

# Policy and Procedure on Child Protection and Safeguarding – children’s services

## Lufton College

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94 **1. Monitoring and review**

95 1.1 The Cambian (the Proprietor) will undertake a formal annual review of this policy for the purpose of  
 96 monitoring and of the efficiency with which the related duties have been discharged, by no later than one  
 97 year from the date shown below, or earlier if significant changes to the systems and arrangements take  
 98 place, or if legislation, regulatory requirements or best practice guidelines so require.

99 1.2 The local content of this policy will be subject to continuous monitoring, refinement and audit by the Head  
 100 of Service.

101 Signed:



Jeremy Wiles  
 Group Executive Director- Children’s Services  
 Date: August 2023



Sophia Cursons  
 Principal & Registered Manager  
 19/10/2023

103 **2. Terminology**

104 2.1. Our aim is to use consistent terminology throughout this policy and all supporting documentation as  
 105 follows:

<b>‘Establishment’ or ‘Location</b>	This is a generic term, which means the Children’s Home/school/college.
<b>Individual</b>	This means any child or young person under the age of 18, young adult between the ages of 18 and 25. At Lufton College we have children and young people, residing at or attending between the ages of 16 an 25 years.
<b>Head of Service</b>	This is the senior person with overall responsibility for the college. At Lufton College this is the Principal and Registered Manager, Sophia Cursons.
<b>Key Worker</b>	Members of staff that have special responsibility for Individuals residing at or attending the Establishment.
<b>Parent, Carer, Guardian</b>	Means parent or person with Parental Responsibility
<b>Regulatory Authority</b>	Regulatory Authority is the generic term used in this policy to describe the independent regulatory body responsible for inspecting and regulating services.
<b>Social Worker</b>	This means the worker allocated to the individual’s family. If there is no allocated worker, the Duty Social Worker or Team Manager is responsible.
<b>Safeguarding Authority</b>	Children’s Social Care, Safeguarding Partners, Local Safeguarding Adults Board [LSAB] - England, Regional Safeguarding Children’s Boards [RSCB] – Wales *whichever apply for the type of service and country
<b>LADO</b>	Local Authority Designated Officer
<b>DSL/DSL Deputy</b>	Designated Safeguarding Lead/Designated Safeguarding Lead Deputy
<b>Placing Authority</b>	Placing Authority means the local authority/agency responsible for placing the child or commissioning the service
<b>Staff</b>	Means full or part-time employees of Cambian, agency workers, bank workers, contract workers and volunteers.
<b>CambianKPI</b>	The online in-house information system, which holds data for each site on quality measures.

107

### 108 3. Definitions and age-related arrangements

- 109 3.1. **Children and Young people are under 18.** Whilst Working together to Safeguard Children (2018) applies  
110 to children and young people until they reach the age of 18, Keeping Children Safe in Education (2023)  
111 now applies to providers of post 16 education as set out in Education and Training (Welfare of Children)  
112 Act 2021.
- 113 3.2. **Adults are over the age of 18.** Over 18-year olds are covered by the Local Safeguarding Adult Boards  
114 (LSABs). Government guidance can be gained from the Care Act 2014. An adult at risk of harm or abuse  
115 is any person who has needs for care and support and, is experiencing or at risk of abuse or neglect;  
116 and as a result of their particular care and support needs, is unable to protect themselves from either  
117 the risk of, or the experience of abuse or neglect'. We refer to adult service users in our provision as  
118 **young adults** due to the fact we provide children's services up to the age of 25.
- 119 3.3. The Social Services and Well-being (Wales) Act 2014 came into force in April 2016 and it provides the  
120 legal framework for social service provision in Wales. It sets out what must and should be done to  
121 safeguard children and adults. At a local level regional safeguarding children's boards co-ordinate and  
122 ensure the effectiveness of work to protect and promote the welfare of children.
- 123 3.4. Staff working with young adults aged 18 and over, who receive education, care and support from our  
124 children's services division will follow the Adult safeguarding referral process to LSAB/MASH/Regional  
125 Safeguarding Children's Boards depending on local arrangements.
- 126 3.5. This policy addresses children and young people up to the age of 18 and those over the age of 18 who  
127 attend a day or residential school or college – this might be 38- or 52-weeks' provision. Some children  
128 attending school or college live in children's homes or care homes across England and Wales, hence  
129 the reason why this policy and procedure is more comprehensive than that of a traditional day school  
130 or college. Our safeguarding responsibility extends beyond day education and often covers 24hrs  
131 services regulated by various regulators across the UK.
- 132 3.6. Where we make references to schools and colleges, this also includes associated children's or care  
133 homes in which children/young people live. Where we make references to children's or care homes,  
134 those cover all children's/care homes including those within the children's residential care division.

#### 135 **Multi agency working – Safeguarding Partners & Children's Social Care**

- 136 3.7. Children's Social Care - provide support to children in need of help and protection, including children  
137 with disabilities. Services include statutory assessment and care planning for children at risk of  
138 significant harm, provision for cared for children and care experienced young people, as well as  
139 fostering and adoption services.
- 140 3.8. Schools and colleges have a pivotal role to play in multi-agency safeguarding arrangements.  
141 Governance boards and proprietor should ensure that the school or college contributes to multi-agency  
142 working in line with statutory guidance [Working Together to Safeguard Children](#).
- 143 3.9. Locally, the three safeguarding partners (the local authority, a clinical commissioning group for an area  
144 within the local authority and the chief officer of police for an area (any part of which falls)) within the  
145 local authority work together with appropriate relevant agencies to safeguard and promote the welfare  
146 of local children, including identifying and responding to their needs.
- 147 3.10. It is especially important that schools and colleges understand their role in the three safeguarding  
148 partner arrangements. Governance boards, proprietor and their senior leadership teams, especially  
149 their DSLs, should make themselves aware of and follow their local arrangements.
- 150 3.11. The three safeguarding partners should allow all schools and colleges in the local area to be fully  
151 engaged, involved and included in safeguarding arrangements. It is expected that, locally, the three  
152 safeguarding partners will name schools and colleges as relevant agencies and will reach their own  
153 conclusions on the best way to achieve the active engagement with individual institutions in a  
154 meaningful way.

155

156

### Child protection definition

158 3.12. Child protection is part of the safeguarding process. It focuses on protecting individual children  
159 identified as suffering or likely to suffer significant harm. This includes child protection procedures,  
160 which detail how to respond to concerns about a child.

### Safeguarding definition – Working together to safeguarding children 2018

162 3.13. **Safeguarding children and young people** is the action taken to promote the welfare of children and  
163 protect them from harm. It means:

- 164 • Protecting children from abuse and maltreatment,
- 165 • Preventing harm to children’s health or development,
- 166 • Ensuring children grow up with the provision of safe and effective care,
- 167 • Acting to enable all children and young people to have the best outcomes.

### Safeguarding definition – Keeping Children Safe in Education 2023

169 3.14. Safeguarding and promoting the welfare of children is everyone’s responsibility. Everyone who comes  
170 into contact with children and their families has a role to play. In order to fulfil this responsibility  
171 effectively, all practitioners should make sure their approach is child-centred. This means that they  
172 should consider, at all times, what is in the best interests of the child.

173 3.15. Safeguarding and promoting the welfare of children is defined for the purposes of this guidance as:

- 174 • Protecting children from maltreatment,
- 175 • Preventing impairment of children’s mental and physical health or development,
- 176 • Ensuring that children grow up in circumstances consistent with the provision of  
177 safe and effective care, and
- 178 • Acting to enable all children to have the best outcomes.

### Safeguarding Adults

180 3.16. Safeguarding adults means protecting an adult’s right to live in safety, free from abuse and neglect.  
181 It is about people and organisations working together to prevent and stop both the risks and experience of  
182 abuse or neglect, while at the same time making sure that the adult’s wellbeing is promoted including, where  
183 appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action.

184 3.17. The statutory guidance enshrines the **six principles** of adults safeguarding:  
185

- 186 • Empowerment - presumption of person led decisions and informed consent
- 187 • Prevention - it is better to act before harm occurs
- 188 • Proportionality - proportionate and least intrusive response appropriate to the risk  
189 presented
- 190 • Protection - support and representation for those in greatest need
- 191 • Partnerships - local solutions through services working with their communities
- 192 • Accountability - accountability and transparency in delivering safeguarding

193 3.18. Caretech has Safeguarding Adults at Risk (England) and Safeguarding Adults (Wales) policies and  
194 procedures, which apply to its Adults' Services. Both policies can be accessed via Rezume. Services  
195 operating in Wales can find their Safeguarding Regional Boards via this hyperlink, which provides  
196 access to local procedures for each Board <https://safeguardingboard.wales/find-your-board/>.

#### The difference between safeguarding and child protection

198 3.19. In relation to children's services - in practice safeguarding is the policies and practices that  
199 schools/colleges/children's homes employ to keep children safe and promote their well-being. This  
200 means everything from security of the buildings, to the safe recruitment of staff and everything in  
201 between. **Appendix 10.** illustrates safeguarding in children's services.

#### Abuse and neglect – child and young person context

203 3.20. In the context of a child/young person, abuse and neglect are forms of maltreatment. Somebody may  
204 abuse or neglect a child/young person by inflicting harm, or by failing to act to prevent harm.  
205 Children/young people may be abused in a family or in an institutional or community setting, by those  
206 known to them or, more rarely, by a stranger. They may be abused by an adult or adults, or another  
207 child/young person or children/young people.

208 3.21. Abuse could mean neglect, physical, emotional, sexual abuse, any other including combination of  
209 these. The different types of abuse are explained in more detail in **Appendix 4 – Types of abuse -**  
210 **children.** The signs that someone could be a victim or an abuser have been explored in **Appendix 6**  
211 **and Appendix 7.** Parents, carers and other people can harm children and young people by direct acts  
212 and/or failure to provide proper care. It should also be understood that children can also be abused  
213 by being sexually exploited, or subject to honour-based abuse, domestic violence, forced marriage,  
214 female genital mutilation and through online social media. See **Appendix 12 - Further safeguarding**  
215 **information – what everyone needs to know.**

216 3.22. In the context of an adult, abuse is a violation of a person's human and civil rights by another person  
217 or persons and may result in significant harm to, or the exploitation of, the person subjected to it.

218 3.23. In addition to the types of abuse mentioned in **Appendix 4 – Types of abuse - Children,** there are other  
219 forms of abuse in relation to adults explained in more detail in **Appendix 5 – Types of abuse – Adults.**

220 3.24. Abuse can happen anywhere: for example, in someone's own home, in a public place, in hospital, in  
221 a care home, school or in a college. It can happen when someone lives alone or with others. Anyone  
222 can carry out abuse or neglect. Abuse can be intentional or unintentional; it may be a single act or  
223 repeated acts.

## 224 4. Purpose

225 4.1. As an organisation, we have a clear set of guidelines to make sure we deal with child protection and  
226 safeguarding concerns effectively.

227 4.2. This policy is aligned with legislation outlined in **Appendix 2 – Legislation and guidance,** and it complies  
228 with the statutory and best practice guidance as set out in the **25.10 Staff Safeguarding Information**  
229 **Poster.** This policy complies with Somerset County Council's locally agreed procedures. Printed or  
230 electronic copies of the Local Safeguarding Children's Partnerships (LSCP), Local Safeguarding Adults  
231 Board (LSAB) or Regional Safeguarding Children's Boards (Wales) procedures are available in every  
232 setting.

233 4.3. Policies and procedures for child protection and safeguarding must be undertaken in accordance with  
234 the requirements of the local authority in which the establishment is situated.

235 4.4. This policy, and supporting information in various accessible forms, is made available to all individuals,  
236 staff and parents associated with Lufton College to ensure that everyone is clear on procedures for  
237 ensuring the protection of children and safeguarding children and young adults.

238 4.5. This policy and procedure must be read in conjunction with **GHR 30. Whistleblowing Policy** and **GHR 11.**  
239 **Staff Code of Practice and GHR 37. Code of Conduct.**



- 240 4.6. In addition, staff should be aware of and have access to the NSPCC whistle-blowing helpline number  
241 0800 028 0285 and the Cambian Whistleblowing service operated by EthicsPoint on 0800 086 9128.  
242 More information about EthicsPoint and how it can be contacted can be found in the Whistleblowing  
243 policy.
- 244 4.7. [‘When to call the police’](#) has been produced by the National Police Chiefs Council (NPCC) to support  
245 school and college staff with when it is appropriate to contact the police.
- 246 4.8. This NPCC advice does not cover safeguarding incidents. Where a child is suffering, or is likely to suffer  
247 from harm, it is important that a referral to children’s social care (and if appropriate the police) is made  
248 immediately. Referrals should follow the local referral process.

## 249 5. Policy

### 250 Safeguarding culture of the organisation

- 251 5.1. Cambian safeguarding culture can be best described as:
- 252 - **Proactive**, being professionally curious to determine further information in the interests of the  
253 child. It is essential that staff exercise professional curiosity at all times, as it is likely that signs  
254 of any form of abuse including neglect will be identified when dealing with an un-associated  
255 incident. Having strong governance and leadership, raising awareness through and  
256 enhancing children’s and young people’s capacity around the risks and their own safety,  
257 regular reflective supervision).
- 258 - **Reactive** (taking swift actions, reducing the risk of harm to a minimum, involving other  
259 professionals in timely manner, active listening, applying theory in practice in a methodical  
260 way).
- 261 - **Reflective** (understanding ‘how we got there in the first place’, completing a reflective account  
262 of events, involving other key professionals in future planning, identifying actions and further  
263 changes to be made.
- 264 5.2. Child protection and safeguarding is everyone’s responsibility. Everyone working for or visiting our  
265 locations has a responsibility to understand and implement this policy and procedure at all times.
- 266 5.3. All individuals in our services have a right to feel safe, secure and be protected from harm.
- 267 5.4. As a provider of specialist education and care services it is imperative that all staff are aware that all  
268 individuals with special educational needs (SEN) and disabilities:
- 269 • Are more likely to be abused or neglected;
  - 270 • May display behaviour, mood and/or injury, which may relate to possible abuse and not just  
271 their SEN or a particular disability.
  - 272 • Have a higher risk of peer group isolation.
  - 273 • Can be disproportionately impacted by things like bullying without outwardly showing any  
274 signs.
  - 275 • Experience communication barriers and difficulties in overcoming these barriers.
- 276 5.5. The most common reason for children or young people being looked after is as a result of  
277 abuse/neglect. We will ensure all staff have the skills, knowledge and understanding to help keep  
278 children and young people safe.
- 279 5.6. All staff have a key role in the prevention of harm and an equal responsibility to act on any suspicion  
280 or disclosure that may indicate an individual is at risk of harm, either in the school, college, and care  
281 home or in the community, taking into account contextual safeguarding, see **Appendix 12 - Further**  
282 **safeguarding information – what everyone need to know** which also contains information related to  
283 safeguarding issues related to individual children and young people’s needs.

- 284 5.7. We have a duty to help individuals learn how to keep themselves safe and deepen their understanding  
285 of safeguarding, through both formal curriculum and informal opportunities.
- 286 5.8. As an organisation, we acknowledge that working in partnership with other agencies protects  
287 individuals and reduces risk and so we will engage in partnership, working throughout the child  
288 protection process to safeguard children and will equally work through safeguarding adults'  
289 procedures as directed by local procedures.
- 290 5.9. A comprehensive list of all supporting documentation and related policies, procedures and guidance  
291 referred to in this document can be found in separate appendices at the end of this document.

## 292 Divisional Safeguarding Board

- 293 5.10. As an organisation Caretech children's services operates three Divisional Safeguarding Boards:  
294 Education, Residential Care and Fostering. The main purpose of each board is to ensure that all  
295 services across all divisions discharge their responsibilities effectively for assuring safe and secure  
296 services for children and young people, and manage all safeguarding risks appropriately within its own  
297 workforce, including direct employees and also the contracted workforce (supply  
298 workers/agency/contractor and subcontractors). The full terms of reference for each Board is available  
299 on [Cambian Point](#).

## 300 What staff should read and be aware of

- 301 5.11. On the 1<sup>st</sup> September 2023 Keeping Children Safe in Education (2023) guidance replaced Keeping  
302 Children Safe in Education 2022. It is essential that everybody working in a school or college  
303 understands their safeguarding responsibilities. Staff who work directly with children read at least [Part](#)  
304 [one](#) of this guidance. Governance Boards and proprietor (or those acting on their behalf) working with  
305 their senior leadership teams and especially their designated safeguarding lead, should ensure that  
306 those staff who do not work directly with children read either Part one or [Annex A](#) (a condensed version  
307 of Part one) of this guidance.
- 308 5.12. The guidance should be read alongside:
- 309
  - statutory guidance - [Working Together to Safeguard Children](#)
  - departmental advice - [What to do if you are Worried a Child is Being Abused - Advice for Practitioners](#) ;
- 312 5.13. Caretech/Cambian schools and colleges are members of the Safeguarding Network and should plan  
313 how the learning from KCSIE2023 will take place with their staff. School /college's SLT should ensure  
314 that staff complete the KCSIE2023 knowledge check.
- 315 5.14. All staff should be aware of systems within their school or college, which support safeguarding, and  
316 these should be explained to them as part of staff induction. This should include the:
- 317 - Child protection and safeguarding policy  
318 - Behaviour Support policy  
319 - Anti bullying policy  
320 - Whistleblowing policy, Code of conduct and Code of Practice policy  
321 - Missing from Care policy, local procedure for children missing from education  
322 - Role of the DSL (including the identity of the DSL and any deputies)  
323 - Have Access to policies and a copy of Part one of KCSIE2023  
324 - All staff should be aware of their local early help process and understand their role in it, more  
325 information can be found in [Working Together to Safeguard Children 2018](#)  
326 ([publishing.service.gov.uk](#)).
- 327 5.15. All staff should be aware of the process for making referrals to children's social care and for statutory  
328 assessments under the Children Act 1989, especially section 17 (children in need) and section 47 (a child  
329 suffering, or likely to suffer, significant harm) that may follow a referral, along with the role they might  
330 be expected to play in such assessments.



- 331 5.16. Schools concerned about a child's/young person's welfare should refer their concern to local authority  
332 children's social care where the school is located. If the child is placed at the school by a different LA  
333 then the school will need to inform that LA as well. Where a child is suffering, or is likely to suffer from  
334 harm, it is important that a referral to children's social care (and if appropriate the police) is made  
335 immediately. Referrals should follow the local referral process. Children's homes/care homes should  
336 follow their referral process as per their local procedure and contact Safeguarding  
337 Partner/Safeguarding Board as per their local Safeguarding procedure.
- 338 5.17. All staff should know what to do if a child/young person/young adult tells them he/she is being abused,  
339 exploited or neglected. Staff should know how to manage the requirement to maintain an appropriate  
340 level of confidentiality. This means only involving those who need to be involved, such as the DSL (or a  
341 deputy) and children's social care. Staff should never promise a child that they would not tell anyone  
342 about a report of any form of abuse, as this might ultimately not be in the best interests of the child.
- 343 5.18. All staff should be able to reassure victims that they are being taken seriously and that they will be  
344 supported and kept safe. A victim should never be given the impression that they are creating a  
345 problem by reporting any form of abuse including sexual violence and sexual harassment. Nor should  
346 a victim ever be made to feel ashamed for making a report.
- 347 5.19. It is important to explain that the law is in place to protect children and young people rather than  
348 criminalise them, and this should be explained in such a way that avoids alarming or distressing them.
- 349 5.20. All staff should be aware that children may not feel ready or know how to tell someone that they are  
350 being abused, exploited, or neglected, and/or they may not recognise their experiences as harmful.  
351 For example, children may feel embarrassed, humiliated, or being threatened. This could be due to  
352 their vulnerability, disability and/or sexual orientation or language barriers. This should not prevent staff  
353 from having a professional curiosity and speaking to the DSL if they have concerns about a child. It is  
354 also important that staff determine how best to build trusted relationships with children and young  
355 people which facilitate communication.
- 356 5.21. Staff should **not** assume a colleague, or another professional will act and share information that might  
357 be critical in keeping children safe. They should be mindful that early information sharing is vital for the  
358 effective identification, assessment, and allocation of appropriate service provision, whether this is  
359 when problems first emerge, or where a child is already known to local authority children's social care  
360 (such as a child in need or a child with a protection plan).

