSL who will make a referral to Children's Social Care and if the risk is acute, to the Police Child Abuse Investigation Team.**

Company staff should not treat any allegations of forced marriage or honour-based violence as a domestic issue and send the child back to the family home. It is not unusual for families to deny that forced marriage is intended, and once aware of professional concern, they may move the child and bring forward both travel arrangements and the marriage. For this reason, staff should not approach the family or family friends, or attempt to mediate between the child and family, as this will alert them to agency involvement.

Further information and advice can be obtained from the Forced Marriage Unit [www.fco.gov.uk/forcedmarriage](http://www.fco.gov.uk/forcedmarriage) or 020 70080151 and the Honour Based Violence Helpline 0800 599 9247. **Again, as with all concerns, please alert the DSL as soon as possible.**

### **FEMALE GENITAL MUTILATION (FGM)**

Female genital mutilation (sometimes referred to as female circumcision) refers to procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons. Female Genital Mutilation affects girls particularly from North African countries, including Egypt, Sudan, Somalia and Sierra Leone. Our company will continue to review our policy annually and to include it in annual update training for all staff.

Company staff should be alert to the following indicators:

- The family comes from a community that is known to practise FGM
- A child may talk about a long holiday to a country where the practice is prevalent
- A child may confide that she is to have a 'special procedure' or to attend a special occasion
- A child may request help from a teacher or another adult
- Any female child born to a woman or has a sister who has been subjected to FGM must be considered to be at risk, as must other female children in the extended family

It is illegal in the UK to allow girls to undergo FGM either in this country or abroad. It is important to note that all staff have a duty to report personally any concerns they may have about girls at risk of FGM to the police. Any concerns must be immediately shared with the DSL and teachers are aware that they have a mandatory duty to report known cases of FGM.

### **BULLYING (ALL FORMS INCLUDING CYBER BULLYING)**

We understand that bullying, including cyber-bullying, is harmful to children. We have an **anti-bullying policy** that sets out our aim of ensuring no child becomes a victim of any form of bullying and the work that we

carry out in the company to foster an environment where bullying behaviour is known to be unacceptable. We will always take seriously any reports of bullying and respond appropriately. We understand that bullying may take different forms and may include, as examples, racist, sexist, homophobic, transphobic and biphobic behaviours. **All staff are clear about the Protected Characteristics, as prescribed in the Equality Act 2010 (see our equality policy).** Any such reported or observed incident will be dealt with in accordance with our anti-bullying policy.

### ONLINE SAFETY

We recognise that children's use of the internet is an important part of their education but that there are risks of harm associated with its use. We have an **E- safety policy** that addresses how we seek to minimise those risks in the company and teach children how to stay safe when using the internet in their lives outside of company. We also recognise that all members of staff must always be mindful of the need to follow our policy of acceptable use of our IT equipment.

New technologies have become integral to the lives of children and young people in today's society, both within the company and in their lives outside of company. The requirement to ensure that children and young people are able to use the internet and related communications technologies appropriately and safely is addressed as part of our wider duty of care to which all who work in the company are bound. The use of these exciting and innovative tools in the company and at home has been shown to raise educational standards and promote achievement. Unfortunately, the use of these new technologies can put pupils at risk within and outside the company; We have a pro-active monitoring regime which allows us to monitor all internet use. While filters should not over block, as it may place unreasonable restrictions on what pupils can be taught, it is also fundamental to be aware of some of the potential dangers that the internet can pose, including:

- Access to illegal, harmful or inappropriate images, video games or other content
- Unauthorised access to/loss of/sharing of personal information
- The risk of being subject to grooming
- The sharing/distribution of personal images without an individual's consent or knowledge
- Inappropriate communication/contact with others, including strangers
- Sexting
- Implications of geolocation
- Cyber-bullying
- An inability to evaluate the quality, accuracy and relevance of information on the internet
- The potential for excessive use which may have a negative impact on the social and emotional development and learning of the young person.

Material published by children and staff in a social context which is considered to bring the company reputation into disrepute or considered harmful to, or harassment of, another child or member of the organisation will be considered a safeguarding issue and a breach of conduct and behaviour and treated accordingly, as per **behaviour, equality, anti-bullying** and/or **staff conduct** policies/procedures.

### SEXTING

The UK Council for Child Internet Safety (UKCCIS) have produced guidance for company on how to tackle sexting and 'youth produced sexual imagery' as sharing photos and videos online is part of daily life for many people, enabling them to share their experiences, connect with friends and record their lives.

This increase in the speed and ease of sharing imagery has brought concerns about young people producing and sharing sexual imagery of themselves. This can expose them to risks, particularly if the imagery is shared further, including embarrassment, bullying and increased vulnerability to child sexual exploitation.

Making, possessing and distributing any imagery of someone under 18 which is 'indecent' is illegal. The relevant legislation is contained in the Protection of Children Act 1978 (England and Wales) as amended in the Sexual Offences Act 2003

(England and Wales). Specifically, it is an offence to possess, distribute, show and make indecent images of children. The Sexual Offences Act 2003 (England and Wales) defines a child, for the purposes of indecent images, as anyone under the age of 18.