### 361 Whole service approach to safeguarding

- 362 5.22. The proprietor and service (school/college/home) leaders should ensure they facilitate a whole school  
363 or college approach to safeguarding. This means ensuring safeguarding and child protection are at  
364 the forefront and underpin all relevant aspects of process and policy development. Ultimately, all  
365 systems, processes and policies should operate with the best interests of the child at their heart.
- 366 5.23. Where there is a safeguarding concern, the child's wishes and feelings must be considered when  
367 determining what action to take and what services to provide. Systems should be in place, and they  
368 should be well promoted, easily understood and easily accessible for children to confidently report  
369 abuse, knowing their concerns will be treated seriously, and knowing they can safely express their  
370 views and give feedback.

### 371 Children with special educational needs and disabilities or physical health issues

- 372 5.24. Children with special educational needs or disabilities (SEND) or certain health conditions can face  
373 additional safeguarding challenges. There might be some additional barriers when recognising abuse  
374 and neglect in this group of children. These can include:
- 375 • assumptions that indicators of possible abuse such as behaviour, mood and injury relate  
376 to the child's/young person's condition without further exploration;
  - 377 • these children/young people being more prone to peer group isolation or bullying  
378 (including prejudice-based bullying) than other children/young people;

- 379 • the potential for children/young people with SEND or certain medical conditions being
- 380 disproportionately impacted by behaviours such as bullying, without outwardly showing
- 381 any signs; and
- 382 • Communication barriers and difficulties in managing or reporting these challenges.

383 5.25. SEN division and other services where children have/may have SEND should consider extra pastoral  
 384 support and attention for these children, along with ensuring any appropriate support for  
 385 communication is in place. Further information can be found in the Department’s: [SEND Code of Practice](#)  
 386 [0 to 25 and Supporting Pupils at School with Medical Conditions](#).

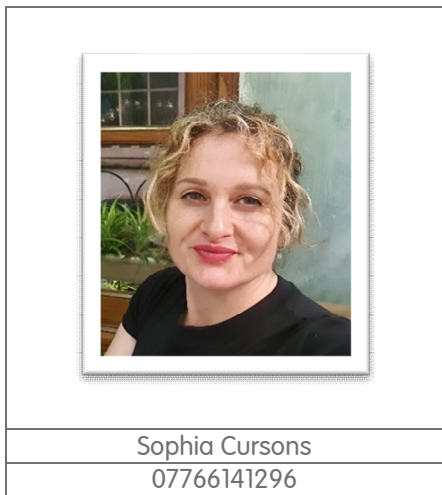
**Virtual school heads**

388 5.26. Virtual school heads manage pupil premium plus for looked after children. In maintained schools and  
 389 academies, the designated teacher should work with the virtual school head to discuss how funding  
 390 can be best used to support the progress of looked after children in the school and meet the needs  
 391 identified in the child’s personal education plan. The designated teacher should also work with the  
 392 virtual school head to promote the educational achievement of previously looked after children. In other  
 393 schools and colleges, an appropriately trained teacher should take the lead. More information can be  
 394 found in [Designated teacher for looked after and previously looked after children](#) and [Promoting the](#)  
 395 [education of looked after and previously looked after children](#).

**6. Procedure**

**Roles and responsibilities**

- 398 6.1. **All employees, volunteers, consultants, agency staff, sub-contractors, partner organisations and**  
 399 **visitors** are obliged to follow this policy and maintain an environment that prevents exploitation and  
 400 abuse and which encourages reporting of breaches of this policy using the appropriate procedures.
- 401 6.2. **Managers at all levels** are responsible for ensuring volunteers, consultants, agency staff, sub-  
 402 contractors, partner organisations and visitors are aware of the policy and are supported to implement  
 403 and work in accordance with it, as well as creating a management culture that encourages a focus on  
 404 safeguarding. They must ensure that they are responsive, acting immediately if they become aware of  
 405 any safeguarding concerns, and supportive towards employees or volunteers who complain about  
 406 breaches in this policy.
- 407 6.3. The **Designated Safeguarding Lead (DSL)** is responsible for handling reports and/or concerns, about  
 408 the protection of children, young people and adults, appropriately and in accordance with the  
 409 procedures that underpin this policy.



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- 415 6.4. **Our DSL** is Sophia Cursons who is a senior member of our leadership team. The role of the DSL is to:
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- Ensure this child protection and safeguarding policy and local arrangements are known, understood and used appropriately by the staff.
  - Act as a source of support, advice and expertise for all staff; provide support to staff to carry out their safeguarding duties.
  - Act as a point of contact with the Safeguarding Authority.
  - Take lead responsibility for referring and managing safeguarding issues and cases, unless management of a particular case is passed on to a more senior member of the organisation – see section of allegations (those meeting harm threshold and those which don't meet LADO criteria).
  - Liaise with staff (especially teachers, pastoral support staff, school nurses, IT technicians, senior mental health leads and special educational needs coordinators (SENCOs) or the named person with oversight for SEN in a college and Senior Mental Health Leads) on matters of safety and safeguarding and welfare (including online and digital safety) and when deciding whether to make a referral by liaising with relevant agencies so that children's needs are considered holistically.
  - Liaise with the senior mental health lead and, where available, the Mental Health Support Team, where safeguarding concerns are linked to mental health.
  - Refer all cases of suspected abuse or allegations of abuse to the Local Safeguarding Authority (child or adult) and, where appropriate, the Local Authority Designated Officer (LADO).
  - Liaise with the headteacher or principal (if they are not the DSL themselves) to inform him or her of issues, especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations. This should include being aware of the requirement for children to have an Appropriate Adult. Further information can be found in the statutory guidance - [PACE Code C 2019](#).
  - As required, liaise with the "case manager" and the local authority designated officer(s) (LADO) for child protection concerns in cases which concern a staff member.
  - Refer cases to the Channel programme where there is a radicalisation concern as required.
  - Refer cases where a person is dismissed or left due to risk/harm to a child/young person to the Disclosure and Barring Service as required; and
  - Refer cases where a crime may have been committed to the police as required. [NPCC - When to call the police](#) should help understand when to consider calling the police and what to expect when working with the police.
  - Act as a source of advice, support and expertise within the location when deciding to make a referral by liaising with relevant agencies.
  - Help promote educational outcomes by sharing the information about the welfare, safeguarding and child protection issues that children are experiencing, or have experienced, with teachers and school and college leadership staff.
  - Identify staff safeguarding training needs and organise training for their staff.
  - Participate in local safeguarding boards when required.
  - Evaluate and contribute to high standards of safeguarding practice at the location.
  - Work to ensure that the wellbeing of children and young people is in constant focus and that they are guarded from harm or abuse.
  - Ensure the child protection and safeguarding policy is available publicly and parents/those with parental responsibility are aware of the fact that referrals about suspected abuse or neglect may be made and the role of the school/college/home in this.
  - Understands the relevant data protection legislation and regulations, especially The Data Protection Act 2018.
- 460 6.5. More details about the role of the DSL including their availability, management of referrals, information
- 461 sharing, working with others, raising awareness and other can be found in [KCSIE 2023 Annex C - Role](#)
- 462 [of the DSL](#)

463 6.6. **Designated Deputy** – will act up in the absence of the DSL and compliment their ongoing work where  
 464 asked do to so. There are arrangements for covering the role of the DSL when Sophia Cursons is  
 465 unavailable. Our larger provisions such as schools and college will have an internal Safeguarding Team  
 466 lead by a DSL with a number of deputies where required. Our Designated Deputies are:

467

	
Clare Wilson	Neil Hellin
07824 350957	07748788627
	
Jade Tillson	Emily Martina
07525 632977	01935 403129

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469 6.7. All staff are required to be aware of and alert to the signs of abuse and neglect. All cases of suspected  
 470 abuse and neglect should be given the highest priority.

471 6.8. All staff will be given a personal copy of the booklet titled **25.15 Guide to Child Protection and**  
 472 **Safeguarding at Cambian.**

473 6.9. There is **Appendix 3. Child Protection and safeguarding flowchart procedure**, which sets out clear steps  
 474 to be followed when dealing with particular allegations, incidents or suspected physical injuries. Staff  
 475 must use the correct forms when recording and managing concerns and allegations regarding the  
 476 abuse of individuals. Education services must use Behaviour Watch system: Concern/Safeguarding  
 477 function to record concerns. Where, throughout this policy, references are made to the 'concern form'  
 478 this means either **25.04 Concern form** which is a word document (part of this policy) or the Behaviour  
 479 Watch – Concern/Safeguarding functionality where the system is being used.

#### 480 **Information sharing and managing the child protection file**

481 6.10. **The DSL** is responsible for ensuring that child protection files are kept up to date. Information should be  
 482 kept confidential and stored securely. It is good practice to keep concerns and referrals in a separate  
 483 child protection file for each child. Schools and colleges should use the Behaviour Watch system -  
 484 Concern/Safeguarding function to record all concerns and to generate Safeguarding Tracking Packs  
 485 per child/young person as necessary.

486 6.11. Records should include:

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- a clear and comprehensive summary of the concern;

- 488
- details of how the concern was followed up and resolved;
- 489
- a note of any action taken, decisions reached and the outcome

490 6.12. They should ensure the file is only accessed by those who need to see it and where the file or content  
491 within it is shared, this happens in line with information sharing advice as set out in [KCSIE 2023](#) and  
492 [Information sharing advice for safeguarding practitioners](#). Schools and colleges using Behaviour Watch  
493 must set up their system group purposes in line with Behaviour Watch guidance. Behaviour Watch  
494 'Safeguarding Group' controls who can view and report on Concern/SG slips and 'Not Safeguarding  
495 Group' to restrict who can complete certain sections within the Concern/SG slips.

496 6.13. Where reasonably possible, schools and colleges hold **more than one emergency contact number for**  
497 **each pupil or student**. This goes beyond the legal minimum. It is good practice to give the school or  
498 college additional options to contact a responsible adult when a child missing education is also  
499 identified as a welfare and/or safeguarding concern.

### 500 LADO referral criteria (KCSIE2023) – meeting the harm threshold

501 6.14. This is about managing cases of allegations that might indicate a person could pose a risk of harm if  
502 they continue to work in regular or close contact with children in their present position, or in any capacity  
503 with children in a school or college. This guidance should be followed where it is alleged that anyone  
504 working in the school or college that provides education for children under 18 years of age, including  
505 supply teachers, volunteers and contractors has:

- 506
- behaved in a way that has harmed a child, or may have harmed a child, and/or,
- 507
- possibly committed a criminal offence against or related to a child, and/or,
- 508
- behaved towards a child or children in a way that indicates he or she may pose a risk  
509 of harm to children; and/or,
- 510
- behaved or may have behaved in a way that indicates they may not be suitable to work  
511 with children

512 6.15. The harm test is explained on the [Disclosure and Barring service website on GOV.UK. Section 31\(9\) of](#)  
513 [the Children Act 1989 as amended by the Adoption and Children Act 2002](#).

514 6.16. The last bullet point above includes behaviour that may have happened outside of school or college  
515 that might make an individual unsuitable to work with children; this is known as transferable risk. Where  
516 appropriate an assessment of transferable risk to children with whom the person works should be  
517 undertaken. If in doubt, seek advice from the local authority designated officer (LADO).

518 6.17. This above information relates to members of staff, supply staff and volunteers who are currently  
519 working in any school or college regardless of whether the school or college is where the alleged abuse  
520 took place. Allegations against a teacher who is no longer teaching should be referred to the police.  
521 Historical allegations of abuse should also be referred to the police.

### 522 Children potentially at greater risk of harm

523 6.18. Many children and young people in our services (education and care) have an allocated social worker  
524 due to safeguarding or welfare needs.

525 6.19. Children may need this help due to abuse, neglect and complex family circumstances. A child's  
526 experiences of adversity and trauma can leave them vulnerable to further harm, as well as  
527 educationally disadvantaged in facing barriers to attendance, learning, behaviour and mental health.

528 6.20. Local authorities should share the fact a child has a social worker, and the DSL should hold and use  
529 this information so that decisions can be made in the best interests of the child's safety, welfare and  
530 educational outcomes. This should be considered as a matter of routine. There are clear powers to  
531 share this information under existing duties on both local authorities and schools and colleges to  
532 safeguard and promote the welfare of children.



533 6.21. Where children need a social worker, this should inform decisions about safeguarding (for example,  
534 responding to unauthorised absence or missing education where there are known safeguarding risks)  
535 and about promoting welfare (for example, considering the provision of pastoral and/or academic  
536 support, alongside action by statutory services). Schools/colleges must follow missing from education  
537 protocol agreed with their LA.

538 6.22. Children missing from education, particularly persistently, can act as a vital warning sign to a range of  
539 safeguarding issues including neglect, child sexual and child criminal exploitation- particularly county  
540 lines. It is important the school or college's response to children missing from education supports  
541 identifying such abuse and helps prevent the risk of them going missing in the future. More information  
542 can be found in [para 175 of KCSIE 2023](#)

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#### 544 **Unexplained body marks**

545 6.23. Whilst Individuals are in our care there may be occasions where minor injuries occur such as bruises,  
546 swellings, cuts and scratches which by and large will be as a result of daily activities or for some  
547 individuals as a result of self-injurious behaviour. However, all marks or physical changes must be  
548 recorded appropriately using a weekly body chart. A concern form must be completed for all  
549 unexplained marks and physical changes and passed to the DSL (or a deputy) along with copies of the  
550 last 3 days of Daily Diary notes and Activity Records. Parents/carers and social workers should always  
551 be kept informed. Concern log should be updated with concern and relevant reference number  
552 provided to concern.

553 6.24. The flowchart provided in - **25.14 Guidance for Investigating Unexplained Body marks** indicates the  
554 correct course of action for dealing with unexplained body marks.

555 6.25. The DSL will assign a manager to investigate the concern to ascertain the reason for the marks and if  
556 no reasonable explanation can be given the DSL must contact the local Safeguarding Authority for  
557 further advice and mutual conclusion as to whether the matter should be treated as a Safeguarding  
558 Concern.

559 6.26. If the concern is considered to be a safeguarding concern, then safeguarding tracking pack must be  
560 opened and safeguarding process followed.

561 6.27. If the concern is considered not to be a safeguarding concern, then the concern investigation outcome  
562 must be shared with social worker and parents.

#### 563 **Disclosure from an Individual**

564 6.28. Staff must follow the process outlined in **Appendix 3. Child Protection and safeguarding flowchart**  
565 **procedure.**

566 6.29. It is important to note that children/young people may not find it easy to tell staff about their abuse  
567 verbally. Children/young people can show signs or act in ways that they hope adults will notice and  
568 react to. In some cases, the victim may not make a direct report. For example, a friend may make a  
569 report or a member of school or college staff may overhear a conversation that suggests a child has  
570 been harmed or a child's/young person's own behaviour might indicate that something is wrong. If  
571 staff have any concerns about a child's/young person's welfare, they should act on them immediately  
572 rather than wait to be told and follow the procedure described in **Appendix 3. Child Protection and**  
573 **safeguarding procedure.**

574 6.30. In case of reports of sexual violence and sexual harassment between children and young people, these  
575 are extremely complex to manage. It is essential that victims are protected, offered appropriate support  
576 and every effort is made to ensure their education and care is not disrupted. It is also important that  
577 other children, young people and staff are supported and protected as appropriate.

578 6.31. The service's initial response to a report from a child is incredibly important. How the staff respond to a  
579 report can encourage or undermine the confidence of future victims of sexual violence and sexual  
580 harassment to report or come forward.



- 581 6.32. If the child/young person make a disclosure - **Listen** to what they have to say and take them seriously.  
582 Reassure them but do not promise to keep it a secret. Not promising confidentiality at this initial stage  
583 as it is very likely a concern will have to be shared further (for example, with the DSL and Safeguarding  
584 Authority) to discuss next steps. Staff should only share the report with those people who are necessary  
585 in order to progress it. It is important that the victim understands what the next steps will be and whom  
586 the report will be passed to.
- 587 6.33. **Reflect back**, using the child's language, being non-judgmental, being clear about boundaries and  
588 how the report will be progressed, don't ask leading questions and only prompt the child where  
589 necessary with open questions – where, when, what, etc. It is important to note that whilst leading  
590 questions should be avoided, staff can ask children if they have been harmed and what the nature of  
591 that harm was.
- 592 6.34. **Recognise** that a child is likely to disclose to someone they trust: this could be anyone on the school or  
593 college staff. It is important that the person to whom the child discloses recognises that the child has  
594 placed them in a position of trust. They should be supportive and respectful of the child.
- 595 6.35. **Consider** the best way of making a record of the report. Best practice is to wait until the end of the  
596 report and immediately write up a thorough summary. This allows the staff member to devote their full  
597 attention to the child and to listen to what they are saying. It may be appropriate to make notes during  
598 the report (especially if a second member of staff is present). However, if making notes, staff should be  
599 conscious of the need to remain engaged with the child and not appear distracted by the note taking.  
600 Either way, it is essential a written record is made using Concern form which is part of this policy. The  
601 written record must be fully completed within maximum of 24 hours of the disclosure, but verbal report  
602 to the DSL must be completed within an hour from the moment of the disclosure being made.
- 603 6.36. Only recording the facts as the child presents them. The notes should not reflect the personal opinion  
604 of the note taker. Staff should be aware that notes of such reports could become part of a statutory  
605 assessment by Safeguarding Authority and/or part of a criminal investigation.
- 606 6.37. In cases where either a child/young person informs the staff that an act of FGM – however described  
607 – has been carried out on her, or where the staff observes physical signs on a girl appearing to show  
608 that an act of FGM has been carried out these situations, the police must be informed. The DSL should  
609 also be informed who will trigger child protection/safeguarding procedures described in this policy. If  
610 a child/young person is at immediate risk – the Police (999) must be contacted immediately. If a  
611 child/young person required medical attention, follow steps identified in 'Setting priorities' section  
612 below.
- 613 6.38. Remember, **do not**:
- 614 • Investigate the incident
  - 615 • Ask leading questions
  - 616 • Get the young person to repeat the disclosure over and over
  - 617 • Make assumptions or offer alternative explanations
  - 618 • Approach/inform the alleged abuser
- 619 6.39. The procedure for reporting concern is described in **Appendix 8. DSL/DSL Deputy – actions, reporting**  
620 **and recording procedure.**
- 621 6.40. All staff know that they can contact the Local Authority direct should that be necessary. Where a  
622 safeguarding issue is raised for a young adult, the matter should be dealt with by the Local  
623 Safeguarding Adult Board. Where someone is over 18 but still receiving children's services, the matter  
624 should be dealt with by the local Safeguarding Adult Board.
- 625 6.41. For allegation made against a staff member or senior managers/directors follow relevant allegations  
626 procedures described later on in this policy.

627 6.42. Where contact is made with the Local Authority in which Lufton College is geographically located,  
628 contact will also be made with the individual's own Local Authority and also the child/young person's  
629 social worker. This will be completed by one of the members of the school/college/home's  
630 safeguarding team.

631 6.43. In the case of serious harm, and/or the individual is in immediate danger the local police should be  
632 informed immediately and they can take immediate protective action as necessary.

633 6.44. If a member of staff feels their concerns are not being taken seriously then they are to inform a more  
634 senior manager, a Director of the Company or contact Ofsted/CQC/CIW/Estyn, the local safeguarding  
635 boards, the police or the **Whistleblowing Hotline – on 0800 086 9128**.

## 6 Risk Assessment

637 6.45. When there has been a report of sexual violence, the DSL (or a deputy) should make an immediate risk  
638 and needs assessment. Where there has been a report of sexual harassment, the need for a risk  
639 assessment should be considered on a case-by-case basis. The risk and needs assessment should  
640 consider:

- 641 • the victim, especially their protection and support,
- 642 • whether there may have been other victims,
- 643 • the alleged perpetrator(s); and
- 644 • all the other children, (and, if appropriate, adult students and staff) at the school or college  
645 especially, and any actions that are appropriate to protect them from the alleged  
646 perpetrator(s), or from future harms.
- 647 • The time and location of the incident, and any action required to make the location safer.

648 6.46. Risk assessments should be recorded (written or electronic) and should be kept under review. At all  
649 times, staff should be actively considering the risks posed to all their pupils and students and put  
650 adequate measures in place to protect them and keep them safe. The DSL (or a deputy) should ensure  
651 they are engaging with Safeguarding Authority and specialist services as required. Where there has  
652 been a report of sexual violence, it is likely that professional risk assessments by social workers and or  
653 sexual violence specialists will be required. The above school or college risk assessment is not intended  
654 to replace the detailed assessments of expert professionals. Any such professional assessments  
655 should be used to inform the school's or college's approach to supporting and protecting their pupils  
656 and students and updating their own risk assessment.

## 6 Following a report - what to consider

658 6.47. Important considerations will include:

- 659 • the wishes of the victim in terms of how they want to proceed. This is especially important in  
660 the context of sexual violence and sexual harassment. Victims should be given as much control  
661 as is reasonably possible over decisions regarding how any investigation will be progressed  
662 and any support that they will be offered. This will however need to be balanced with the  
663 school's or college's duty and responsibilities to protect other children;
- 664 • the nature of the alleged incident(s), including whether a crime may have been  
665 committed and/or whether harmful sexual behaviour HSB has been displayed;
- 666 • the ages of the children involved;
- 667 • the developmental stages of the children involved;
- 668 • any power imbalance between the children. For example, is the alleged perpetrator(s)  
669 significantly older, more mature or more confident? Does the victim have a disability or  
670 learning difficulty?

- 671 • if the alleged incident is a one-off or a sustained pattern of abuse (sexual abuse can be  
672 accompanied by other forms of abuse and a sustained pattern may not just be of a  
673 sexual nature);
- 674 • that sexual violence and sexual harassment can take place within intimate personal  
675 relationships between children/young people/adults;
- 676 • importance of understanding intra familial harms and any necessary support for siblings  
677 following incidents
- 678 • are there ongoing risks to the victim, other children, adult students or school or college  
679 staff; and
- 680 • other related issues and wider context, including any links to child sexual exploitation  
681 and child criminal exploitation.
- 682 6.48. As always when concerned about the welfare of a child, all staff should act in the best interests of the  
683 child. In all cases, schools and colleges should follow general safeguarding principles as set out  
684 throughout this guidance. Immediate consideration should be given as to how best to support and  
685 protect the victim and the alleged perpetrator(s) (and any other children involved/impacted).

## 6.6 Options to manage the report

- 687 6.49. It is important that schools and colleges consider every report on a case-by-case basis. When to inform  
688 the alleged perpetrator(s) will be a decision that should be carefully considered. Where a report is going  
689 to be made to Safeguarding Authority and/or the police, then, as a general rule, the school or college  
690 should speak to the relevant agency and discuss next steps and how the alleged perpetrator(s) will be  
691 informed of the allegations. However, as per general safeguarding principles, this does not and should  
692 not stop the school or college taking immediate action to safeguard their children, where required.
- 693 6.50. There are four likely scenarios for schools and colleges to consider when managing any reports of  
694 sexual violence and/or sexual harassment. It will be important in all scenarios that decisions and  
695 actions are regularly reviewed and that relevant policies are updated to reflect lessons learnt. It is  
696 particularly important to look out for potential patterns of concerning, problematic or inappropriate  
697 behaviour. Where a pattern is identified, the school or college should decide on a course of action.  
698 Consideration should be given as to whether there are wider cultural issues within the school or college  
699 that enabled the inappropriate behaviour to occur and where appropriate extra teaching time and/or  
700 staff training could be delivered to minimise the risk of it happening again. The four scenarios are:
- 701 • **Manage internally;** In some cases of sexual harassment, for example, one-off incidents,  
702 the school or college may take the view that the children concerned are not in need of  
703 early help or that referrals need to be made to statutory services and that it would be  
704 appropriate to handle the incident internally, perhaps through utilising their behaviour  
705 policy and by providing pastoral support.
  - 706 • **Early help:** In line with the above, the school or college may decide that the children  
707 involved do not require referral to statutory services but may benefit from early help. Early  
708 help means providing support as soon as a problem emerges, at any point in a child's  
709 life. Providing early help is more effective in promoting the welfare of children than  
710 reacting later. Early help can be particularly useful to address non-violent harmful sexual  
711 behaviour and may prevent escalation of sexual violence. It is particularly important that  
712 the DSL (and their deputies) know what the Early Help process is and how and where to  
713 access support.
  - 714 • Schools and colleges, as relevant agencies, should be part of discussions with statutory  
715 safeguarding partners to agree the levels for the different types of assessment and  
716 services to be commissioned and delivered, as part of the local arrangements.  
717 Safeguarding partners should publish a local threshold document which includes the  
718 process for the local early help assessment and the type and level of early help services  
719 to be provided, and DSLs (and their deputies) will need to familiarise themselves with this  
720 document.

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- **Referrals to Safeguarding Authority** - where a child has been harmed, is at risk of harm, or is in immediate danger, schools and colleges should make a referral to the local Safeguarding Authority. At the point of referral, schools and colleges will generally inform parents or carers, unless there are compelling reasons not to (if informing a parent or carer is going to put the child at additional risk). Any such decision should be made with the support of children's social care.
  - **Reporting to the Police** - any report to the police will generally be in parallel with a referral to children's social care (as above. It is important that the DSL and their deputies) are clear about the local process for referrals and follow that process.

### 730 **Unsubstantiated, unfounded, false or malicious reports**

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- 6.51. If a report is determined to be unsubstantiated, unfounded, false or malicious, the DSL should consider whether the child and/or the person who has made the allegation needs help or may have been abused by someone else and this is a cry for help. In such circumstances, a referral to Safeguarding authority may be appropriate.
- 6.52. If a report is shown to be deliberately invented or malicious, the school or college should consider whether any disciplinary action is appropriate against the individual who made it as per their own behaviour policy.

### 738 **Safeguarding and supporting the victim**

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- 6.53. The needs and wishes of the victim should be paramount (along with protecting the child)/young person in any response. It is important they feel in as much control of the process as is reasonably possible. Wherever possible, the victim, if they wish, should be able to continue in their normal routine. Overall, the priority should be to make the victim's daily experience as normal as possible, so that the school or college is a safe space for them.
- 6.54. Consider the age and the developmental stage of the victim, the nature of the allegations and the potential risk of further abuse. Schools and colleges should be aware that, by the very nature of sexual violence and sexual harassment, a power imbalance is likely to have been created between the victim and alleged perpetrator(s).
- 6.55. The victim should never be made to feel that they are the problem for making a report or made to feel ashamed for making a report. This has been made clear throughout this policy and procedure.
- 6.56. Consider the proportionality of the response. Support should be tailored on a case-by-case basis. The support required regarding a one-off incident of sexualised name-calling is likely to be vastly different from that for a report of rape.
- 6.57. Services should be aware that sexual assault can result in a range of health needs, including physical, mental, and sexual health problems and unwanted pregnancy. Children and young people that have a health need arising from sexual assault or abuse can access specialist NHS support from a Sexual Assault Referral Centre (SARC). SARCs offer confidential and non-judgemental support to victims and survivors of sexual assault and abuse. They provide medical, practical, and emotional care and advice to all children and adults, regardless of when the incident occurred.
- 6.58. Children and Young People's Independent Sexual Violence Advisors (ChISVAs) provide emotional and practical support for victims of sexual violence. They are based within the specialist sexual violence sector and will help the victim understand what their options are and how the criminal justice process works if they have reported or are considering reporting to the police. ChISVAs will work in partnership with schools and colleges to ensure the best possible outcomes for the victim.

### 764 **Safeguarding and supporting the alleged perpetrator(s)**

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- 6.59. Advice about safeguarding and supporting the alleged perpetrators is also set out in departmental advice: [Sexual violence and sexual harassment between children at schools and colleges](#). The following principles are based on effective safeguarding practice and should help shape any decisions regarding safeguarding and supporting the alleged perpetrator(s):

- 769 • The school or college will have a difficult balancing act to consider. On the one hand, they  
770 need to safeguard the victim (and the wider pupil/student body) and on the other hand  
771 provide the alleged perpetrator(s) with an education, safeguarding support as  
772 appropriate and implement any disciplinary sanctions. Taking disciplinary action and still  
773 providing appropriate support are not mutually exclusive actions. They can, and should,  
774 occur at the same time if necessary.
- 775 • Consider the age and the developmental stage of the alleged perpetrator(s), the nature  
776 of the allegations and frequency of allegations. Any child will likely experience stress as  
777 a result of being the subject of allegations and/or negative reactions by their peers to the  
778 allegations against them.
- 779 • Consider the proportionality of the response. Support (and sanctions) should be  
780 considered on a case-by-case basis. The alleged perpetrator(s) may potentially have  
781 unmet needs (in some cases these may be considerable) as well as potentially posing a  
782 risk of harm to other children. HSB in young children may be (and often are) a symptom  
783 of either their own abuse or exposure to abusive practices and or materials.
- 784 • It is important that the perpetrator(s) is/are also given the correct support to try to stop  
785 them re-offending and to address any underlying trauma that may be causing this  
786 behaviour. Addressing inappropriate behaviour can be an important intervention that  
787 helps prevent problematic, abusive and/or violent behaviour in the future.
- 788 • Advice on behaviour and discipline in schools is clear that teachers can discipline pupils  
789 whose conduct falls below the standard, which could be reasonably expected of them.  
790 If the perpetrator(s) is to be excluded the decision must be lawful, reasonable and fair.

## Setting priorities

- 792 6.60. The priority, at all stages throughout the child protection or safeguarding process, is the interests and  
793 safety of the individual.
- 794 6.61. Where appropriate, any concerns will be discussed with the individual's family / carers and where  
795 possible their agreement will be sought to making a referral to the Local Authority. However, where  
796 there is a conflict of interests between the Individual and parent/guardian, the interests of the individual  
797 must take priority and Lufton College reserves the right to contact the individual's local authority, social  
798 care or the police, without notifying parents/carers if this is in their best interests.
- 799 6.62. If an urgent medical, attention or advice is required and GP/specialist doctor is not available, staff MUST  
800 use the NHS 111 service. NHS 111 is available 24 hours a day, 7 days a week.
- 801 6.63. If the situation is life-threatening, staff must call 999 immediately and ask for an ambulance.  
802 Alternatively, if it is assessed to be in the best interest of the child/young person - the DSL MUST take  
803 the Individual to the Accident and Emergency Unit at the nearest hospital, having first notified the Local  
804 Authority/Police, remembering that every reasonable effort should be made to inform the  
805 parents/carers as soon as possible.
- 806 6.64. If the suspected abuse is sexual, then the medical professional must determine if the medical  
807 examination should be delayed until the Local Authority and the Police can liaise with the hospital.  
808 There is a possibility that the needs of the young person are such that medical attention is the priority,  
809 in such case medical professional's judgment must be followed. There must at all times be an  
810 appropriate adult (parent, guardian or a social worker) with the individual whether from the individual's  
811 care home/school/college, the Local Authority or the Police, if the parents/carers are not included. This  
812 section must be read in conjunction with our **0.29. Child Sexual Exploitation policy.**
- 813 6.65. Cambian will provide an advocate to each individual where appropriate, if they are unable to speak  
814 for themselves without support or an Independent Mental Capacity Advocate (IMCA) if subject to the  
815 Mental Capacity Act. Further information on MCA are available in our **0.13. Mental Capacity and  
816 Consent policy.**
- 817



### 8 Allegation of abuse by one or more Individuals on another Individual

819 6.66. All Individuals involved, whether perpetrator or victim, are treated as being 'at risk'. The procedures  
820 for dealing with such abuse will be followed, where there is 'reasonable cause to suspect that an  
821 Individual is suffering or likely to suffer significant harm'. DSL must refer individual-on-individual abuse  
822 including child on child/young adult on young adult or between individuals of a different age or other  
823 to a Safeguarding Authority, local authority and regulator.

### 8 Allegation of abuse of an Individual who is not registered at our provision – staff involved

825 6.67. If we were given information that suggested that someone who does not reside at or attends our  
826 location has been abused by one of our members of staff, the DSL would immediately report this to the  
827 Local Authority and LADO. The Head of Service must be kept informed and HR Business Partner  
828 consulted. Should the staff member be involved we would then formally advise the member of staff of  
829 the allegation, making it clear that we would not play any part in the investigatory process. The  
830 employee would be advised of the possibility of facing suspension, re-assignment to other duties (to  
831 manage any perceived risks) etc., in exactly the same way as if the allegation had involved an Individual  
832 at our home/school/college. However, the HR Business Partner must be consulted before any action is  
833 taken. If the allegation were subsequently proved to be unfounded, he or she would be given full  
834 support in resuming their career. Should we be asked by LADO/Safeguarding authority to be involved  
835 in any potential investigations or parts of it, an HR Business Partner will have to be consulted first. At  
836 this point, an assessment will need to be made to identify what detail (if any) can be disclosed to a  
837 member of staff involved.

### 8 Allegation of abuse of an Individual who is not registered at our provision- third party involved

839 6.68. If we were given information that suggested that someone who does not reside at or attends our  
840 location has been abused by a third party (known or unknown to the provision), the DSL would  
841 immediately report this to the Local Authority and Police. The Head of Service must be kept informed.  
842 DSL will follow advice provided by the leading agency and report back to the Head of Service who will  
843 explore any associated risk/s in relation to the provision.

### 8 Allegations against staff

845 6.69. All allegations must be reported to the DSL, Sophia Cursons or in their absence to a DSL Deputy – see  
846 your local Safeguarding poster. In addition, where appropriate - HR Business Partner must be  
847 consulted.

848 6.70. When an allegation is made against a member of staff, set procedures must be followed, see the  
849 flow chart in **Appendix 3. Child Protection and safeguarding procedure (Flow chart)**.

850 6.71. Staff MUST act on every allegation; all repeated allegations must be treated as new and carefully  
851 assessed and investigated. Staff who are the subject of an allegation have the right to have their case  
852 dealt with fairly, quickly and consistently and to be kept informed of its progress.

853 6.72. Staff should refer to the **25.08. Guidance for staff who have the allegation made against them** provided  
854 for what to do in the event an allegation is made against them.

### 8 Allegations against staff in Education

856 6.73. The staff in this section include teachers and TAs, supply teachers, other staff, volunteers and  
857 contractors. The allegations are split into two groups:

- 858 • Allegations that may meet the harm threshold (see **LADO referral criteria**) – **meeting the**  
859 **harm threshold** of this policy)
- 860 • Allegation/concerns that do not meet the harms threshold – referred in the guidance and  
861 this policy as 'low - level concerns' - **Appendix 11. Low – level concerns (Education)**.

862 6.74. This is about managing cases of allegations that might indicate a person would pose a risk of harm if  
863 they continue to work in regular or close contact with children in their present position, or in any capacity  
864 with children in a school or college.