Although the production of such imagery will likely take place outside of company, these issues often manifest in places working with children and young people. Staff respond swiftly and confidently to ensure that children are safeguarded, supported and educated.

The response to these incidents should be guided by the principle of proportionality and the primary concern at all times should be the welfare and protection of the young people involved.

- All incidents involving sexting and youth produced sexual imagery should be responded to in line with the company's policy, recording on a Cause for concern form and handed to the DSL.
- The DSL should hold an initial review meeting with appropriate company staff
- There should be subsequent interviews with the young people involved (if appropriate)
- Parents should be informed at an early stage and involved in the process unless there is good reason to believe that involving parents would put the young person at risk of harm
- At any point in the process if there is a concern a young person has been harmed or is at risk of harm a referral should be made to children's social care and/or the police immediately.

### **CHILD SEXUAL EXPLOITATION (CSE)**

Sexual exploitation can take many forms from the seemingly 'consensual' relationship where sex is exchanged for attention/affection, accommodation or gifts, to serious organised crime and child trafficking. What marks out exploitation is an imbalance of power within the relationship. The perpetrator always holds some kind of power over the victim, increasing the dependence of the victim as the exploitative relationship develops. We attempt to identify young people who are vulnerable to, or at risk of, sexual exploitation and who need services and interventions to keep them safe. We will pass on any information about CSE issues affecting the company, for example concerns about adults hanging around the company, to the police.

### **SEXUAL VIOLENCE & SEXUAL HARASSMENT**

Sexual violence and sexual harassment can occur between two children of any age and sex. It may occur though a single child or group of children sexually harassing or being sexually violent towards another child or group of children, it may happen both physically or verbally, online or offline. Evidence suggests that girls, children with Special Education Needs and Disability (SEND) and LGBT children are at greater risk. It is important that all disclosures are taken seriously, victims are supported and there is a clear message that it is never acceptable. Any experience of sexual violence and sexual harassment is likely to have a significant impact on a pupil's emotional wellbeing and adversely affect their educational attainment.

Staff are to report any concerns about a pupil to the designated safeguarding lead and log it on the Cause for Concern form.

### **ALLEGATIONS FROM PUPILS AGAINST OTHER PUPILS**

In most instances, negative conduct of pupils towards each other will be covered by our **behaviour** and **anti-bullying** policies. However, some allegations and peer on peer abuse may be of a more serious nature and raise safeguarding concerns. Allegations made against another pupil may include **physical abuse** (e.g. violence, particularly pre-planned; forcing the use of drugs or alcohol), **emotional abuse** (e.g. bullying, blackmail, extortion, threats, intimidation), **sexual abuse** (e.g.

indecent exposure, touching, sexual violence and sexual harassment, sexting, forcing the watching of pornography) and/or **sexual exploitation** (e.g. photographing or videoing indecent acts).

### **GANGS**

In our company's locality of Slough & Berkshire, gangs are prevalent and our pupils (some with gang membership pasts) are vulnerable to gang membership or re-membership. Older pupils may also attempt to recruit younger pupils using any or all

of the above methods. It is also well documented that pupils suffering from sexual exploitation themselves may be forced to recruit other young people, under threat of violence.

### **MINIMISING THE RISK**

It is inevitable in our company that some pupils will present a safeguarding risk to other pupils. A robust induction system ensures that we are informed as to whether a pupil arrives or re-joins presenting a safeguarding concern, for example after coming back into the company following a period in custody or having experienced serious abuse themselves. Intelligent timetabling, groupings, supervision and personalised risk assessments, including daily dynamic risk assessments, are central to the effective management of safety in our company. In itself, this dramatically reduces the possibility of negative conduct against other pupils, and therefore of allegations.

### **MANAGING ALLEGATIONS AGAINST OTHER PUPILS**

All staff members treat this abuse very seriously and never consider it as 'banter' or part of growing up. When an allegation is made by a pupil against another pupil, members of staff should consider whether the complaint raises a safeguarding concern. If there is a safeguarding concern:

- The DSL should be informed as per the usual
- A factual record should be made of the allegation, but no attempt at this stage should be made to investigate the circumstances
- The DSL will contact social care services to discuss the case. It is possible that social care services are already aware of safeguarding concerns around the pupil. The DSL will follow through the outcomes of the discussion and make a social care services referral where appropriate
- The DSL will make a record of the concern, the discussion and any outcome and keep a copy in both pupils' files

If the allegation indicates a potential criminal offence has taken place, the police will be contacted at the earliest opportunity and parents informed (of both the pupil being complained about and the alleged victim)

- It may be appropriate to exclude the pupil being complained about for a period of time, as per our 'How We Do It' and anti-bullying policies
- Where neither social care services nor the police accept the complaint, a thorough company investigation will take place in any case, using our internal procedures
- In situations where the DSL considers a safeguarding risk is present, a risk assessment should be prepared along with a preventative, supervision plan which will be monitored and evaluated with all adults working with the pupil. Individual risk assessments will also be amended accordingly.
- Both the victim(s) and perpetrator(s) will be supported by the company, what this looks like may vary depending on the case, however it may include: additional therapeutic support, home visits, personalised timetable, family support and ongoing communication with external agencies.