- 865 6.75. The information above relate to members of staff, supply staff, volunteers and contractors who are  
866 currently working in any school or college regardless of whether the school or college is where the  
867 alleged abuse took place. It is advised that in Education allegations against people listed above should  
868 be referred to the Head/Principal who is often the DSL, however where the Head/Principal is not the  
869 DSL, allegations against staff including supply, volunteers and contractors must be referred to the  
870 Head/Principal who may liaise with the DSL. This is because the concern/allegation may align with  
871 other performance or personal related issues the Head/Principal might already be aware of, whereas  
872 the DSL may not be. The Principal/Head should ensure the DSL is briefed as appropriate and will then  
873 decide whom the case should be led by – the DSL or themselves. Allegations against a teacher who is  
874 no longer teaching should be referred **to the police** and HR Business Partner advised.
- 875 6.76. Where an adult makes an allegation to a school or college that they were abused as a child, the  
876 individual should be advised to report the allegation to the police. Non-recent allegations made by a  
877 child, should be reported to the LADO in line with the local authority's procedures for dealing with non-  
878 recent allegations. The LADO will coordinate with children social care and the police. Abuse can be  
879 reported no matter how long ago it happened.
- 880 6.77. Where a teacher's employer, including an agency, dismisses or ceases to use the services of a teacher  
881 because of serious misconduct, or might have dismissed them or ceased to use their services had they  
882 not left first, they must consider whether to refer the case to the Secretary of State (via the Teaching  
883 Regulation Agency). Details about how to make a referral to the Teaching Regulation Agency can be  
884 found on GOV.UK.
- 885 6.78. Schools and colleges using Behaviour Watch must ensure that concerns/allegations related to staff  
886 ['staff' slip], are set up to be only visible to the selected group of people e.g. Head teacher/Principal or  
887 the DSL or both depending on the schools/colleges internal arrangement. The same approach must  
888 be applied to Real Time Notifications. As the schools'/colleges' arrangements around who will receive  
889 staff related concerns will vary between the schools/colleges, it is up to schools to ensure their  
890 arrangements are considered when setting up the Concern/SG: *Staff*function.  
891

### 8 Allegations against supply teachers and all workers supplied by agency

- 893 6.79. In some circumstances schools and colleges will have to consider an allegation against an individual  
894 not directly employed by them, where its disciplinary procedures do not fully apply because agencies  
895 will have their own policies and procedures; for example, supply teachers or contracted staff provided  
896 by an employment agency or business.
- 897 6.80. Whilst the organisation's schools and colleges are not the employer of supply teachers, they should  
898 ensure allegations are dealt with properly. In no circumstances should a school or college decide to  
899 cease to use a supply teacher due to safeguarding concerns, without finding out the facts and liaising  
900 with the LADO to determine a suitable outcome. Schools and colleges must also consult the HR  
901 Business Partner who may advise further. Governance boards and proprietors should discuss with the  
902 supply agency or agencies where the supply teacher is working across a number of schools of colleges,  
903 whether it is appropriate to suspend the supply teacher, or redeploy them to another part of the school  
904 or college, whilst they carry out their investigation.
- 905 6.81. Agencies should be fully involved and co-operate with any enquiries from the LADO, police and/or  
906 children's social care. The school or college will usually take the lead because agencies do not have  
907 direct access to children or other school of college staff, so they will not be able to collect the facts when  
908 an allegation is made, nor do they have all the relevant information required by the LADO as part of  
909 the referral process.
- 910 6.82. When using a supply agency, schools and colleges should inform the agency of its process for  
911 managing allegations but also take account of the agency's policies and investigatory process and  
912 their duty to refer to the DBS as personnel suppliers. This should include inviting the agency's human  
913 resource manager or equivalent to meetings and keeping them up to date with information about its  
914 policies. It is important we not blur the lines of employment, so in case there is any confusion, HR  
915 Business Partner should be consulted.  
916

### 9 Allegations against the DSL (Principal/Registered Manager or DSL as a substantive role)

- 918 6.83. All allegations must be reported to:
- 919 - Education division: Regional Education Lead James Imber. For the DSL fulfilling the role  
920 as their substantive role, all allegations must be reported to the James Imber.
- 921 6.84. Depending on the division and who is the service DSL, people notified of allegation made (see above)  
922 will then refer the matter to Somerset Safeguarding Authority/LADO and notify their line manager:
- 923 - Education division: Regional Education Lead James Imber or  
924 - Operations Director for Education Andrew Sutherland
- 925 6.85. The person who referred the matter to Somerset Safeguarding Authority/LADO in line with agreed  
926 course of action will decide about who will lead the case including management investigation – should  
927 the allegation threshold be met. The appropriate HR Business Partner should be notified, so they can  
928 advise and where required - support the investigation.
- 929 6.86. In residential education associated with children’s homes/care homes the Responsible/Nominated  
930 Individual MUST also be notified.
- 931 6.87. Services using Behaviour Watch system – allegations made against the DSL or DSL Deputy who have  
932 full access to the system including Concern/Safeguarding function, should not be initially entered to the  
933 system, but recoded on the policy associated Concern form and Safeguarding Tracking Pack as they  
934 would have been prior to implementation of the Behaviour Watch. This is to ensure that no one,  
935 including those who are part of the service’s Safeguarding Team are able to see the details of their own  
936 case which could have a detrimental impact on the investigation itself and the outcome of it. However,  
937 once the case has been concluded, a decision should then be made about whether or not the detail  
938 related to the case should be retrospectively entered in to Behaviour Watch or kept in the original  
939 format. Such a decision should be made by the Case Manager, Managing Director and a member of  
940 HR Team. Should a decision be made to keep it in the original format, a Concern/SG slip in the  
941 Behaviour Watch must still be retrospectively opened and a note added to reflect that there was an  
942 allegation made against the DSL/DSL Deputy but without specifying any further detail about the  
943 character of the allegation. Instead, a reference number of the case and location of the pack related to  
944 the case is provided. This action will ensure that the case has been captured in the system, which will  
945 then allow the service to generate a log with accurate numbers of concerns and safeguarding cases  
946 for the service.

### 9 Allegations against the Regional Manager/other Regional staff

- 948 6.88. Any allegations linked to the site, must be reported to the DSL of the site (In Education – the  
949 Head/Principal) who will make the initial referral to Somerset Safeguarding Authority/LADO. Following  
950 this, the allegation should be passed to the identified senior person to follow through with Somerset  
951 Safeguarding Authority/LADO and subsequently act in line with agreed course of action. This means  
952 that the DSL will retain the responsibility to report the initial concern, but will have no further part in the  
953 process regarding gathering any information or, should it be required, in the actual investigation in  
954 relation to a senior member.
- 955 6.89. Allegations not linked to specific site must be reported to Managing Director who will refer the matter  
956 to Somerset Safeguarding Authority/LADO and act in line with agreed course of action.
- 957 6.90. The appropriate HR Business Partner should be notified, so they can advise and where required -  
958 support the investigation.

959

960

961

### 9 Allegations against the Operations Directors or Managing Director

963 6.91. Any allegations linked to the site, must be reported to the DSL of the site (In Education – the  
964 Head/Principal) who will make the initial referral to Somerset Safeguarding Authority/LADO. Following  
965 this, the allegation should be passed to the identified senior person to follow through with Somerset  
966 Safeguarding Authority/LADO and subsequently act in line with agreed course of action. This means  
967 that the DSL will retain the responsibility to report the initial concern, but will have no further part in the  
968 process regarding gathering any information or, should it be required, in the actual investigation in  
969 relation to a senior member.

970 6.92. Allegations not linked to specific site must be reported to Managing Director for Education who will refer  
971 the matter to Somerset Safeguarding Authority/LADO and act in line with agreed course of action.

972 6.93. The Head of HR should be notified, so they can advise and where required - support the investigation.

### 9 Allegations against any other Senior Leader

974 6.94. Any allegations linked to the site, must be reported to the DSL of the site (In Education – the  
975 Head/Principal) who will make the initial referral to Somerset Safeguarding Authority/LADO Following  
976 this, the allegation should be passed to the identified senior person to follow through with Somerset  
977 Safeguarding Authority/LADO and subsequently act in line with agreed course of action. This means  
978 that the DSL will retain the responsibility to report the initial concern, but will have no further part in the  
979 process regarding gathering any information or, should it be required, in the actual investigation in  
980 relation to a senior member.

981 6.95. Allegations not linked to specific site must be reported to the person's (whom allegation is made  
982 against) line manager who will refer the matter to Somerset Safeguarding Authority/LADO and act in  
983 line with agreed course of action.

984 6.96. The Head of HR should be notified, so they can advise and where required - support the investigation.

### 9 Allegations against the Executive Head of Children's Services

986 6.97. Any allegations linked to the site, must be reported to the DSL of the site (In Education – the  
987 Head/Principal) who will make the initial referral to Somerset Safeguarding Authority/LADO. Following  
988 this, the allegation should be passed to the identified senior person to follow through with Somerset  
989 Safeguarding Authority/LADO and subsequently act in line with agreed course of action. This means  
990 that the DSL will retain the responsibility to report the initial concern, but will have no further part in the  
991 process regarding gathering any information or, should it be required, in the actual investigation in  
992 relation to a senior member.

993 6.98. Allegations not linked to specific site must be reported to reported to Executive Director Compliance –  
994 Amanda Sherlock who will refer the matter to Somerset Safeguarding Authority/LADO and act in line  
995 with agreed course of action.

996 6.99. The Head of HR should be notified, so they can advise and where required - support the investigation.

### 9 Allegations against the Chief Executive Officer

998 6.100. Any allegations linked to the site, must be reported to the DSL of the site (In Education – the  
999 Head/Principal) who will make the initial referral to Somerset Safeguarding Authority/LADO Following  
1000 this, the allegation should be passed to the identified senior person to follow through with Somerset  
1001 Safeguarding Authority/LADO and subsequently act in line with agreed course of action. This means  
1002 that the DSL will retain the responsibility to report the initial concern, but will have no further part in the  
1003 process regarding gathering any information or, should it be required, in the actual investigation in  
1004 relation to a senior member.

1005 6.101. Allegations not linked to specific site must be reported to reported to Executive Director Compliance –  
1006 Amanda Sherlock who will refer the matter to Somerset Safeguarding Authority/LADO and act in line  
1007 with agreed course of action.

1008 6.102. The Head of HR should be notified, so they can advise and where required - support the investigation.

## 100 Allegations - The initial response

1010 6.103. Where the school or college identifies a child/young person has been harmed, that there may be an  
1011 immediate risk of harm to a child/young person or if the situation is an emergency, they should contact  
1012 the Safeguarding Authority and as appropriate the police immediately as per the processes. There are  
1013 two aspects to consider when an allegation is made:

1014 • **Looking after the welfare of the child** - the DSL is responsible for ensuring that the child is  
1015 not at risk and referring cases of suspected abuse to the local authority children's social  
1016 care as described in Part one of this guidance.

1017 • **Investigating and supporting the person subject to the allegation** - the case manager  
1018 should discuss with the LADO, the nature, content and context of the allegation, and  
1019 agree a course of action.

1020 6.104. When dealing with allegations, schools and colleges should:

- 1021 • apply common sense and judgement
- 1022 • deal with allegations quickly, fairly and consistently; and
- 1023 • provide effective protection for the child and support the person subject to the allegation.

1024 6.105. Schools and colleges should ensure they understand the local authority arrangements for managing  
1025 allegations, including the contact details and what information the LADO will require when an allegation  
1026 is made. Before contacting the LADO, schools and colleges should conduct basic enquiries in line with  
1027 local procedures to establish the facts to help them determine whether there is any foundation to the  
1028 allegation, being careful not to jeopardise any future police investigation. For example:

- 1029 • **was the individual in the school or college at the time of the allegations?**
- 1030 • **did the individual, or could they have, come into contact with the child?**
- 1031 • **are there any witnesses? and,**
- 1032 • **was there any CCTV footage?**

1033 6.106. These are just a sample of example questions. Services should be familiar with what initial information  
1034 the LADO will require. This information can be found in local policy and procedural guidance provided  
1035 by the LADO service. Any enquiries of this nature must be carefully recorded and dated so they can be  
1036 shared with the HR department to support any investigation.

1037 6.107. When to inform the individual of the allegation should be considered carefully on a case-by-case basis,  
1038 with guidance as required from the LADO, and if appropriate Safeguarding Authority and the police.

1039 6.108. If there is cause to suspect a child is suffering, or is likely to suffer significant harm, a strategy discussion  
1040 involving the police and/or children's social care will be convened in accordance with the statutory  
1041 guidance [Working Together to Safeguard Children](#).

1042 6.109. Where it is clear that an investigation by the police or Safeguarding Authority is unnecessary, or the  
1043 strategy discussion or initial assessment decides that is the case, the LADO should discuss the next  
1044 steps with the case manager (A 'case manager' will be the person leading any investigation. In most  
1045 cases this will be a senior leader from outside the school/home). The LADO should be informed who  
1046 will lead the investigation to ensure there is no conflict of interest or any other concerns related to the  
1047 choice of the case manager.

## 100 No Further Action

1049 6.110. Where the initial discussion initial discussion leads to no further action, the case manager and the LADO  
1050 should:

- 1051 • record the decision and justification for it; and,

- 1052  
1053
- agree on what information should be put in writing to the individual concerned and by whom.

#### 1054 Further enquiries

1055 6.111. Where further enquiries are required to enable a decision about how to proceed, the LADO and case  
1056 manager should discuss how and by whom the investigation will be undertaken. In straightforward  
1057 cases, the investigation should normally be undertaken by a senior member of the school's or college's  
1058 staff.

1059 6.112. Where there is a lack of appropriate resource within the school or college, or the nature or complexity  
1060 of the allegation requires it, the allegation will require a senior member of the off-site team: Regional  
1061 Lead (Education or Care), a Director, HR Business Partner or an independent investigator if appropriate.

1062 6.113. The case manager should monitor the progress of cases to ensure that they are dealt with as quickly  
1063 as possible in a thorough and fair process. Reviews should be conducted at fortnightly or monthly  
1064 intervals, depending on the complexity of the case.

1065 6.114. Wherever possible, the first review should take place no later than four weeks after the initial  
1066 assessment. Dates for subsequent reviews, ideally at fortnightly intervals, should be set at the review  
1067 meeting if the investigation continues. The LADO will provide advice and guidance to schools and  
1068 colleges when considering allegations against adults working with children. The LADO's role is not to  
1069 investigate the allegation, but to ensure that an appropriate investigation is carried out, whether that is  
1070 by the police, children's social care, the school or college, or a combination of these.

#### 1071 Suspension

1072 6.115. Suspension should not be an automatic response when an allegation is reported. All options to avoid  
1073 suspension should be considered prior to taking that step. The case manager must consider carefully  
1074 whether the circumstances warrant suspension from contact with children at the school or college, or  
1075 until the allegation is resolved. It should be considered only in cases where there is cause to suspect a  
1076 child or other children at the school or college is/are at risk of harm, or the allegation could be  
1077 considered as gross or serious misconduct. Prior to any suspension, the case manager must consult  
1078 with their HR Business Partner and the LADO, as well as the police and Safeguarding Authority where  
1079 they have been involved. More information on suspension and associated process can be found in  
1080 [KCSIE 2023 Part 4 - Suspension](#).

#### 1081 Supporting those involved

1082 6.116. The welfare of a child/young person is paramount) and this will be the prime concern in terms of  
1083 investigating an allegation against a person in a position of trust. However, when an allegation or  
1084 safeguarding concern is being investigated it is likely to be a very stressful experience for the adult  
1085 subject of the investigation, and potentially for the family members. It is important that an employer  
1086 offers appropriate welfare support at such a time and recognises the sensitivity of the situation.  
1087 Information is confidential and should not ordinarily be shared with the other staff or with children or  
1088 parents who are not directly involved in the investigation. More about employer's duty of care to their  
1089 employees can be found in the KCSIE2023 guidance.

1090 6.117. Staff whom allegation/s have been made against must always be supported and if suspended they  
1091 will receive a support person (nominated contact), any suspension is not an indication of guilt.

#### 1092 Allegation outcomes

1093 6.118. The definitions that should be used when schools and colleges determine the outcome of an allegation  
1094 are set out below:

- 1095
- Substantiated: there is sufficient evidence to prove the allegation;
- 1096
- Malicious: there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive or cause harm to the person subject of the allegation;
- 1097
- 1098
- False: there is sufficient evidence to disprove the allegation;



- 1099 • Unsubstantiated: there is insufficient evidence to either prove or disprove the allegation.  
1100 The term, therefore, does not imply guilt or innocence; or
- 1101 • Unfounded: to reflect cases where there is no evidence or proper basis which supports  
1102 the allegation being made.
- 1103 6.119. It should be noted that these definitions are available to support the decision-making process.  
1104 However, in certain cases, in the absence of any substantiating evidence, the Company may still  
1105 progress through the formal disciplinary procedure if there are reasonable grounds to do so, or there  
1106 is a reasonable belief that an employee has committed an act of misconduct.
- 1107 6.120. Ultimately, the options open to the school or college depend on the nature and circumstances of the  
1108 allegations and the evidence and information available. This will range from taking no further action,  
1109 to dismissal or a decision not to use the person's services in future.

### **Serious incident reporting**

- 1111 6.121. In addition to all regulatory reporting requirements, all serious incidents will be escalated and reported  
1112 as outlined in **035. SUI Part 1 – Risk Categories - Reference form and SUI Part 2 –Briefing form.**

### **Death of someone in our care including rapid response to unexpected death**

- 1114 6.122. In case of **unexpected death** of a child/young person/adult in Cambian services all staff to follow the  
1115 rapid response, process described below:
- 1116 • Call the Ambulance and Police
- 1117 • Unless the 999 operator tells you to, do not touch the person; do not move anything  
1118 around them, which may form part of forensic evidence. Police will decide about the  
1119 forensic examinations and appropriate security of the scene.
- 1120 • DSL will contact Safeguarding Authority and follow the Serious Untoward Incidents (SUI)  
1121 reporting procedure. The DSL will contact the Managing Director of the division they work  
1122 in and verbally inform them of what happened before completing SUI Part 2.
- 1123 • DSL will contact Children's/Adults Social Care Team
- 1124 • Where there is a suicide/suspected suicide then Child & Adolescent Mental Health  
1125 Services (CAMHS) should also be notified by the Safeguarding Authority.
- 1126 6.123. Once the above rapid steps have been taken, further steps described below must be followed.
- 1127 6.124. In the event of the death of an Individual in one of our homes/schools/colleges we must notify the  
1128 following within 24 hours:
- 1129 • Group Executive Director Managing Director, Responsible/Nominated Individual,  
1130 Regional Lead following the **35.01. Caretech Children's services SUI process.**
- 1131 • Next of kin/parents/carer of the deceased.
- 1132 • Where the death of an individual occurs in an education location the assistance of the  
1133 local police and social services department should be sought in informing the  
1134 parents/guardians.
- 1135 • The appropriate regulatory body: e.g. Ofsted, CQC, CIW, Estyn
- 1136 • Ministry of Justice if applicable.
- 1137 • The placing authority/authorities.
- 1138 • The local authority responsible for Social Services and Education (where the death takes  
1139 place in a registered school) within whose area the education location is situated.
- 1140 • The District Health Authority within whose area the education location is situated.
- 1141 • The Department for Education, (where the death takes place in a registered school).
- 1142 • The Health and Safety Executive.



## 11 Abuse of position of trust

1144 6.125. All staff are aware that inappropriate behaviour towards those in our care is unacceptable. In addition,  
1145 staff should understand that, under the Sexual Offences Act 2003, it is an offence for a person over the  
1146 age of 18 to have a sexual relationship with a person under the age of 18, where that person is in a  
1147 position of trust, even if the relationship is consensual. This means that any sexual activity between a  
1148 member of the staff and a young person under 18 may be a criminal offence, even if that young person  
1149 is over the age of consent.

## 11 Visitors

1151 6.126. All authorised visitors will be required to sign in and out, and wear a visitor or identity badge at all  
1152 times. All unauthorised visitors will be challenged by staff and reported to the home  
1153 manager/headteacher/principal before entry is authorised.

## 11 Volunteers

1155 6.127. Volunteers undergo checks commensurate with their work in the home/school/college and contact  
1156 with children, young people and adults i.e. if they are in regulated activity or not.

## 11 Contractors

1158 6.128. We will check the identity of all contractors working on site and request the full range of DBS and other  
1159 required checks where they work in regulated activity or unsupervised in accordance with the latest  
1160 government guidance.

## 11 Use of school or college premises for non-school/college activities

1162 6.129. Where governance boards or proprietor hire or rent out school or college facilities/premises to  
1163 organisations or individuals (for example to community groups, sports associations, and service  
1164 providers to run community or extra-curricular activities) they should ensure that appropriate  
1165 arrangements are in place to keep children safe.

## 11 Extended school and off-site arrangements

1167 6.130. Where extended off-site activities are provided by and managed by us, our safeguarding policy and  
1168 procedures apply. If other organisations provide services or activities on our site we will check that they  
1169 have appropriate policies and procedures in place, including safer recruitment procedures and clarify  
1170 whose procedure is to be followed if there are concerns. There will be clear communication channels  
1171 to ensure the DSL is kept appropriately informed.

1172 6.131. When our Individuals are doing off-site activities, including day and residential visits and work-related  
1173 activities, we will risk assess and check that effective safeguarding arrangements are in place. The DSL  
1174 will be kept appropriately informed.