### **CHILD CRIMINAL EXPLOITATION: COUNTY LINES**

The criminal exploitation of children is a geographically widespread form of harm that is a typical feature of county lines criminal activity; drug networks or gangs groom and exploit children to carry drugs and money from urban areas to suburban and rural areas, market and seaside towns. Staff are aware that a key indicator to look out for is missing episodes; if a child has periods of going missing it is possible that they have been trafficked for the purpose of transporting drugs. This is another reason as to why our absence procedure is so important; we inform the police if we have been unable to obtain a reason for a child's absence as the pupil is classed as a 'missing child'.

Like other forms of abuse and exploitation, child criminal exploitation can affect any child under the age of 18. It can still be exploitation even if the activity appears consensual, there is usually some form of power imbalance in favour of those perpetrating the exploitation. It can also involve force and/or enticement-based methods of compliance and is often accompanied by violence or threats of violence. Staff should raise the concern with the DSL as soon as possible and log any information relating to child criminal exploitation by using the Cause for Concern Forms.

### **HOMELESSNESS**

A pupil's welfare can be affected if they are homeless or at risk of becoming homeless. The DSL will be able to assist families in getting them support; in addition to discussions and supporting letters that can be provided to the Local Housing Authority, it may be deemed necessary to make a referral to children's social care if the child has been harmed or is at risk of harm. It should also be recognised in some cases 16 and 17-year olds could be living independently from their parents or carers, for example through their exclusion from the family home, and will require a different level of intervention and support. Children's services will be the lead agency for these young people and the DSL will ensure appropriate referrals are made based on the child's circumstances. Indicators that a family may be at risk of homelessness includes household debt, rent arrears, domestic abuse and anti-social behaviours as well as the family being asked to leave a property. The Homelessness Reduction Act 2017 places a new legal duty on English councils so that everyone who is homeless or at risk of homelessness will have access to meaningful help including an assessment of their needs and circumstances, the development of a personalised housing plan, and work to help them retain their accommodation or find a new place to live.

### **DRUGS & SUBSTANCE MISUSE**

At 50-50 SYNC we recognise that young people are at risk from a range of both legal and illegal substances and that substance misuse is an increasing social problem that can have devastating consequences for individuals, their families and the community as a whole. The company is committed to the health, safety and welfare of children and will take action to help safeguard their well-being as well as providing support, advice and education about drugs and substance misuse as appropriate. The company will never condone the misuse of substances, and the possession or supply of illegal drugs, and it will be viewed as a safeguarding concern.

### **CHILDREN & THE COURT SYSTEM**

Children are sometimes required to give evidence in criminal courts, either for crimes committed against them or for crimes they have witnessed. There is guidance available on the government website that explains the process and support that are available for children. Making child arrangements via the family courts following a relationship breakdown can be an extremely stressful time for the whole family. The Ministry of Justice has launched an online child arrangements information tool which parent/carer(s) may find helpful as it offers clear information in the dispute resolution service. Further information on the court system can be found at: <https://helpwithchildarrangements.service.justice.gov.uk/>

### **CHILD EMPLOYMENT**

Only children over the age of 13 may be employed to do light work. Regulations determine the type of work and restrict the hours a child may be employed for. Children working in the UK who are still of compulsory company age are required to have a work permit in all cases; it is illegal for a child to work and not have a work permit, even if this is in a family business. Different regulations apply to children in entertainment, where children under thirteen may be licensed to perform in commercial performances under strict guidelines and controls. Further information on children in employment can be found at <https://www.gov.uk/child-employment>

### **PRIVATE FOSTERING**

A private fostering arrangement is one that is made privately, without the involvement of a Local Authority, for the care of a child under the age of 16 years of age by someone other than a parent or close relative, in their own home, with the intention that it should last for 28 days or more. Each party involved in the private fostering arrangement has a duty to refer it to the Local Authority at least six weeks before the arrangement is due to begin, and not to do so would be an offence. The company has a duty to inform social services if we become aware of a private fostering arrangement that has not been shared with the Local Authority. Although there is no duty for the company to be informed of private fostering arrangements it would be

helpful if the family could pass on the information to ensure support can be put in place. Further information on private fostering can be found at <https://www.privatefostering.org.uk>

## **HEALTH & SAFETY**

We have a risk assessment policy and health & safety policies which demonstrate the consideration we give to minimising any risk to the children when on the company premises and when undertaking activities off-site under the supervision of our staff. This also includes alternate provisions, where the company is responsible for the safeguarding of pupils; risk assessments, site visits and a written statement is obtained from the provider stating that they have completed all the required vetting and barring checks that are necessary on their staff. The company acknowledges its responsibility to safeguard all pupils in potentially vulnerable situations such as changing rooms, while also acknowledging the child's right to privacy. A professional judgement is made based on the age and the developmental needs of the pupils; appropriate supervision is achieved by staff being in close proximity to the changing room and pupils should be aware of this, knowing that adults will enter the room if necessary. Risk assessments are in place to ensure the safety of both pupils and staff members. To ensure that the safety of our pupils there are procedures in place that allow staff to search pupils using a metal detector wand, this is to make sure that pupils are not bringing inappropriate materials or dangerous weapons into company. There will normally be two members of staff present during the search, and a member of staff who is of the same sex as the pupil will carry out the search. In exceptional circumstances, if there is a risk of serious harm to a person if the search is not carried out straight away, a pupil may be searched by a person of the opposite sex and without another member of staff present.