## 11 Use of mobile phones

1176 6.132. Staff must behave in accordance with the **GHR 11. Staff Code of Conduct** and Internet and social media  
1177 access including **Pro 01. Mobile Telephony Policy** at all times.

1178 6.133. All computer equipment and internet access within the home/school/college is subject to 'parental  
1179 controls' and internet safety rules in line with our **0. 27. E-safety policy** including internet and social  
1180 media access and **0.21. Anti-bullying policy**. Staff should not use any computer for personal reasons  
1181 during working hours. Staff need to help our Individuals to prepare for the dangers of the internet and  
1182 social media whilst promoting the many learning and social opportunities available through the internet  
1183 and social media.

1184 6.134. If staff contribute to internet blogs or access social media networking sites e.g. Facebook, they MUST  
1185 neither mention Lufton College or refer to their employment at the college. Staff are advised not to  
1186 communicate with parents, guardians, carers or Individuals via social networking sites.

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## 11 Photography and images

1190 6.135. This section should be read in conjunction to our **GIG 02. Data Protection policy**.

1191 6.136. The vast majority of people who take or view photographs or videos of individuals do so for entirely  
1192 innocent and acceptable reasons. Sadly, some people abuse children or vulnerable young people  
1193 through taking or using images, so we have some safeguards in place.

1194 6.137. To protect our children, young people or young adults we will:

- 1195 • seek their consent for photographs to be taken or published (for example, on our  
1196 website or in newspapers or publications)
- 1197 • seek parental consent of consent from the Individual
- 1198 • not use their full name with an image, only their initials
- 1199 • ensure that personal data is not shared
- 1200 • store images appropriately, securely and for no longer than necessary
- 1201 • only use school equipment, i.e. not personal devices
- 1202 • encourage our children, young people and adults to tell us if they are worried about any  
1203 photographs that are taken of them

## 12 Physical intervention and use of reasonable force

1205 6.138. All staff are encouraged to use de-escalation techniques and creative alternative strategies that are  
1206 specific to each Individual and in line with **0.45 Behaviour support policy** and **0.46 Physical Intervention**  
1207 **policy** and training. Restraint will only be used as a last resort and all incidents of this are reviewed,  
1208 recorded and monitored.

## 13 Staff taking medication or other substances

1210 6.139. Staff members must not be under the influence of alcohol or any other substance, which may affect  
1211 their ability to care for the individuals. If they are taking medication, they should seek medical advice  
1212 and inform the Home Manager/Headteacher/Principal who will review the medical advice and take a  
1213 decision as to whether they are fit for work.

1214 6.140. We only allow staff to work if medical advice confirms that their ability to look after individuals is unlikely  
1215 to be impaired. Should a member of staff need to bring their medication to the home/school/college,  
1216 it must be securely stored and out of reach of all children, young people and young adults. This section  
1217 should be read in conjunction with our **GHR 12 Drug and Alcohol Policy**.

## 14 Information for individuals and relatives/carers

1219 6.141. Individuals and carers will be informed that their concerns or complaints will be taken seriously, be  
1220 dealt with independently and that they will be kept involved in the process to the degree that they wish  
1221 to be. They will be reassured that they will receive help and support in taking action.

1222 6.142. They will also be advised that they can nominate an advocate or representative to speak and act on  
1223 their behalf if they wish. For individuals assessed as lacking capacity to make decisions about how  
1224 they could be protected, an Independent Mental Capacity Advocate (IMCA) must be considered and  
1225 may be appointed. They will be advised of rights to legal aid in where appropriate to victim support  
1226 and compensation.

## 15 Recruitment and vetting

1228 6.143. Our **GHR 03. Recruitment Policy** reflects Safer Recruitment guidelines and legislation in **Appendix 2.**  
1229 **Legislation and guidance** as well as carrying out further checks and precautions such as Good Conduct  
1230 Certificates. HTs / Principals, DSLs and member of Recruitment team including those directly supporting  
1231 schools should read Part 3 of KCSIE2023 guidance dedicated to Safer Recruitment.

1232 6.144. Each education location maintains a **Single Central Record (SCR)**. This covers all staff including supply  
1233 teaching and teacher trainees, agency care staff as well as multisite managers and members of the  
1234 proprietor body. This is regularly audited by the school/college SLT and available for inspection.

1235 6.145. For agency workers we obtain written confirmation that all checks have been completed, in line with  
1236 safer recruitment from the employment business that is supplying the member of agency staff. All  
1237 Locations must ensure that an agreement exists between the Location and the agency to confirm that,  
1238 in the event of there being a disclosure on a DBS certificate, the Location will have sight of the certificate  
1239 before that person can begin work at the home/school/college.

1240 6.146. All locations must check the identity of any person deemed 'supply' or 'agency' staff separately to the  
1241 agency.

1242 6.147. Where other Cambian staff (e.g. care staff) work on the same site as a school they must be subject to  
1243 the same recruitment regulations and procedures as the education staff.

#### 1244 **Requirements to inform Disclosure and Barring Services (DBS)**

1245 6.148. The employer has a legal duty to make a referral to the DBS for consideration of whether inclusion on  
1246 the barred lists is required.

1247 6.149. Services will promptly make a referral to the Disclosure and Barring Service (but no longer than one  
1248 month after leaving the Location) if a person in regulated activity has been dismissed or removed due  
1249 to safeguarding concerns, or would have been had they not resigned.

1250 6.150. In the case of a member of teaching staff at a school or sixth form college, the case manager must  
1251 consider whether to refer the matter to the TRA to consider prohibiting the individual from teaching.

1252 6.151. Referrals to the Disclosure and Barring Service will be made for any person (whether employed,  
1253 contracted (e.g. supply), a volunteer or student) whose services are no longer required because he/she  
1254 is considered unsuitable to work with children and young people.

1255 6.152. This is a legal duty and failure to refer when the criteria are met is a criminal offence. More detail is  
1256 provided at paragraph 179.

1257 6.153. All managers must read the group leavers policy – all referrals must be recorded with HR so they can  
1258 ensure any future references are correct. The references team log referrals so this can be completed.  
1259 This will apply to both: DBS and TRA.

#### 1260 **Record keeping**

1261 6.154. Record keeping is an important element of safeguarding. Whenever a complaint or allegation of abuse  
1262 is made, staff must keep clear and accurate records using a Concern Form.

1263 6.155. All concerns, discussions and decisions made, and the reasons for those decisions, should be recorded  
1264 in writing. Information should be kept confidential and stored securely. Schools/colleges using  
1265 Databridge have Concern/Safeguarding function to record any concerns being raised. A report per  
1266 child/young person can also be generated.

1267 6.156. Records should be factual, accurate, concise, ethical and relevant.

1268 6.157. All recording of written information should be legible and discussions with other professionals and  
1269 agencies should be recorded chronologically.

1270 6.158. Each location apart from those using Behaviour Watch system will also maintain **25.07. Central Log of**  
1271 **Concerns and Safeguarding** of all concerns raised at the location including the safeguarding  
1272 information where the concern has escalated. Where this is held as a paper version this is to be made  
1273 into a bound booklet and completed by the DSL. If kept electronically, access is to be restricted to the  
1274 DSL and deputies only.

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## 127 Monitoring

1278 6.159. A quality assurance cycle operates to ensure that safeguarding incidents and notifications are  
 1279 recorded, managed and responded to at the Location, at a regional level and at a whole divisional  
 1280 level, see **section 9. Accountability**. The cycle is informed by a weekly (Monday) submission of Key  
 1281 Performance Indicators (KPIs) using **CambianKPI** and the identification and management of  
 1282 safeguarding risks. A report on the position of every site in relation to their KPIs is produced every  
 1283 Wednesday.

## 128 Training

1285 6.160. All staff will receive information regarding Child Protection and Safeguarding on induction. The  
 1286 induction introduces the new staff member to the policy, procedure and practice at the location. They  
 1287 will also be orientated as to where to find information regarding safeguarding including relevant  
 1288 posters around the location. As part of their induction all staff are required to read this policy and  
 1289 confirm that, they understand their role in safeguarding and protecting young people within the service  
 1290 they are going to work.

1291 6.161. All staff MUST complete mandatory safeguarding online training via MYRUS which must be completed  
 1292 as part of staff member induction and annually thereafter. This should include online safety. This is to  
 1293 maintain staff awareness of their responsibilities in relation to children /young people/young adult's  
 1294 safeguarding.

1295 6.162. Staff will not be allowed to work with individuals unless they have completed the above training. The  
 1296 school/college/home must check that supply/agency staff have completed basic awareness training  
 1297 before being allowed into contact with Individuals.

1298 6.163. Contractors and others on site who might have unsupervised access to individuals must also complete  
 1299 basic awareness training before being allowed to start work.

1300 6.164. The DSL will ensure that all staff receive regular updates regarding safeguarding policy, procedure and  
 1301 practice throughout the year. This can be undertaken in various forums: as a face-to-face or online  
 1302 session, staff meetings or workshops. In addition to this, safeguarding updates including various  
 1303 resources are provided to schools and colleges by the external Safeguarding Network.

1304 6.165. The DSL and DSL Deputies should undergo the same level of training providing them with the  
 1305 knowledge and skills required to carry out the role. The DSL's/DSL Deputies' training should be provided  
 1306 by the LA within the boundaries they operate and be refreshed at least every two years. Both should  
 1307 also undertake Prevent awareness training.

## 1308 Confidentiality and information sharing

1309 6.166. Information sharing is vital in identifying and tackling all forms of abuse and neglect, and in promoting  
 1310 child's/young person's welfare, including their educational outcomes. Schools and colleges have clear  
 1311 powers to share, hold and use information for these purposes. Staff should be proactive in sharing  
 1312 information as early as possible to help identify, assess and respond to risks or concerns about the  
 1313 safety and welfare of children/ young people whether this is when problems are first emerging, or  
 1314 where a child is already known to local authority children's social care.

1315 6.167. Where the police are involved, wherever possible the school or college should ask the police to obtain  
 1316 consent from the individuals involved to share their statements and evidence for use in the employer's  
 1317 disciplinary process. This should be done as their investigation proceeds and will enable the police to  
 1318 share relevant information without delaying the conclusion of their investigation or any court case.

1319 6.168. The Safeguarding authority should adopt a similar procedure when making enquiries to determine  
 1320 whether the child or children named in the allegation need protection or services, so that any  
 1321 information obtained in the course of those enquiries which is relevant to a disciplinary case can be  
 1322 passed to the employer without delay.

1323 6.169. The case manager should take advice from the LADO, police and Safeguarding Authority to agree the  
 1324 following:

- 1325                   • who needs to know and exactly what information can be shared;
- 1326                   • how to manage speculation, leaks and gossip
- 1327                   • what, if any, information can be reasonably given to the wider community to reduce  
1328 speculation; and
- 1329                   • how to manage press interest if, and when, it should arise.
- 1330 6.170. Exchange or disclose of personal information with other agencies will be completed in accordance with  
1331 **GIG 02. Data Protection and GIG 09. Confidentiality Code of Practice** and all relevant legislation  
1332 including the Data Protection Act 2018 and GDPR which places duty on organisations and individuals  
1333 to process personal information fairly and lawfully and to keep the information they hold safe and  
1334 secure.
- 1335 6.171. Information relating to individual Safeguarding cases is confidential, although some information can  
1336 be shared with relevant staff. This should be done only on a 'need to know' basis.
- 1337 6.172. Governance Boards and proprietor should ensure relevant staff have due regard to the relevant data  
1338 protection principles, which allow them to share (and withhold) personal information, as provided for  
1339 in the Data Protection Act 2018 and the GDPR. This includes:
- 1340                   • being confident of the processing conditions which allow them to store and share  
1341 information for safeguarding purposes, including information which is sensitive and  
1342 personal, and should be treated as 'special category personal data'.
  - 1343                   • understanding that 'safeguarding of children and individuals at risk' is a processing  
1344 condition that allows practitioners to share special category personal data. This  
1345 includes allowing practitioners to share information without consent where there is  
1346 good reason to do so, and that the sharing of information will enhance the  
1347 safeguarding of a child in a timely manner but it is not possible to gain consent, it cannot  
1348 be reasonably expected that a practitioner gains consent, or if to gain consent would  
1349 place a child at risk.
  - 1350                   • for schools, not providing pupils' personal data where the serious harm test under the  
1351 legislation is met. For example, in a situation where a child is in a refuge or another  
1352 form of emergency accommodation, and the serious harms test is met, they must  
1353 withhold providing the data in compliance with schools' obligations under the Data  
1354 Protection Act 2018 and the GDPR. Where in doubt schools should seek independent  
1355 legal advice.
- 1356 6.173. When sharing safeguarding information regarding an individual, staff will need to consider the  
1357 following:
- 1358                   • Information should only be shared on a 'need to know' basis when it is in the best  
1359 interests of the individual
  - 1360                   • Informed consent should be obtained but, if this is not possible and other adults are at  
1361 risk of abuse or neglect, it may be necessary to override the requirement
  - 1362                   • Distinguish fact from opinion
  - 1363                   • Ensure you are giving the right information about the right person
  - 1364                   • Ensure you are sharing information securely
  - 1365                   • Inform the person that the information has been shared if they were not already aware  
1366 of this and if it would not create or increase risk of harm to them/others.

1367 6.174. The Data Protection Act 2018 and GDPR do not prevent the sharing of information for the purposes of  
1368 keeping children safe. Fears about sharing information must not be allowed to stand in the way of the  
1369 need to safeguard and promote the welfare and protect the safety of children.

1370 6.175. Further details on information sharing can be found in:

- 1371 • Chapter one of [Working Together to Safeguard Children](#), which includes a myth-  
1372 busting guide to information sharing
- 1373 • Information Sharing: [Advice for Practitioners Providing Safeguarding Services to](#)  
1374 [Children, Young People, Parents and Carers](#). The seven golden rules for sharing  
1375 information will be especially useful
- 1376 • [The Information Commissioner's Office \(ICO\)](#), which includes ICO GDPR FAQs and  
1377 guidance from the department
- 1378 • [Data protection: toolkit for schools](#) - Guidance to support schools with data protection  
1379 activity, including compliance with the GDPR.

1380 6.176. The following wording is to be added to any covering letter where we are sharing documentation:  
1381 "The material contained in this letter and its enclosures are confidential to Cambian Group and the  
1382 persons named within the documentation. The documentation is delivered only in accordance with a  
1383 perceived legal obligation to make the documentation available and upon the strict understanding that  
1384 the recipient and all members of the recipient's staff will undertake to preserve confidentiality and not  
1385 in any way share the documentation or any details of the information therein contained with any other  
1386 party. Any person receiving this information who breaches these obligations of confidentiality will be  
1387 held strictly responsible and will be expected to indemnify Cambian Group and any persons named  
1388 within the documentation against any losses that may arise as a result of misuse of this material".

1389 6.177. If in doubt, the DSL or deputies must liaise with the company Caldicott Guardian. The contact details  
1390 for the Caldicott Guardian at our location is:

1391 Sarah Longley-Cook – 07876 835633 - Sarah.Longleycook@cambianguroup.com

1392 6.178. Failure to follow this policy and local procedure may result in disciplinary action.

## 1393 **Complaints and Monitoring**

1394 6.179. All complaints arising from the operation of this policy will be considered under the **0.22 complaints**  
1395 **procedure**, with reference to the our Designated Safeguarding Officer who is Sophia Cursons (DSL) and  
1396 Somerset Safeguarding Children's Board

## 1397 **7. Accountability**

1398 7.1. Sophia Cursons is the DSL at Lufton College and has lead responsibility for protecting and safeguarding  
1399 children, young people and young adults and liaising with the local authority and other local agencies  
1400 as appropriate. This includes young person protections, referrals, raising awareness, training,  
1401 allocating resources and supporting/directing staff within the Location. In all matters, relating to young  
1402 person protection and safeguarding Lufton College will follow the procedures outlined in this policy.

1403 7.2. The content and effective implementation of policy and procedures are subject to routine monitoring  
1404 by the Head of Service. Our Operations Director, Andrew Sutherland will undertake a full annual review  
1405 of the content and effective application of this policy and associated procedures. The date for the next  
1406 scheduled review is set out on page 2. The policy will be reviewed earlier in accordance with changes  
1407 in legislation, regulatory requirements or as a result of best practice guidance.

1408 7.3. Safeguarding at a strategic level is overseen by Amanda Sherlock - the Group Executive Director  
1409 Compliance, who will support and promote the development of initiatives to improve the prevention,  
1410 identification and response to abuse and neglect. As the Director accountable for safeguarding, she is  
1411 also responsible for reporting on safeguarding and providing executive leadership.



1412 7.4. Managers - are responsible for ensuring that staff are aware of this policy and offer support to those  
 1413 reporting abuse. It is important to recognise that dealing with situations involving abuse and neglect  
 1414 can be stressful and distressing for staff.

1415 7.5. Regulated professionals - Staff governed by professional regulation (for example, social workers,  
 1416 doctors, allied health professionals and nurses) should understand how their professional standards  
 1417 and requirements underpin their organisational roles to prevent, recognise and respond to abuse and  
 1418 neglect.

1419 7.6. All staff are responsible for identifying and responding to allegations of abuse. Staff at operational level  
 1420 need to share a common view of what types of behaviour may be abuse or neglect and what should  
 1421 be an initial response to suspicion or allegation of abuse or neglect.

1422 7.7. All staff MUST make sure that they have familiarised themselves with their local multi-agency  
 1423 safeguarding policy as this policy is designed to complement rather than replace the multi-agency  
 1424 policies which define the local practice that must be followed.

1425 7.8. In the event that the DSL or DSL Deputy are on leave or away from the Location and not contactable  
 1426 alternative arrangements must be put in place, cascaded to staff and displayed so staff can access  
 1427 contact names and details if required.

1428 **8. Further Safeguarding information – what everyone needs to know**  
 1429 **(Appendix 12)**

1430 8.1. All staff should have an awareness of safeguarding issues that can put children at risk of harm.  
 1431 Behaviours linked to issues such as drug taking and or alcohol misuse, deliberately missing education  
 1432 and consensual and non-consensual sharing of nudes and semi-nudes images and/or videos can be  
 1433 signs that children are at risk. Other safeguarding issues such as child on child/young adult on young  
 1434 adult abuse staff should be aware of are explored in the **Appendix 12. Further Safeguarding**  
 1435 **information – what everyone needs to know.**

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## 1452 9. Appendices

### 1453 Appendix 1: Relevant policies and documents

- 1454 1. Child Protection and Safeguarding
- 1455 a) 25.01 - Index Form for Individuals Concern File
- 1456 b) 25.02 - Abuse Poster Individual
- 1457 c) 25.03 - Individual Safeguarding booklet – Easy Read
- 1458 d) 25.04 - Concern Form
- 1459 e) 25.05 - Safeguarding Tracking Pack
- 1460 f) 25.06 – Visitor Information Leaflet template
- 1461 g) 25.07 – Central Log of Concerns and Safeguarding – excel version
- 1462 h) 25.08 – Guidance to staff who had an allegation made against them
- 1463 i) 25.09 – Local Safeguarding procedure
- 1464 j) 25.10 – Staff Safeguarding Information poster
- 1465 k) 25.11 – Guidance notes for Designated or On-call person
- 1466 l) 25.12 – Static body chart
- 1467 m) 25.13 – Weekly body chart
- 1468 n) 25.14 – Guidance for Investigating Unexplained Body Marks
- 1469 o) 25.15 – Guidance to Child Protection and Safeguarding at Cambian
- 1470 2. Whistleblowing
- 1471 3. Anti-bullying
- 1472 4. Child Sexual Exploitation
- 1473 5. Intimate and Invasive Care
- 1474 6. Self-harm and suicide
- 1475 7. Behaviour Support
- 1476 8. Physical Intervention
- 1477 9. Complaints Policy
- 1478 10. Health
- 1479 11. E –safety
- 1480 12. Capacity to consent
- 1481 13. Prevent
- 1482 14. Recruitment
- 1483 15. Code of Conduct
- 1484 16. Data Protection



- 1485 **17.** Confidentiality
- 1486 **18.** Disciplinary
- 1487 **19.** Code of Practice
- 1488 **20.** Mobile telephony
- 1489 **21.** SUI Caretech children’s services process
- 1490 **22.** Caretech - Group Leaving Policy
- 1491 **23.** GHR 02 – Harassment and Bullying
- 1492 **24.** GHR 41 – Reference Requests
- 1493 **25.** GHR 41.1 DBS referral log
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**Appendix 2: Legislation and guidance**

- 1524 • [The Children Act 2004, as amended by the Children and Social Work Act 2017](#)
- 1525 • [Statutory Instrument 2015 No.541 Social Care, England The Young people's/care home Homes](#)
- 1526 [\(England\) Regulations 2015 in force as of 1st April 2015](#)
- 1527 • [Guide to the Young people's/care home Homes Regulations including the Quality Standards \(DfE:](#)
- 1528 [April 2015\)](#)
- 1529 • [Prevent Duty Guidance: for England and Wales \(March 2015\) \(Prevent\). Prevent is supplemented by](#)
- 1530 [The Prevent duty: Departmental advice for schools and young person minders \(June 2015\) and The](#)
- 1531 [use of social media for on-line radicalisation \(July 2015\)](#)
- 1532 • [The Health and Social Care Act 2008 \(Regulated Activities\) Regulations 2015](#)
- 1533 • [Female Genital Mutilation Act 2003, \(as inserted by section 74 of the Serious Crime Act 2015\)](#)
- 1534 • [Terrorism Act 2000](#)
- 1535 • [Counter Terrorism and Security Act 2015](#)
- 1536 • [The School staffing regulations , England 2009](#)
- 1537 • [The Teachers Disciplinary regulations, 2012](#)
- 1538 • [Parts 3 and 4 Schedule to the Education independent Schools Standard Regulations, 2014.](#)
- 1539 • [All Wales Child Protection Procedures 2008](#)
- 1540 • [All Wales POVA Guidance 2008](#)
- 1541 • [Keeping learners safe | GOV.WALES](#)
- 1542 • [The Care Act 2014](#)
- 1543 • [Social services and wellbeing Act 2014](#)
- 1544 • [Working Together to Safeguard Children 2018](#)
- 1545 [Keeping Children Safe in Education 2023](#)
- 1546 • [Keeping Children Safe in Education 2023 Part 1](#)
- 1547 • [Regulated activity in relation to children: scope](#)
- 1548 • [What to do if you're worried a child is being abused](#)
- 1549 • [Sexual violence and sexual harassment between children in schools and colleges 2021](#)
- 1550 • [Violence against women and girls](#)
- 1551 • <https://learning.nspcc.org.uk/safeguarding-child-protection/safer-recruitment/>
- 1552 • [Teaching online safety in school.pdf](#)
- 1553 • [Supporting practice in tackling child sexual abuse - CSA Centre](#)

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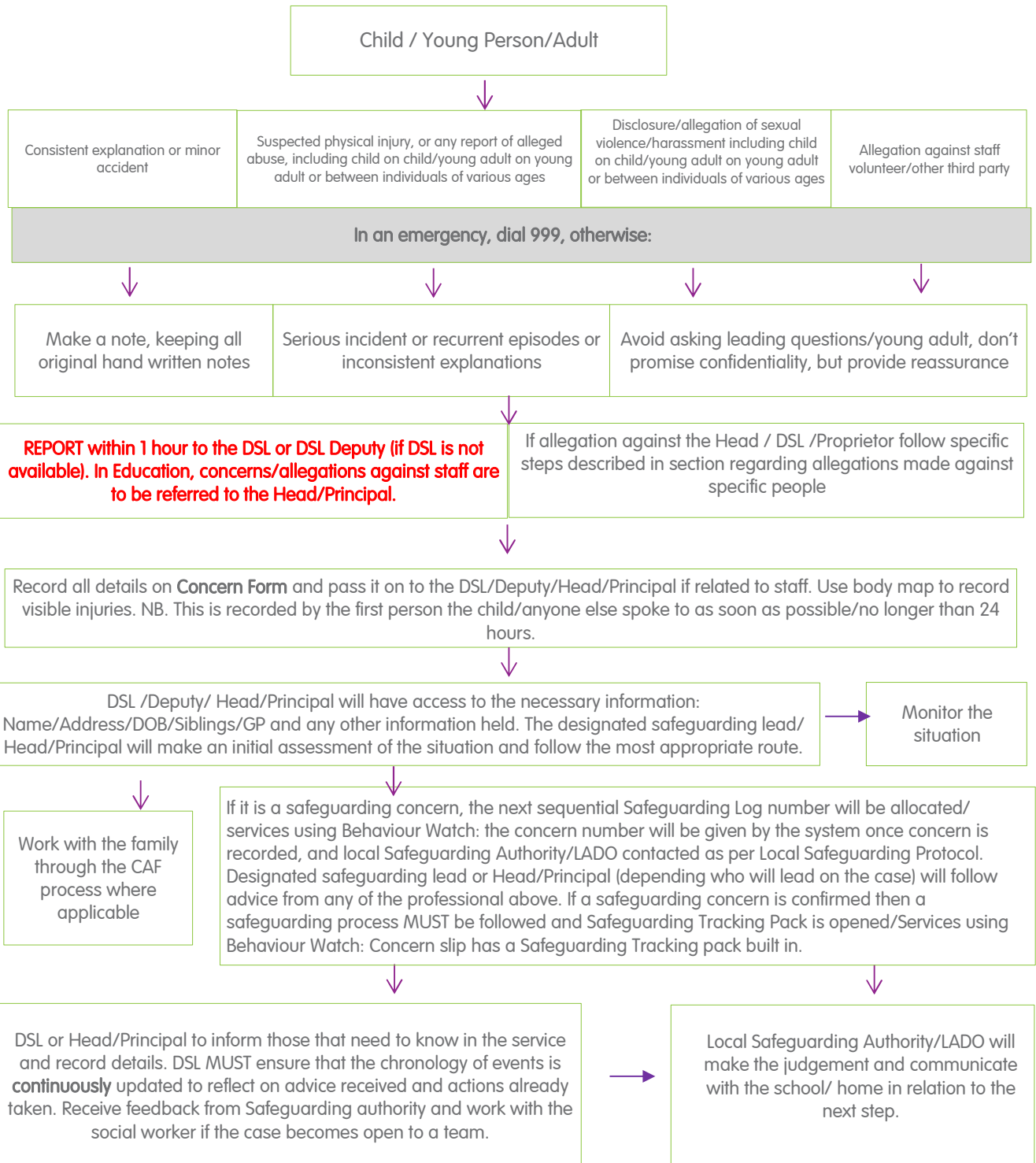
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1567 **Appendix 3: Child Protection and safeguarding procedure (Flow chart)**

1568 DSL – DSL    CSC – Children’s Social Care  
 1569 CAF – Common Assessment framework    LADO – Local Authority Designated Officer  
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STAFF



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DSL

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1620 **Appendix 4: Types of abuse – children**

- 1621 • **Abuse:** a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or  
 1622 by failing to act to prevent harm. Children may be abused in a family or in an institutional or community  
 1623 setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or  
 1624 technology may be used to facilitate offline abuse. Children may be abused by an adult or adults or by  
 1625 another child or children
- 1626 • **Physical abuse:** a form of abuse, which may involve hitting, slapping, shaking, throwing, poisoning,  
 1627 burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm  
 1628 may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness  
 1629 in a child.
- 1630 • **Emotional abuse:** the persistent emotional maltreatment of a child such as to cause severe and adverse  
 1631 effects on the child’s emotional development. It may involve conveying to a child that they are worthless  
 1632 or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include  
 1633 not giving the child opportunities to express their views, deliberately silencing them or ‘making fun’ of  
 1634 what they say or how they communicate. It may feature age or developmentally inappropriate  
 1635 expectations being imposed on children. These may include interactions that are beyond a child’s  
 1636 developmental capability as well as overprotection and limitation of exploration and learning, or  
 1637 preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-  
 1638 treatment of another. It may involve serious bullying (including cyberbullying), causing children  
 1639 frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of  
 1640 emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.
- 1641 • **Sexual abuse:** Sexual abuse may involve physical contact, including assault by penetration (for  
 1642 example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching  
 1643 outside of clothing. They may also include non-contact activities, such as involving children in the  
 1644 production of sexual images, forcing children to look at sexual images or watch sexual activities,  
 1645 encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for  
 1646 abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can  
 1647 also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children  
 1648 or young adults by other young adults or between individuals of different age is a specific safeguarding  
 1649 issue in education and all staff should be aware of it and of their school or colleges policy and  
 1650 procedures for dealing with it.
- 1651 • **Child Sexual Exploitation and Child Criminal Exploitation** are forms of abuse that occur where an  
 1652 individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child  
 1653 into taking part in sexual or criminal activity, in exchange for something the victim needs or wants,  
 1654 and/or for the financial advantage or increased status of the perpetrator or facilitator and/or through  
 1655 violence or the threat of violence. CSE and CCE can affect children, both male and female and can  
 1656 include children who have been moved (commonly referred to as trafficking) for the purpose of  
 1657 exploitation Child Sexual Exploitation does not always involve physical contact; it can also occur through  
 1658 the use of technology.
- 1659 • **Neglect:** the persistent failure to meet a child’s basic physical and/or psychological needs, likely to  
 1660 result in the serious impairment of the child’s health or development. Neglect may occur during  
 1661 pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent  
 1662 or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or  
 1663 abandonment); protect a child from physical and emotional harm or danger; ensure adequate  
 1664 supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care  
 1665 or treatment. It may also include neglect of, or unresponsiveness to, a child’s basic emotional needs.



- 1666 • **Online abuse** - abuse that is facilitated using internet-connected technology. It may take place through  
1667 social media, online games or other channels of digital communication. Children can also be re-  
1668 victimised if evidence of their abuse is recorded or uploaded online. Technology can facilitate a number  
1669 of illegal abusive behaviours including, but not limited to: harassment; stalking; threatening behaviour;  
1670 child sexual abuse material; inciting a child to sexual activity; sexual exploitation; grooming; sexual  
1671 communication with a child; and, causing a child to view images or watch videos of a sexual act. Using  
1672 technology to facilitate any of the above activities is online abuse. Alongside those illegal activities that  
1673 are perpetrated online and constitute abuse, children may also be exposed to online harms, such as  
1674 inappropriate behaviours or content online. For instance, children may be bullied online by other  
1675 children/young people/young adults they know/others who they don't know or they might, either  
1676 accidentally or intentionally, view content, which is intended for adults. Both online abuse and exposure  
1677 to unsuitable content or behaviour can have a long-lasting impact on the wellbeing of children and  
1678 young people.  
1679

1680 **Appendix 5: Types of abuse - adults**

- 1681 • **Physical abuse** - assault, hitting, slapping, punching, kicking, hair-pulling, biting, pushing, rough  
1682 handling, scalding and burning, physical punishments, inappropriate or unlawful use of restraint,  
1683 making someone purposefully uncomfortable, involuntary isolation or confinement, misuse of  
1684 medication, forcible feeding or withholding food, unauthorized restraint, restricting movement.
- 1685 • **Honour based abuse** - encompasses incidents/crimes which have been committed to protect/defend  
1686 the honour of the family and/or the community including female genital mutilation (FGM), forced  
1687 marriage and practices such as breast ironing. Abuse committed in the context of preserving "honour"  
1688 often involves a wider network of family or community pressure and can include multiple perpetrators.  
1689 It is important to be aware of this dynamic and additional risk factors when deciding what form of  
1690 safeguarding action to take. All forms of HBA are abuse (regardless if the motivation) and should be  
1691 handled and escalated as such. Professionals in all agencies, individuals and groups in relevant  
1692 communities, need to be alert to the possibility of a child being at risk of HBA, or already having suffered  
1693 HBA.
- 1694 • **Domestic violence or abuse** – this type of abuse can be characterised by any of the indicators of abuse  
1695 outlined in this briefing relating to: psychological, physical, sexual financial, emotional. Domestic  
1696 violence and abuse include any incident or pattern of incidents of controlling, coercive or threatening  
1697 behaviour, violence or abuse between those aged 16 or over who are or have been, intimate partners  
1698 or family members regardless of gender or sexuality.
- 1699 • **Sexual abuse** - Rape, attempted rape or sexual assault, inappropriate touch anywhere, non-  
1700 consensual masturbation of either or both persons, non- consensual sexual penetration or attempted  
1701 penetration of the vagina, anus or mouth, any sexual activity that the person lacks the capacity to  
1702 consent to, inappropriate looking, sexual teasing or innuendo or sexual harassment, sexual  
1703 photography or forced use of pornography or witnessing of sexual acts, Indecent exposure.
- 1704 • **Psychological or emotional abuse** - Enforced social isolation and/or preventing someone accessing  
1705 services, educational and social opportunities and seeing friends, removing mobility or communication  
1706 aids or intentionally leaving someone unattended when they need assistance, preventing someone  
1707 from meeting their religious and cultural needs, preventing the expression of choice and opinion, failure  
1708 to respect privacy, preventing stimulation, meaningful occupation or activities, intimidation, coercion,  
1709 harassment, use of threats, humiliation, bullying, swearing or verbal abuse, addressing a person in a  
1710 patronising or infantilising way, threats of harm or abandonment, cyber bullying.
- 1711 • **Financial or material abuse** - Theft of money or possessions, scamming, preventing a person from  
1712 accessing their own money, benefits or assets, employees taking a loan from a person using the  
1713 service, undue pressure, duress, threat or undue influence put on the person in connection with loans,  
1714 wills, property, inheritance or financial transactions, arranging less care than is needed to save money  
1715 to maximise inheritance, denying assistance to manage/monitor financial affairs, denying assistance  
1716 to access benefits, misuse of personal allowance in a care home, misuse of benefits or direct payments  
1717 in a family home, someone moving into a person's home and living rent free without agreement or  
1718 under duress, false representation, using another person's bank account, cards or documents,  
1719 exploitation of a person's money or assets, e.g. unauthorised use of a car, misuse of a power of  
1720 attorney, deputy, appointee ship or other legal authority.
- 1721 • **Modern slavery** – Human trafficking, forced labour, domestic servitude, sexual exploitation, such as  
1722 escort work, prostitution and pornography, debt bondage – being forced to work to pay off debts that  
1723 realistically they never will be able to.
- 1724 • **Discriminatory abuse** - Unequal treatment based on age, disability, gender reassignment, marriage  
1725 and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation  
1726 (known as 'protected characteristics' under the Equality Act 2010). Verbal abuse, derogatory remarks  
1727 or inappropriate use of language related to a protected characteristic, denying access to  
1728 communication aids, not allowing access to an interpreter, signer or lip-reader, harassment or  
1729 deliberate exclusion on the grounds of a protected characteristic, denying basic rights to healthcare,  
1730 education, employment and criminal justice relating to a protected characteristic, substandard service  
1731 provision relating to a protected characteristic.

- 1732 • **Organisational or institutional abuse** - Discouraging visits or the involvement of relatives or friends, run-  
 1733 down or overcrowded establishment, authoritarian management or rigid regime, lack of leadership  
 1734 and supervision, insufficient staff or high turnover resulting in poor quality care, abusive and  
 1735 disrespectful attitudes towards people using the service, inappropriate use of restraints, lack of respect  
 1736 for dignity and privacy, failure to manage residents with abusive behaviour, not providing adequate  
 1737 food and drink, or assistance with eating, not offering choice or promoting independence, misuse of  
 1738 medication, failure to provide care with dentures, spectacles or hearing aids, not taking account of  
 1739 individuals' cultural, religious or ethnic needs, failure to respond to abuse appropriately, interference  
 1740 with personal correspondence or communication, failure to respond to complaints.
- 1741 • **Neglect or acts of omission** - Failure to provide or allow access to food, shelter, clothing, heating,  
 1742 stimulation and activity, personal or medical care, providing care in a way that the person dislikes,  
 1743 failure to administer medication as prescribed, refusal of access to visitors, not taking account of  
 1744 individuals' cultural, religious or ethnic needs, not taking account of educational, social and recreational  
 1745 needs, ignoring or isolating the person, preventing the person from making their own decisions,  
 1746 preventing access to glasses, hearing aids, dentures, etc., failure to ensure privacy and dignity.
- 1747 • **Self-neglect** -The Care Act 2014 statutory guidance for adults includes self-neglect in the categories of  
 1748 abuse or neglect relevant to safeguarding adults with care and support needs. In some circumstances,  
 1749 where there is a serious risk to the health and wellbeing of an individual, it may be appropriate to raise  
 1750 self-neglect as a safeguarding concern. However, interventions for self-neglect are usually more  
 1751 appropriate under the parts of the Care Act dealing with assessment, planning, information and advice,  
 1752 and prevention.  
 1753

## 1754 Appendix 6: Signs that someone could be a victim

### 1755 Physical abuse

- 1756 • No explanation for injuries or an inconsistent account of what happened
- 1757 • Injuries that don't seem likely, given the person's lifestyle
- 1758 • Bruising, cuts, welts, burns, marks on the body or loss of hair in clumps
- 1759 • Frequent injuries
- 1760 • Unexplained falls
- 1761 • Subdued or changed behaviour in the presence of a particular person
- 1762 • Signs of malnutrition (not having enough to eat)
- 1763 • Failure to seek medical treatment or frequent changes of GP

### 1764 Sexual abuse

- 1765 • Bruising, particularly to the thighs, buttocks and upper arms and marks on the neck
- 1766 • Torn, stained or bloody underclothing
- 1767 • Bleeding, pain or itching in the genital area
- 1768 • Unusual difficulty in walking or sitting
- 1769 • Foreign bodies in genital or rectal openings
- 1770 • Infections, unexplained genital discharge, or sexually transmitted diseases
- 1771 • Pregnancy in a child or young person who cannot consent to sexual intercourse
- 1772 • Using unexpectedly explicit sexual language
- 1773 • Major changes in sexual behaviour or attitude
- 1774 • Incontinence not to do with a medical condition
- 1775 • Self-harming
- 1776 • Poor concentration, withdrawal, sleep disturbance
- 1777 • Excessive fear of or withdrawal from relationships
- 1778 • Fear of receiving help with personal care
- 1779 • Not wanting to be alone with a particular person