## **WORKING WITH CHILDREN'S FAMILIES**

### **CHILDREN'S INFORMATION**

We recognise the importance of keeping up-to-date and accurate information about children. We will regularly ask all families to provide us with the following information and to notify us of any changes that occur:

- Names and contact details of persons with whom the child normally lives
- Names and contact details of all persons with parental responsibility
- Emergency contact details
- Details of any persons authorised to collect the child from a placement at our organisation (if different from above)
- Any relevant court orders in place including those which affect any person's access to the child (e.g. Residence Order, Contact Order, Care Order, Injunctions etc.)
- Name and contact detail of the child's general practitioner
- Any other factors which may impact on the safety and welfare of the child

### **CONFIDENTIALITY**

Information about children given to us by the children themselves, their parents or carers, or by other agencies will remain confidential. Staff will be given relevant information only on a "need to know" basis in order to support the child if that is necessary and appropriate. We are, however, under a duty to share any information which is of a child protection nature. We understand that this is in the best interests of the child and overrides any other duties we have regarding confidentiality and information sharing. We have a duty to keep any records which relate to child protection work undertaken by us or our partner agencies and to ensure that these are kept apart from the main child record, stored securely and only accessible to key members of staff. We also have a duty to send copies of these records to any company to which the child transfers.

## **SAFER RECRUITMENT**

When we recruit staff we will always consider the vacancy that has arisen within the context of safeguarding children and ensure that we include the responsibility to safeguard children within the requirements of the role. We always consider carefully the knowledge, skills and experience required to safeguard children and include these within a person specification.

## **ADVERTISING**

Our Leadership and teaching vacancies are advertised through TES and are advertised on our website. When using the services of a third-party advertising site/agency, we endeavour to advertise our vacancies in a manner that is likely to attract a wide range of applicants (e.g. on a nationally recognised website, such as the TES). The advertisement will always include a statement about our commitment to safeguarding children and our expectation that all applicants will share that commitment. The advertisement will state that the post is subject to all relevant statutory vetting checks.

## **APPLICATIONS**

All potential employees must complete an application form. Our application form enables us to gather information about a candidate's suitability to work with children by asking specific and direct questions. We scrutinise all completed application forms and do not accept CVs alone. The candidates indicate that they understand that they will be subject to vetting checks, including an enhanced DBS check, the prohibition from teaching check and, if appropriate, the s128 management check.

The recruitment process for leadership roles follows the typical structure; once a pre-determined closing date has passed, leaders shortlist candidates on the basis of the application forms submitted and invite successful applicants to attend interviews. Non-leadership vacancies, however, are far more frequent and usually recruited for within a shorter time-frame; as a result, it is not practical to adhere to the same recruitment protocol. For teaching, support and administration roles, therefore, candidates are invited to an initial meeting with the head of company on the strength of their CV, as and when we receive them. After a successful initial meeting, a candidate will be invited to complete an application form, make a visit to the company whilst pupils are on site followed by a formal interview.

## **INTERVIEWS**

We will always conduct a face-to-face interview

- Our interview panel will always contain at least two leaders and at least one who is safer recruitment trained
- Interview questions will seek to ensure that we understand the candidate's values and beliefs that relate to children
- All candidates will be asked to bring original documents, which confirm their identity, qualifications, right to work in the UK and any overseas checks
- An interview pack which consists of a set of general interview questions (including on safeguarding), interviewers' grades and the decision to appoint/not to appoint, is kept in the employee's file

## **SELECTION**

The interview panel will consider all the evidence gathered before making its choice, whereupon a verbal offer of the post will be made to the successful candidate. On acceptance of the post, candidates are given a formal offer letter which states that their appointment is subject to the company's receipt of two satisfactory professional references, the completion and return of all relevant paperwork and successful

completion of all the relevant statutory vetting checks. Unsuccessful candidates are informed and offered feedback on their performance.

## REFERENCES

We do not accept open references, letters of recommendation or testimonials

- We always take up at least two references; these must be completed on our own reference form and signed off by the head of HR before employment commences
- Our reference form includes questions specifically intended to reveal safeguarding concerns, such as enquiring about the candidate's previous competency when working with children, asking if the candidate was ever subject to disciplinary action and if the referee knows of any reason why the candidate should not be given substantial access to children.
- Verification checks are performed in every instance in which the referee is deemed to have given insufficient, ambiguous or concerning information. Similarly, verification checks are performed whenever a reference is returned from an email address that is not recognisably professional or that does not obviously belong to the person from whom we are expecting to receive the reference.
- We verify previous employment history, where necessary.

## VETTING CHECKS RECORDED ON THE SCR

We arrange for a DBS check to be processed for all new staff, unless they are able to evidence an original DBS certificate that is subscribed to the DBS update service and which we can confirm remains current and accurate. All staff for whom we arrange to have a DBS check processed are required to subscribe to the DBS update service. Though we are not obliged to, we believe it to be good practice to re-check staff members' DBS every three years, with their permission.

All staff working in regulated activity require an Enhanced DBS check.

Staff are always supervised while the DBS check is being processed (if relevant), and a DBS barred list check is always undertaken before staff commence their duties at 50-50 SYNC.

All governors are DBS checked.

If a candidate declares at the interview stage that his/her DBS certificate will or might not be clear (particularly if it includes or might include a police caution, conviction, reprimand or warning), the DSL and DDSL, will assess whether or not the disclosure should preclude the candidate from working at the organisation. If the candidate's application is allowed to proceed, the DSL will complete a risk assessment for the individual, which will be kept securely and confidentially in their personnel file.

If a candidate fails to declare at the interview stage that his/her DBS certificate will or might not be clear, and this proves to be the case, the candidate will not be appointed as a member of staff.

We verify, where necessary, that the successful applicant has all the academic or work-related qualifications claimed and request the original academic & professional qualifications and certificates, including proof of qualified teacher status (QTS); we do not accept photocopies.

We verify the successful candidate's identity and right to work in the UK; again, only original documents are accepted. National Insurance numbers are also recorded on the SCR

We verify that the candidate has the health and physical capacity for the job using a standard medical questionnaire. This form is completed after the interview process, so does not affect the appointment decision. It is, however, possible that a medical condition or health complaint could prevent an otherwise successful candidate from being able to meet the requirements of our conditional offer of employment. This will only apply if the health issue/concern renders the candidate unable to fulfil the requirements of the role, as laid out in the job description.

Any candidate who has lived or worked in a foreign country (anywhere outside of the United Kingdom) for longer than three months, will be required to undertake overseas checks. The nature, accessibility and speed

of these checks may vary from country to country, but no candidate will be able to commence work until these checks are underway.

Though it is not a statutory requirement, all staff who will have regular access to children will have a 'prohibition from teaching' check undertaken before they can commence employment.

A S.128 prohibition from management check will be carried out if a member of staff joins the leadership team or governing body.

### **AFTER APPOINTMENT**

The successful candidate will be given a formal offer letter and issued with a contract in due course. All offers of employment are dependent on the satisfactory completion and return/clearance of all requested forms and checks.

Newly appointed staff are issued with a copy of our staff handbook and shown where to find our key policies; they must sign to confirm they have read and understood these documents.

All new staff complete an induction with their line manager and a safeguarding induction with the DSL or one of the DDSs, which includes familiarisation with Keeping Children Safe in Education (September 2018). All staff have access to KCSIE and must read it and sign to say they have done so. Similarly, staff must sign to declare that they have received a safeguarding induction, have read, understood and agree to adhere to our policies and procedures and have sought clarity on anything that remains unclear to them. This is retained in the employee's personnel file.

We will refer to the Disclosure & Barring Service any person whose checks reveal that they have sought work when barred from working with children.

### **SUPERVISION OF STAFF AND THE MANAGEMENT OF ALLEGATIONS OF ABUSE AGAINST STAFF**

We will always supervise staff and act on any concerns that relate to the safeguarding of children. Our procedures for managing allegations of abuse against members of staff are simple and clear – the quick resolution of any allegation is an absolute priority. Put simply, allegations made should be reported straight away, normally to the DSL. The company must then involve the Local Authority Designated Officer (LADO) if the allegations require investigation. In response to an allegation, suspending the member of staff is not the default response, unless there is no reasonable alternative. If suspension is deemed appropriate, the reasons and justification will be recorded by the company's leaders and the individual notified of the reasons. Allegations that are found to have been malicious will be removed from personnel records and any that are not substantiated, are unfounded or malicious will not be referred to in employer references. Pupils who have made malicious allegations are likely to have breached the company's behaviour policy and will receive an appropriate sanction which is likely to be a fixed-term exclusion.

The procedures for dealing with allegations should be applied with common sense.

However, it is important that even allegations that appear less serious are followed-up. Our procedure is:

1. The recipient of an allegation must report it to the DSL as soon as possible and never try to investigate it themselves. If a director, is implicated, it must be reported to the LADO.
2. A record of the report must be made by the appointed investigating lead, (depending on point 1) which must be timed, dated and include a clearly written name and signature
3. If the allegation is serious and credible and alleges that a member of staff has a) behaved in a way that has harmed or may have harmed a child, b) possibly committed a criminal offence against or related to a child, or c) behaved towards a child/ren in a way that indicated he/she is unsuitable to work with children, the Local Authority Designated Officer (LADO) should be informed on the same day
4. If unsure, call the LADO in any case to discuss the allegation
5. Such consultation in point 3/4 will enable the LADO and the company leader to consider the nature, content and context of the allegation and agree a course of action