### 1780 Psychological or emotional abuse

- 1781 • An air of silence when a particular person is present
- 1782 • Withdrawal or change in the psychological state of the person
- 1783 • Insomnia (not sleeping)
- 1784 • Low self-esteem
- 1785 • Uncooperative and aggressive behaviour
- 1786 • A change of appetite, weight loss or gain
- 1787 • Signs of distress: tearfulness, anger
- 1788 • Apparent false claims by someone involved with the person, to attract unnecessary treatment

### 1789 Neglect and acts of omission

- 1790 • Poor environment – dirty or unhygienic
- 1791 • Poor physical condition and/or personal hygiene
- 1792 • Pressure sores or ulcers
- 1793 • Malnutrition or unexplained weight loss
- 1794 • Untreated injuries and medical problems
- 1795 • Inconsistent or reluctant contact with medical and social care organizations
- 1796 • A build-up of medication that hasn't been taken
- 1797 • Uncharacteristic failure to engage in social interaction

1798 Unsuitable clothing or not enough clothes

1799

1800 Domestic abuse

- 1801 • becoming anxious or depressed
- 1802 • having difficulty sleeping
- 1803 • complaining of physical symptoms such as tummy aches
- 1804 • starting to wet their bed
- 1805 • behaving as though they are much younger than they are
- 1806 • having problems with school
- 1807 • becoming aggressive or they may internalise their distress and withdraw from other people
- 1808 • having a lowered sense of self-worth
- 1809 • older children may begin to play truant or start to use alcohol or drugs
- 1810 • they beginning to self-harm by taking overdoses or cutting themselves

1811

1812 Child on Child/Young adult on young adult abuse/between individuals of different age

- 1813 • absence from school or disengagement from school activities
- 1814 • physical injuries
- 1815 • mental or emotional health issues
- 1816 • becoming withdrawn – lack of self esteem
- 1817 • lack of sleep
- 1818 • alcohol or substance misuse
- 1819 • changes in behavior
- 1820 • inappropriate behavior doe age
- 1821 • abusive towards others

1822

## Appendix 7: Signs that someone could be an abuser

- 1824 • Using restraint when it's not needed
- 1825 • Having favourites
- 1826 • Giving treats, presents or money to certain people without permission from a manager
- 1827 • Finding ways to spend time with a particular child, young person or young adult, perhaps by working longer hours or giving up free time
- 1828
- 1829 • Finding ways to spend time alone with a particular child, young person or young adult , for example in a car or somewhere else
- 1830
- 1831 • Inviting a particular child, young person or young adult at risk to their own house without permission from a manager
- 1832
- 1833 • Being over-friendly with a child, young person or young adult's parents or guardians without permission from a manager
- 1834
- 1835 • Taking photos of the child, young person or young adult that aren't for work purposes
- 1836 • Trying to make private contact with a particular child, young person or young adult , including by text, email, mobile phone, online or in letter
- 1837
- 1838 • Finding ways to have physical contact, like play-fighting or tickling
- 1839 • Keeping collections of toys or other items that might attract children or people at risk
- 1840 • Controlling behaviour
- 1841 • Narcissistic characteristics
- 1842 • Bullying
- 1843 • Being forced into a sexual act
- 1844 • Humiliation
- 1845 • Constant yelling and shouting
- 1846 • The threat or use of violence
- 1847 • Destroying personal items
- 1848 • Limiting contact with family, friends and work colleagues
- 1849 • Checking up on your whereabouts
- 1850 • Accusing the child/young person (the victim), of committing the abuse when it is the other way around.
- 1851
  
- 1852



1853 **Appendix 8: DSL/DSL Deputy, Head/Principal (if the concern/allegation is related to staff) – actions, reporting**  
1854 **and recording procedure**

- 1855 • Staff notifies the DSL /Head/Principal of their concern as soon as it is possible but no later than within 1  
1856 hour from the moment of disclosure/report from the child/young person/other person completes and  
1857 passes the Concern form as soon as it is possible, but no later than 24hrs from the moment of  
1858 disclosure/report. If the DSL is unavailable, passes it on to the DSL Deputy. In Education, if the concern  
1859 is related to the staff and the Head/Principal is not available, staff must report their concern to the DSL  
1860 instead, so there is no delay in reporting of the concern. The DSL will then liaise with the Head/Principal  
1861 to agree on the next step. Services using Behaviour Watch: staff must report their concern verbally  
1862 before completing the Concern/Safeguarding slip in the system.
- 1863 • DSL/DSL Deputy or Head/Principal (depending on who will lead on the case) enters the concern details  
1864 on the **25.07. Central Log of Concerns and Safeguarding** and inserts the concern reference number on  
1865 the Concern Form. Services using Behaviour Watch – DSL/DSL Deputy or Head/Principal reviews the  
1866 concern and decides on the next step which may lead to Safeguarding Tracking Pack being opened  
1867 (Safeguarding Tracking Pack is built as part of the concern slip should the case proceed to  
1868 safeguarding).
- 1869 • If it is deemed to be a child protection/safeguarding (children and adults) matter the DSL/DSL Deputy  
1870 or Head/Principal will then also additionally allocate the next sequential Safeguarding Reference  
1871 number on the **25.07. Central Log of Concerns and Safeguarding**, write this number on the Concern  
1872 form and immediately (or at least within one hour of receiving the concern form, make a referral to the  
1873 local Safeguarding Authority and the Local Authority Designated Officer (LADO) where required, to  
1874 discuss the allegation and agree a course of action. DSL/DSL Deputy or Head/Principal using the  
1875 Behaviour Watch system will progress to the next stage – Safeguarding part of the concern/SG slip  
1876 which is only accessible to the Safeguarding Team.
- 1877 • If the local Safeguarding Authority/LADO confirms that they do not consider the matter to be a  
1878 safeguarding concern, then the date and time of the contact is recorded on the Concern Form and on  
1879 the Central Log of Concerns and Safeguarding and it is marked as a Safeguarding Level 1 – Initial  
1880 Informal Investigation. The Head of Service/Head/Principal/DSL/DLS Deputy MUST ensure that a  
1881 member of their Senior Management Team is assigned to look into the concern. The review must be  
1882 recorded and outcomes shared with the people involved. Feedback from the review session MUST be  
1883 provided to local Safeguarding Authority/LADO. Services using the Behaviour Watch system will follow  
1884 the same set of steps apart from populating the Central Log of Concerns and Safeguarding as the log  
1885 can be generated by the system using chosen filtering criteria.
- 1886 • It is important to allocate a Safeguarding reference on the log even if no further action needs to be  
1887 taken. This diligent approach will ensure a clear historic record of contact with local Safeguarding  
1888 Authority/LADO for any matter which is deemed by the DSL to be of concern and has been raised with  
1889 the local Safeguarding Authority/LADO whichever appropriate.
- 1890 • If the local Safeguarding Authority/LADO confirms that the matter is a safeguarding concern and that it  
1891 requires investigation either at internal or external level then a **25.05 Safeguarding Tracking pack** must  
1892 be opened with the next sequential Safeguarding Reference included on the form and details as such  
1893 entered on the central log.
- 1894 • Services using the Behaviour Watch system – where a concern progresses to Safeguarding Tracking  
1895 Pack being opened, a one record will be created including the original concern, with the whole  
1896 document having the same slip number.

- 1897 • Services which don't use Behaviour Watch or where the concern/allegation is about the Head/Principal  
1898 or the DSL who have access to BW: Copy of **25.05 Safeguarding Tracking Pack** (initially with completed  
1899 sec. 1-5) should be submitted to the **Responsible/Nominated Individual and** in day schools - **Regional**  
1900 **Education Manager** as a follow up to the initial reporting telephone contact. STP must be sent again to  
1901 **Responsible/Nominated Individual and Regional Education Manager** on completion, providing detailed  
1902 overview of the actions taken and the final outcome. Services using the Behaviour Watch will be able  
1903 to trigger live notification to the Regional Manager (Education/Care), Responsible/Nominated Individual  
1904 and Registered Manager – where appropriate. The **Responsible/Nominated Individual and Regional**  
1905 **Education Manager** in day schools will update relevant Directors. This original form will be saved in the  
1906 Safeguarding file/Behaviour Watch – Concern/SG module.
- 1907 • In the case of serious harm, and/or the child/young person or young adult is in immediate danger the  
1908 local Police should be informed immediately as well and they can take immediate protective action as  
1909 necessary.
- 1910 • If the matter is a more general concern then ensure that the 'Action Taken' log on the concern form is  
1911 completed and the form is filed within the Safeguarding file. Either way the form must be signed by the  
1912 DSL/DSL Deputy or Head/Principal. Services using the Behaviour Watch system can use  
1913 Concern/Safeguarding 'Other' slip to record concerns which are not related to children/young people,  
1914 staff or children/young people and staff.
- 1915 • The relevant concern form should be referenced in the Individual's **25.01 Index form for Individual**  
1916 **concern/safeguarding file** and the site's **25.07 Central Log of Concerns and Safeguarding**. Services  
1917 using Behaviour Watch will be able to filter information per chosen criteria and also generate reports  
1918 per each child/young person in the school, college, children's or care homes.
- 1919 • All information relating to the Safeguarding concern is recorded on the **25.05 Safeguarding Tracking**  
1920 **Pack /Behaviour Watch Concern/SG module**.
- 1921 • The Safeguarding Concern will remain open until local Safeguarding Authority/LADO have confirmed  
1922 in writing that the concern is closed and Responsible/Nominated Individual and Regional Education  
1923 Manager in day schools has signed the Safeguarding tracking pack to confirm that the investigation is  
1924 completed in full and can be closed. **The Safeguarding will remain open until both elements of sign-off**  
1925 **have been completed**. Once the Safeguarding tracking Pack is signed, it **MUST** be filed in the  
1926 **Safeguarding file**.
- 1927 • If it is believed that the Individual is in imminent danger urgent advice should be sought from the Local  
1928 Authority and/or the police. The individual can be kept in their care home or on the school/college site  
1929 fully supported (e.g. if they are a day student) if advised to do so.
- 1930 • The parent/carers should be informed and a decision should be made with the Local Authority and the  
1931 Police about what action is to be taken and whom by.
- 1932 • If the DSL/DSL Deputy or Head/Principal is unsure about what the Individual has said or what has been  
1933 said by others they can phone the Local Authority to discuss concerns. To do so would not constitute  
1934 an abuse referral but may help to clarify the situation but they must record all details of any  
1935 conversation and advice received on a concern form. He/she can then move to a formal referral or  
1936 actively monitor the situation.
- 1937 • The local Safeguarding Authority/LADO will oversee any subsequent investigation of any suspicion or  
1938 allegation of abuse directed against anyone working within the establishment. The establishment  
1939 **MUST** not internally investigate any allegations of abuse without first taking instruction from the local  
1940 Safeguarding Authority/LADO.
- 1941 • Once agreed by local Safeguarding Authority/LADO that the provider can commence the internal  
1942 management investigation (level 2), the investigation process will commence.
- 1943 • Once agreed by local Safeguarding Authority/LADO that the investigation will be completed by the  
1944 external agency (level 3), Head of Service/Head/Principal /DSL/DSL Deputy will take appropriate steps  
1945 to assist the external agency to ensure the investigation is completed without a delay.

- 1946 • Registered Manager MUST notify relevant regulator by submitting specific statutory notification within  
1947 the time frame specified by their regulator. This is regardless of who leads on the investigation and  
1948 whether or not the investigation has been concluded.
  
- 1949 • If as the result of an investigation there has been a substantiated allegation against a member of staff,  
1950 we will work with the local Safeguarding Authority/LADO to determine whether there are any  
1951 improvements to be made to our safeguarding policy, procedures and practice to prevent similar  
1952 events in the future. Also, we will work with our internal Human Resources department and may  
1953 commence proceedings under **GHR 27. Disciplinary policy and procedure.**
  
- 1954 • We will co-operate entirely with any investigation carried out by the Local Authority and/or the Police.  
1955 Records are kept of all conversations as part of the investigation process and made available as  
1956 required.
  
- 1957
- 1958
- 1959
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- 1961
- 1962
- 1963
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- 1965

## Appendix 9: Key contacts

DSL is

1968

Sophia Cursons Principal & Registered Manager 07766 141296 Email: Sophia.Cursons@Cambiangroup.com

1970

DSL Deputies are

1972

Clare Wilson Head of Care 07824 350957 Email: Clare.Wilson@cambiangroup.com

1974

Jade Tillson Registered Manager 07525 632977 Email: Jade.Tillson@cambiangroup.com

1976

Neil Hellin Assistant Principal 07748 788627 Email: Neil.Hellin@cambiangroup.com

1978

Emily Martina Data Analyst 01935 403129 Email: Emily.Martina@cambiangroup.com

1980

Outside of hours please refer to the Lufton College on- call rota

1982

Principal / Registered Manager is

1984

Sophia Cursons Principal & Registered Manager 07766 141296 Email: Sophia.Cursons@Cambiangroup.com

1986

Operations Director is

1988

Graham Norris Email: Graham.Norris@caretech-uk.com

1990

Managing Director is

1992

Andrew Sutherland 07766 141296 Email: Andrew.Sutherland@caretech-uk.com

1994

Group Executive Director – Children’s Services is Jeremy Wiles

1996

Telephone: 079190232207 Email: Jeremy.Wiles@caretech-uk.com

1998

Group Lead Safeguarding is Christina Leath (Compliance and Regulation)

2000

Telephone: 01707 601 800 Email: Christina.Leath@caretech-uk.com

2002

Representative, Proprietor - Caretech Education Services is Andrew Sutherland – Operations Director-Education

Services

2004

Telephone: 07701314378 Email: Andrew.Sutherland@caretech-uk.com

2007

Local authority

2009

Somerset Safeguarding Children’s Partnership

2010

Telephone (24hrs): 0300 123 2224

2012

Somerset Safeguarding Adults Board

2014

Telephone (24hrs): 0300 123 2224

2014

Office hours: Monday to Thursday 9:00am-5:15pm, Friday 9:00am-5:00pm

2005

Outside of office hours you call also call:

2016

Avon & Somerset Police 101 or in an emergency 999

2017

For young people under the age of 18:

2018

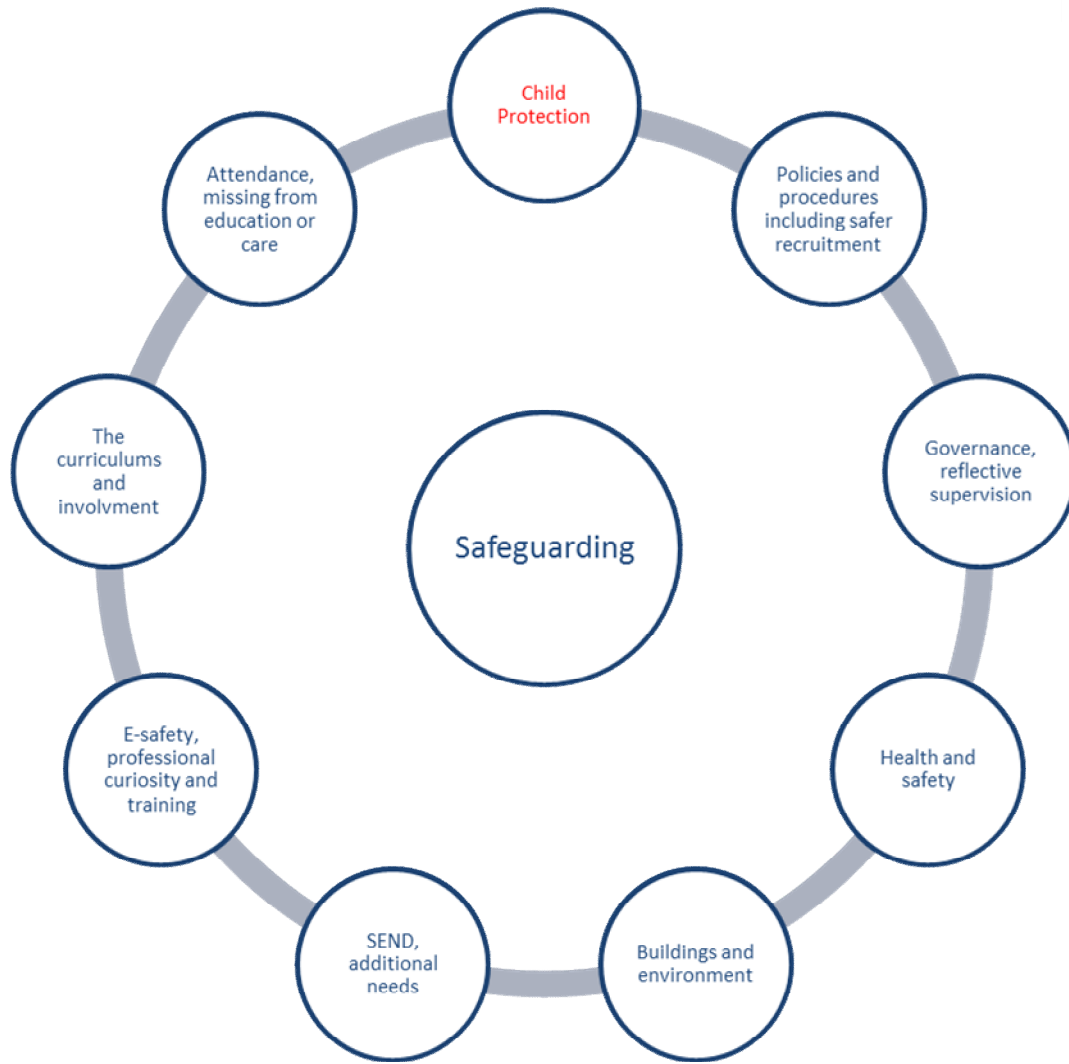
The Local Authority Designated Officer (LADO) is Anthony Goble



**Telephone:** 0300 123 2224 (Office hours: Monday to Thursday 9:00am-5:15pm, Friday 9:00am-5:00pm. Outside of office hours/weekends, the emergency duty team can be contacted on: 0300 123 2224).

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**Appendix 10. Safeguarding in children's Services - illustration**



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2075 **Appendix 11. Low – level concerns (Education)**

2076 9.1. As part of their whole school or college approach to safeguarding, schools and colleges should ensure  
2077 that they promote an open and transparent culture in which all concerns about all adults working in or  
2078 on behalf of the school or college (including supply teachers, volunteers and contractors) are dealt with  
2079 promptly and appropriately.



2080 9.2. The term 'low-level' concern does not mean that it is insignificant. A low-level concern is any concern –  
2081 no matter how small, and even if no more than causing a sense of unease or a 'nagging doubt' - that  
2082 an adult working in or on behalf of the school or college may have acted in a way that:

2083 • is inconsistent with the staff code of conduct, including inappropriate conduct outside of work  
2084 and

2085 • does not meet the harm threshold or is otherwise not serious enough to consider a referral to  
2086 the LADO.

2087 Examples of such behaviour could include, but are not limited to:

2088 • being over friendly with children

2089 • having favourites

2090 • taking photographs of children on their mobile phone, contrary to school policy

2091 • engaging with a child on a one-to-one basis in a secluded area or behind a closed door, or

2092 • humiliating pupils.

### 2093 Sharing Low - level concerns

2094 9.3. Schools must have their site procedure for sharing low-level concerns which is clear, easy to  
2095 understand and implement.