6. If this leads to a decision that no further action is to be taken this decision and the reasons for it should be recorded by both the company's senior leader and the LADO. They should agree between them the information that should be put in writing to the individual about whom the allegation was made. Both should then consider the action that should follow in respect of that individual and also the person (or persons) who made the allegation
  7. If it is decided that the allegation warrants further action the LADO will take this forward
  8. The DSL should inform the accused person about the allegation as soon as possible, but only after consulting the LADO about whether this is appropriate at this stage and what information can be given to the person. Consideration must be given as to whether it is necessary to remove the subject of the allegations from contact with children at the company, pending investigations and procedures arising from the allegation. Suspension should not be automatic, but should be considered if: a) there is cause to suspect a child is at risk of significant harm, b) the allegation warrants investigation by the police, or c) the allegation is so serious that it might be grounds for dismissal
  10. Any decision to suspend shall be taken only after consultation with the LADO. It will take into account the safety of the child or children involved and the impact on any enquiry
  11. Where it has been deemed appropriate to suspend the person, written confirmation should be dispatched within 24 hours, giving the reasons for the suspension. The person should be informed at that point who their named contact is within the organisation and provided with their contact details
  12. The subject of the allegations (whether suspended or not) shall be: a) advised to contact her/his trade union or professional association, b) treated fairly and honestly and helped to understand the concerns expressed, processes involved and possible outcomes, c) kept informed of the progress of the case and of the investigation, d) clearly informed of the outcome of any investigation and the implications for disciplinary or related processes and e) provided with appropriate support as appropriate
  13. The DSL shall be responsible for continuing liaison with Slough & Berkshire LADO and all communication between the company and other agencies that may be involved in processes following an allegation
  14. Confidentiality is essential and information about an allegation must be restricted to those who have a need to know in order to: a) protect children, b) facilitate enquiries, c) avoid victimisation, d) safeguard the rights of the person about whom the allegation has been made and others who might be affected and e) manage disciplinary/complaints aspects
  15. If, following the conclusion of child protection processes, further enquiries are pursued for the purpose of disciplinary, regulatory or complaint investigation, they should be arranged in a way that avoids the repeated interviewing of children or other vulnerable witnesses
- For further information on the management of allegations against staff, please see our whistleblowing policy.

## **DISMISSAL AND OUR DUTY TO REFER TO DBS**

50-50 SYNC are clear about its duty to refer a person who is deemed unsuitable to work with children to the Disclosure & Barring Service (DBS). Specifically, we refer to the DBS any member of staff who:

- has harmed, or poses a risk of harm, to a child
  - has received a caution or conviction for a relevant offence, or if there is reason to believe that the individual has committed a listed relevant offence
  - is dismissed or receives disciplinary action because of misconduct relating to a child
  - leaves their employment during an investigation related to misconduct relating to a child
- The DBS will then consider whether to bar the person. Referrals will be made as soon as possible after the resignation or removal of the individual.

## **SAFE PRACTICE**

We ensure that all staff are clear about the expectations we have of their behaviour towards all children and that any incident that falls below our expected standards will be dealt with appropriately, as per our staff conduct and disciplinary procedures.

All staff are Team-Teach trained and receive very regular training on working with our pupils who have severe and complex social, emotional & mental health difficulties. All incidents where physical intervention is used are reviewed at staff briefing.

### **CHILDCARE DISQUALIFICATION**

We are fully aware of the legislation relating to childcare disqualification which can be (for example) for inclusion on the Children's Barred List, being cautioned for specific offences against children/adults, grounds related to the care of children, having childcare/children's home registration refused or cancelled and/or for being disqualified from private fostering. It can also be 'disqualification by association' which is when an employee lives in the same household as somebody who is disqualified. However, as we do not offer early or later years (no children who are aged 8), no childcare provision and no employees at 50-50 SYNC undertake childcare in their roles, it is unlawful for us to ask employees about childcare disqualification or disqualification by association.

### **GOVERNANCE- MONITORING & REVIEWING POLICY & PRACTICE**

The Education (Independent Company Standards) Regulations apply a duty to the directors to ensure that arrangements are made to safeguard and promote the welfare of children.

The managing directors then ensure that they comply with their duties under legislation and fulfil their duty to remedy any weaknesses that are identified. Duties and responsibilities include ensuring that:

- Policies and procedures are effective and comply with the law
- Training is provided to all staff, at all levels. This includes induction training, annual whole company safeguarding training, and regular safeguarding training throughout the year
- All staff have read and understood the child protection and safeguarding policy, code of conduct policy, and part one of the Keeping Children Safe in Education, DfE September 2018 statutory guidance
- Rod Douglas has been appointed to the role of Designated Safeguarding Lead (DSL), who has overall responsibility for safeguarding and child protection across the sites, with deputy designated safeguarding leads in place at each of the company sites
- The DSL will continually monitor our child protection and safeguarding practices and bring to the notice of the governing body any weaknesses or deficiencies at the half termly governing safeguarding meetings, via an oral report which is minuted and feeds into the Governors reports and meetings.
- The company works very closely with external agencies such as social care services, the police and health services to promote the welfare of pupils, and to protect them from harm
- Positive relationships are built with all of our families, and appropriate support is put in place
- The Managing Directors will ensure that appropriate filters and monitoring systems are in place, across all of the sites to ensure that pupils are safeguarded from potentially harmful and inappropriate material
- The Managing Directors will ensure that children are taught about safeguarding, including online, through teaching and learning opportunities, as part of providing a broad and balanced curriculum
- The Managing Directors will utilise the experiences of the staff team when shaping safeguarding policies and provide regular opportunities for staff to contribute to and shape the safeguarding arrangements and policy

## **POLICY REVIEW CYCLE**

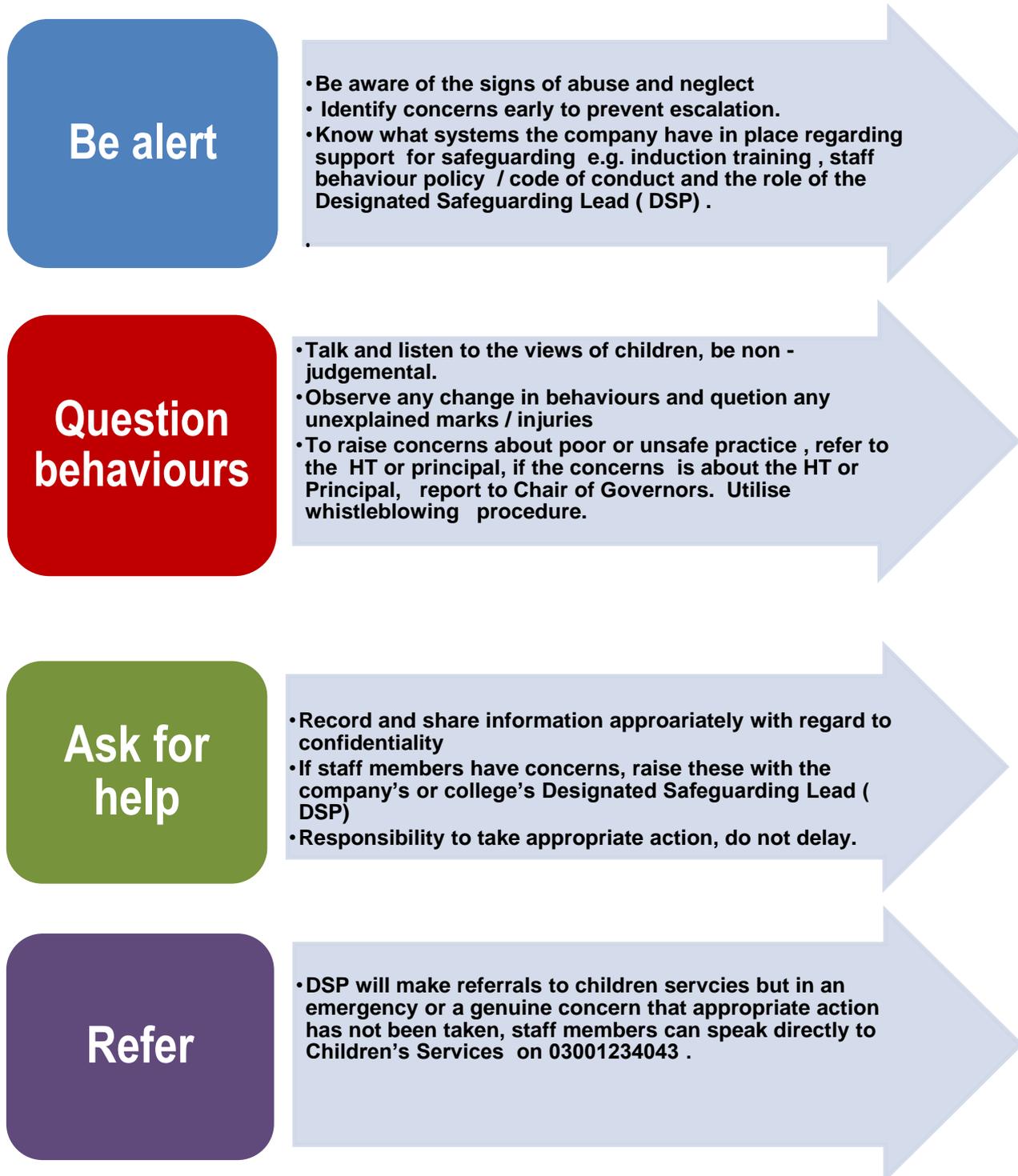
This policy and all policies at 50-50 SYNC will be reviewed and updated by the leadership team & governing body as per our policy review cycle.

				<b>Log No:</b>	
<b>HOPEWELL SCHOOL</b> <b>Safeguarding Record of Concern</b>					
Child's Name:					
Child's DOB:					
Male/Female:		Ethnic Origin:		Disability Y/N:	
Date and time of concern:					
Your account of the concern: (what was said, observed, reported and by whom)					
Additional information: (your opinion, context of concern/disclosure)					
Your response: (what did you do/say following the concern)					
Your name:			Your signature:		
Your position in school:			Date and time of this recording:		
Record of Concern Form					
Child Protection					
Sep-18					

**APPENDIX 1: Safeguarding Record of Concern Form**

				<b>Log No:</b>
Child's Name:				
Child's DOB:				
Male/Female:	Ethnic Origin:	Disability Y/N:	Religion:	
Date and time of concern:				
Your account of the concern: (what was said, observed, reported and by whom)				
Additional information: (your opinion, context of concern/disclosure)				
Your response: (what did you do/say following the concern)				
Your name:			Your signature:	
Your position in school:			Date and time of this recording:	
Record of Concern Form Child Protection				
Sep-18				

**APPENDIX 2: What to do if you are worried a child is being abused:  
Advice for practitioners (DfE 2015) Flowchart**



**APPENDIX 3: INDICATORS OF ABUSE AND NEGLECT**

The framework for understanding children's needs:



Physical abuse	
<i>Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child.</i>	
Child	
Bruises – shape, grouping, site, repeat or multiple	Withdrawal from physical contact
Bite-marks – site and size Burns and Scalds – shape, definition, size, depth, scars	Aggression towards others, emotional and behaviour problems
Improbable, conflicting explanations for injuries or unexplained injuries	Frequently absent from a placement at our organisation
Untreated injuries	Admission of punishment which appears excessive
Injuries on parts of body where accidental injury is unlikely	Fractures
Repeated or multiple injuries	Fabricated or induced illness -
Parent	Family/environment
Parent with injuries	History of mental health, alcohol or drug misuse or domestic violence.
Evasive or aggressive towards child or others	Past history in the family of childhood abuse, self-harm, somatising disorder or false allegations of physical or sexual assault
Explanation inconsistent with injury	Marginalised or isolated by the community.
Fear of medical help / parents not seeking medical help	Physical or sexual assault or a culture of physical chastisement.
Over chastisement of child	

Emotional abuse	
<i>Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, not giving the child opportunities to express their views, 'making fun' of what they say or how they communicate - hearing the ill-treatment of another and serious bullying (including cyber bullying).</i>	
Child	
Self-harm	Over-reaction to mistakes / Inappropriate emotional responses
Chronic running away	Abnormal or indiscriminate attachment
Drug/solvent abuse	Low self-esteem
Compulsive stealing	Extremes of passivity or aggression
Makes a disclosure	Social isolation – withdrawn, a 'loner' Frozen watchfulness particularly pre company
Developmental delay	Depression
Neurotic behaviour (e.g. rocking, hair twisting, thumb sucking)	Desperate attention-seeking behaviour
Parent	Family/environment
Observed to be aggressive towards child or others	Marginalised or isolated by the community.
Intensely involved with their children, never allowing anyone else to undertake their child's care.	History of mental health, alcohol or drug misuse or domestic violence.
Previous domestic violence	History of unexplained death, illness or multiple surgery in parents and/or siblings of the family
History of abuse or mental health problems	Past history in the care of childhood abuse, self harm, somatising disorder or false allegations of physical or sexual assault
Mental health, drug or alcohol difficulties	Wider parenting difficulties
Cold and unresponsive to the child's emotional needs	Physical or sexual assault or a culture of physical chastisement.
Overly critical of the child	Lack of support from family or social network.

Neglect	
<i>Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development.</i>	
Child	

Failure to thrive - underweight, small stature	Low self-esteem
Dirty and unkempt condition	Inadequate social skills and poor socialisation
Inadequately clothed	Frequent lateness or non-attendance at the organisation
Dry sparse hair	Abnormal voracious appetite at the organisation or nursery
Untreated medical problems	Self-harming behaviour
Red/purple mottled skin, particularly on the hands and feet, seen in the winter due to cold	Constant tiredness
Swollen limbs with sores that are slow to heal, usually associated with cold injury	Disturbed peer relationships
<b>Parent</b>	<b>Family/environment</b>
Failure to meet the child's basic essential needs including health needs	Marginalised or isolated by the community.
Leaving a child alone	History of mental health, alcohol or drug misuse or domestic violence.
Failure to provide adequate caretakers	History of unexplained death, illness or multiple surgery in parents and/or siblings of the family
Keeping an unhygienic dangerous or hazardous home environment	Past history in the family of childhood abuse, self harm, somatising disorder or false allegations of physical or sexual assault
Unkempt presentation	Lack of opportunities for child to play and learn
Unable to meet child's emotional needs	Dangerous or hazardous home environment including failure to use home safety equipment; risk from animals
Mental health, alcohol or drug difficulties	

**Sexual abuse**

*Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact or non-contact activities, such as involving children in looking at sexual images or being groomed on line / child exploitation.*

**Child**

Self-harm - eating disorders, self-mutilation and suicide attempts	Poor self-image, self-harm, self-hatred
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Running away from home	Inappropriate sexualised conduct
Reluctant to undress for PE	Withdrawal, isolation or excessive worrying
Pregnancy	Sexual knowledge or behaviour inappropriate to age/stage of development, or that is unusually explicit
Inexplicable changes in behaviour, such as becoming aggressive or withdrawn	Poor attention / concentration (world of their own)
Pain, bleeding, bruising or itching in genital and /or anal area	Sudden changes in the company work habits, become truant
Sexually exploited or indiscriminate choice of sexual partners	
<b>Parent</b>	<b>Family/environment</b>
History of sexual abuse	Marginalised or isolated by the community.
Excessively interested in the child.	History of mental health, alcohol or drug misuse or domestic violence.
Parent displays inappropriate behaviour towards the child or other children	History of unexplained death, illness or multiple surgery in parents and/or siblings of the family
Conviction for sexual offences	Past history in the care of childhood abuse, self harm, somatising disorder or false allegations of physical or sexual assault
Conviction for sexual offences	Past history in the care of childhood abuse, self harm, somatising disorder or false allegations of physical or sexual assault
Comments made by the parent/carer about the child.	Grooming behaviour
Lack of sexual boundaries	Physical or sexual assault or a culture of physical chastisement.

**Policy Reviewed on:** 01/01/2020

**Policy Reviewed by:** Rod Douglas