2096 9.4. Whether all low-level concerns are shared initially with the DSL (or other nominated person for example  
2097 DSL deputy or with the head teacher/principal is a matter for the school or college to decide. If the  
2098 former, then the DSL/DSL Deputy should inform the head teacher/principal of all the low-level concerns  
2099 and in a timely fashion according to the nature of each particular low-level concern. **The head**  
2100 **teacher/principal should be the ultimate decision maker in respect of all low-level concerns**, although  
2101 it is recognised that depending on the nature of some low-level concerns and/or the role of the DSL in  
2102 some schools/colleges, the head teacher/principal may wish to consult with the DSL and take a more  
2103 collaborative decision-making approach. Some schools' or college's Head teacher/Principal is also the  
2104 DSL in which case all low – level concerns should be reported to them or other nominated person for  
2105 example DSL Deputy).

2106 9.5. Low-level concerns which are shared about supply staff and contractors should be notified to their  
2107 employers, so that any potential patterns of inappropriate behaviour can be identified.

2108 9.6. If schools and colleges are in any doubt as to whether the information which has been shared about  
2109 a member of staff as a low-level concern in fact meets the harm threshold, they should consult with  
2110 their LADO.

2111 9.7. Schools and colleges should ensure they create an environment where staff are encouraged and feel  
2112 confident to self-refer, where, for example, they have found themselves in a situation which could be  
2113 misinterpreted, might appear compromising to others, and/or on reflection they believe they have  
2114 behaved in such a way that they consider falls below the expected professional standards.

2115 9.8. Creating a culture in which all concerns about adults (including allegations that do not meet the harms  
2116 threshold are shared responsibly and with the right person, recorded and dealt with appropriately, is  
2117 critical. If implemented correctly, this should encourage an open and transparent culture; enable  
2118 schools and colleges to identify concerning, problematic or inappropriate behaviour early; minimise  
2119 the risk of abuse; and ensure that adults working in or on behalf of the school or college are clear about  
2120 professional boundaries and act within these boundaries, and in accordance with the ethos and values  
2121 of the institution.

### 2122 Responding to low - level concerns

2123 9.9. If the concern has been raised via a third party, the head teacher/principal (or a nominated deputy)  
2124 should collect as much evidence as possible by speaking:

- 2125                      • directly to the person who raised the concern, unless it has been raised anonymously, and
- 2126                      • to the individual involved and any witnesses.
- 2127      9.10. The information collected will help them to categorise the type of behaviour and determine what further  
2128                      action may need to be taken. This information needs to be recorded in writing along with the rationale  
2129                      for their decisions and action taken.

## 21 Recording low - level concerns

- 2131      9.11. All low-level concerns should be recorded in writing. The Concern/Safeguarding slip in Behaviour Watch  
2132                      should be completed, as this is the place to record all concerns being raised. The record should include  
2133                      details of the concern, the context in which the concern arose, and action taken. The name of the  
2134                      individual sharing their concerns should also be noted, if the individual wishes to remain anonymous  
2135                      then that should be respected as far as reasonably possible.
- 2136      9.12. Records should be reviewed so that potential patterns of concerning, inappropriate, problematic or  
2137                      concerning behaviour can be identified. Where a pattern of such behaviour is identified, the school or  
2138                      college should decide on a course of action, either through its disciplinary procedures or where a  
2139                      pattern of behaviour moves from a low-level concern to meeting the harm threshold, in which case it  
2140                      should be referred to the LADO.
- 2141      9.13. Consideration should also be given to whether there are wider cultural issues within the school or  
2142                      college that enabled the behaviour to occur and where appropriate policies could be revised, or extra  
2143                      training delivered to minimise the risk of it happening again.
- 2144      9.14. It is for schools and colleges to decide how long they retain such information, but it is recommended  
2145                      that it is retained at least until the individual leaves their employment.  
2146

2147 **Appendix 12. Further Safeguarding information – what everyone needs to know**2148 **Contextual safeguarding**

2149 9.15. Contextual Safeguarding is ‘an approach to understanding, and responding to, young people’s  
2150 experiences of significant harm beyond their families. It recognises that the different relationships that  
2151 young people form in their neighbourhoods, schools, colleges, children’s/care homes and online can  
2152 feature violence and abuse. Parents and carers have little influence over these contexts, and young  
2153 people’s experiences of extra-familial abuse can undermine parent-child relationships. Therefore,  
2154 children’s social care practitioners need to engage with individuals and sectors who do have influence  
2155 over/within extra- familial contexts, and recognise that assessment of, and intervention with, these  
2156 spaces are a critical part of safeguarding practices. Contextual Safeguarding, therefore, expands the  
2157 objectives of child protection systems in recognition that young people are vulnerable to abuse in a  
2158 range of social contexts.

2159 9.16. All staff should be aware that safeguarding incidents and/or behaviours can be associated with factors  
2160 outside the school or college and/or can occur between children outside of these environments. All  
2161 staff, but especially the DSL (and deputies) should consider whether children are at risk of abuse or  
2162 exploitation in situations outside their families. Extra-familial harms take a variety of different forms and  
2163 children can be vulnerable to multiple harms including (but not limited to) sexual exploitation (including  
2164 harassment and exploitation), domestic abuse in their own intimate relationships (teenage relationship  
2165 abuse), criminal exploitation, and serious youth violence, county lines and radicalisation. Further  
2166 advice is provided in the [Home Office’s Preventing youth violence and gang involvement](#) and its  
2167 [Criminal exploitation of children and vulnerable adults: county lines guidance](#).

2168 9.17. All staff should be aware that technology is a significant component in many safeguarding and  
2169 wellbeing issues. Children are at risk of abuse and other risks online as well as face-to-face. In many  
2170 cases abuse and other risks will take place concurrently both online and offline. Children can also  
2171 abuse other children online, this can take the form of abusive, harassing, and misogynistic/misandrist  
2172 messages, the non-consensual sharing of indecent images, especially around chat groups, and the  
2173 sharing of abusive images and pornography, to those who do not want to receive such content.

2174 9.18. Children’s social care assessments should consider where children are being harmed in contexts  
2175 outside the home (family home, children’s/care home), so it is important that schools, colleges and  
2176 children’s/care homes provide as much information as possible as part of the referral process. This will  
2177 allow any assessment to consider all the available evidence and enable a contextual approach to  
2178 address such harm. More information about Contextual safeguarding can be found on [NSPCC website](#).

2179 9.19. We will consider the various factors that have an interplay with the life of any child/young person about  
2180 whom we have concerns within the setting and the level of influence that these factors have on their  
2181 ability to be protected and remain free from harm particularly when it comes to child exploitation or  
2182 criminal activity.

2183 9.20. Whilst this term applies to this specific definition, the notion of considering a child/young person within  
2184 a specific context is also important. What life is like for e.g. day/part time/38 weeks student outside the  
2185 school, college, children’s/care home gates, within their family home when they visit (children attending  
2186 residential education), within the family (day students) and within the community (extracurricular off  
2187 site activities, events, groups and clubs) are key considerations when the DSL is looking at any  
2188 concerns.

2189 **Bullying**

2190 9.21. Our approach to bullying is set out in a separate **0.21. Anti – bullying policy and procedure**  
2191 acknowledges that to allow or condone bullying may lead to consideration under child protection  
2192 procedures. Bullying is a safeguarding matter that if left unresolved can become a child protection  
2193 matter. Our settings take seriously any bullying concerns and both investigate and act to protect  
2194 Individuals where appropriate.

2195 **Child on child/young adults on young adult/ between children of different age's abuse**

- 2196 9.22. Boarding schools, residential special schools, residential colleges and children's homes and care  
 2197 homes for young adults attending education (FE colleges) have additional factors to consider with  
 2198 regard to safeguarding. Schools and colleges that provide such residential accommodation and/or  
 2199 are registered as children's homes should be alert to signs of abuse in such settings (for example,  
 2200 inappropriate pupil or student relationships and the potential for the abuse between individuals of the  
 2201 same/similar age or different age, particularly in schools and colleges where there are significantly  
 2202 more girls than boys or vice versa) and work closely with the host local authority and, where relevant,  
 2203 any local authorities that have placed their children there. All residential setting within the Organisation  
 2204 children's service will continuously maintain their communication with the internal and external  
 2205 Education providers to ensure the additional factors are being considered and any concerns shared in  
 2206 a timely manner and with the right people.
- 2207 9.23. All staff should be aware that children can abuse other children/young adults can abuse other young  
 2208 adults and that the abuse can also take place between individuals of different age and that it can  
 2209 happen both inside and outside of school/college/children's/care home and online. It is important that  
 2210 all staff recognise the indicators and signs of the abuse and know how to identify it and respond to  
 2211 reports. In some schools, colleges, children's / care homes site – based or regional members of therapy  
 2212 teams might need to be involved and support the SLT to identify the most effective ways of  
 2213 communication with the child/young adult who may have potentially been the victim of child on  
 2214 child/young adult on young adult/ between individuals of different age abuse and who instigated it.
- 2215 9.24. It must be recognised that children and young people would require varied approaches and  
 2216 communication mechanisms to be present and available so they can report abuse. Children must be  
 2217 regularly reassured that their concern/reports will be treated seriously every time they report it.
- 2218 9.25. Children needs to be told what will happen from the moment their concern is shared, so the lack of  
 2219 knowledge of what may happen next will not prevent them from sharing their concern/s in the future.  
 2220 Children need to know that that their concerns will be investigated and dealt with. Child's/young  
 2221 person's preference in terms of how feedback should be provided must be taken into consideration so  
 2222 this can be planed for in advance.
- 2223 9.26. The communication with each individual throughout the process of child on child/young adult on young  
 2224 adult or between individuals of different age investigation must be regular, proportionate and take  
 2225 place using suitable communication.
- 2226 9.27. In [Ofsted review of sexual abuse in schools and colleges](#), young people stated that some of them didn't  
 2227 receive timely and appropriate support from the school/college, hence the communication and support  
 2228 must become one of the critical points of a significant priority to those responding to and those  
 2229 managing child on child/young adult on young adult/between individuals of different age abuse cases  
 2230 including those of a sexual nature. Other consideration for all providers were:
- 2231 • to assume it is happening here and plan accordingly
  - 2232 • work on and strengthen the whole school, college, children's/care home approach to  
 2233 developing a safeguarding culture
  - 2234 • to ensure staff model respectful behaviour
  - 2235 • to ensure children and young people are clear about acceptable and unacceptable behaviour
  - 2236 • to ensure children/young people are confident to ask for help
  - 2237 • to ensure carefully planned and implemented RSHE curriculum
  - 2238 • to ensure the behavioural approach with sanctions & interventions for poor behaviour
  - 2239 • to have mechanisms to support students who need it in the way they need it

- 2240 • to ensure staff have access to suitable training & that there is clear expectation for staff and  
2241 Managers
- 2242 • to ensure pupil's voice is heard and responded to
- 2243 • to ensure DSLs have some protected time to engage with local safeguarding partners and  
2244 LADOs, so those relationships can be strengthened.
- 2245 • to ensure staff follow the guidance in Keeping Children Safe in Education  
2246
- 2247 9.28. All staff should understand that even if there are no reports in their schools or colleges it does not mean  
2248 it is not happening, it may be the case that it is just not being reported. As such, it is important if staff  
2249 have any concerns regarding child on child/young adult on young adult abuse or abuse between  
2250 individuals of different age, they should speak to their DSL (or deputy).
- 2251 9.29. The Organisation has zero - tolerance approach to any type of abuse including sexual violence and  
2252 harassment. Staff must NOT take the view that it doesn't not happen in their setting.
- 2253 9.30. The Organisation recognises that it is more likely that girls will be victims and boys' perpetrators, but  
2254 that all types of abuse between children of the same, similar of different ages is unacceptable and will  
2255 be taken seriously. It is essential that all victims are reassured that they are being taken seriously and  
2256 that they will be supported and kept safe.
- 2257 9.31. Abuse between individuals of the same, similar or different age is most likely to include, but may not  
2258 be limited to:  
2259
- 2260 • bullying (including cyberbullying, prejudice-based and discriminatory bullying);  
2261 • abuse in intimate personal relationships between peers  
2262 • physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical  
2263 harm (this may include an online element which facilitates, threatens and/or encourages physical  
2264 abuse)  
2265 • sexual violence, such as rape, assault by penetration and sexual assault; (this may include an online  
2266 element which facilitates, threatens and/or encourages sexual violence). For further information  
2267 about sexual violence see [Part 5 of KCSIE 2023 and Annex B](#)  
2268 • sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which  
2269 may be standalone or part of a broader pattern of abuse; For further information about sexual  
2270 harassment see [Part 5 of KCSIE 2023 and Annex B](#)  
2271 • causing someone to engage in sexual activity without consent, such as forcing someone to strip,  
2272 touch themselves sexually, or to engage in sexual activity with a third party  
2273 • consensual and non-consensual sharing of nudes and semi nudes' images and or videos (also  
2274 known as sexting or youth produced sexual imagery). For more information about this read UKCIS  
2275 guidance: [Sharing nudes and semi-nudes advice for education settings](#).  
2276 • Upskirting which typically involves taking a picture under a person's clothing without their permission,  
2277 with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the  
2278 victim humiliation, distress or alarm; and
- 2279 9.32. initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or  
2280 humiliation used as a way of initiating a person into a group and may also include an online element)
- 2281 9.33. Staff must be clear as to the school/college's/home's procedures with regards to child on child/young  
2282 adult on young adult abuse, abuse between individuals of different age and the important role they  
2283 have to play in preventing it and responding where they believe a child may be at risk from it.
- 2284 9.34. All Individuals will be provided with safeguarding information in a format, which is appropriate for their  
2285 understanding and communication. This may take the form of posters or a leaflet/booklet.

2286 9.35. All contact behaviours that have a sexual nature to them such as pushing or rubbing against, grabbing  
 2287 bottoms, breasts or genitals, pinging or flicking bras, lifting skirts or pulling down trousers will be  
 2288 challenged by staff and appropriate levels of action, which may include disciplinary action will be taken.  
 2289 This is to ensure children/young people and staff are clear that these behaviours will not be tolerated  
 2290 or acceptable. However, it is critical to state that some children with cognitive impairment may not be  
 2291 able to fully understand how children on the receiving end of such behaviour may feel, therefore staff  
 2292 will work with each of the children affected by the situation in order to enhance their understanding of  
 2293 the seriousness of their behaviour, so any behaviour of such nature in the future can be prevented.

2294 **Serious violence**

2295 9.36. All staff should be aware of the indicators, which may signal children are at risk from, or are involved  
 2296 with serious violent crime. These may include increased absence from school, a change in friendships  
 2297 or relationships with older individuals or groups, a significant decline in performance, signs of self-  
 2298 harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts  
 2299 or new possessions could also indicate that children have been approached by, or are involved with;  
 2300 individuals associated with criminal networks or gangs and may be at risk of criminal exploitation.

2301 9.37. All staff should be aware of the range of risk factors which increase the likelihood of involvement in  
 2302 serious violence, such as being male, having been frequently absent or permanently excluded from  
 2303 school, having experienced child maltreatment and having been involved in offending, such as theft or  
 2304 robbery. Advice for schools and colleges is provided in the Home Office’s Preventing youth violence  
 2305 and gang involvement and its [Preventing youth violence and gang involvement](#).

2306 9.38. Sexual violence and sexual harassment can occur between two or more children of any age and sex,  
 2307 from primary through to secondary stage and into college. It can occur also through a group of children  
 2308 sexually assaulting or sexually harassing a single child or group of children. Sexual violence and sexual  
 2309 harassment exist on a continuum and may overlap; they can occur online and face-to-face (both  
 2310 physically and verbally) and are never acceptable. Schools and colleges should be aware of the  
 2311 importance of:

2312 • making clear that there is a zero-tolerance approach to sexual violence and sexual  
 2313 harassment that it is never acceptable, and it will not be tolerated. It should never be passed  
 2314 off as “banter”, “just having a laugh”, “a part of growing up” or “boys being boys”. Failure to  
 2315 do so can lead to a culture of unacceptable behaviour, an unsafe environment and in worst-  
 2316 case scenarios a culture that normalises abuse, leading to children accepting it as normal and  
 2317 not coming forward to report it.

2318 • recognising, acknowledging, and understanding the scale of harassment and abuse and that  
 2319 even if there are no reports it does not mean it is not happening, it may be the case that it is  
 2320 just not being reported.

2321 • challenging physical behaviour (potentially criminal in nature) such as grabbing bottoms,  
 2322 breasts and genitalia, pulling down trousers, flicking bras and lifting up skirts. Dismissing or  
 2323 tolerating such behaviours risks normalising them.

2324 9.39. Sexual violence and sexual harassment between children can occur between two children of **any age**  
 2325 **and sex from primary to secondary stage and into colleges. It can also occur online.** It can also occur  
 2326 through a group of children sexually assaulting or sexually harassing a single child or group of children.

2327 9.40. Children who are victims of sexual violence and sexual harassment will likely find the experience  
 2328 stressful and distressing. This will, in all likelihood, adversely affect their educational attainment and  
 2329 will be exacerbated if the alleged perpetrator(s) attends the same school or college or lives in the same  
 2330 children’s/care home. Sexual violence and sexual harassment exist on a continuum and may overlap;  
 2331 they can occur online and face to face (both physically and verbally) and are never acceptable. All staff  
 2332 working with children are advised to maintain an attitude of ‘it could happen here’.



- 2333 9.41. It is essential that all victims are reassured that they are being taken seriously and that they will be  
2334 supported and kept safe. **A victim should never be given the impression that they are creating a**  
2335 **problem by reporting sexual violence or sexual harassment.** Nor should a victim ever be made to feel  
2336 ashamed for making a report.
- 2337 9.42. Reports of sexual violence and sexual harassment are extremely complex to manage. It is essential  
2338 that victims are protected, offered appropriate support and every effort is made to ensure their  
2339 education is not disrupted. It is also important that other children, adult students and school and college  
2340 staff are supported and protected as appropriate.
- 2341 9.43. There is support available for schools and colleges. [Part 5 of KCSIE 2023 p110](#) provides detailed  
2342 information and links to resources.
- 2343 9.44. Staff should be aware that some groups are potentially more at risk. Evidence shows girls, children  
2344 with special educational needs and disabilities (SEND) and LGBT children are at greater risk.
- 2345 9.45. The fact that a child or a young person may be LGBT is not in itself an inherent risk factor for harm.  
2346 However, children who are LGBT can be targeted by other children. In some cases, a child who is  
2347 perceived by other children to be LGBT (whether they are or not) can be just as vulnerable as children  
2348 who identify as LGBT.
- 2349 9.46. Risks can be compounded where children/young people who are LGBT lack a trusted adult with whom  
2350 they can be open. It is therefore vital that staff endeavour to reduce the additional barriers faced, and  
2351 provide a safe space for them to speak out or share their concerns with members of staff.
- 2352 9.47. LGBT inclusion is part of the statutory [Relationships Education, Relationship and Sex Education and](#)  
2353 [Health Education](#) curriculum and there is a range of support available to help schools counter  
2354 homophobic, biphobic and transphobic bullying and abuse.
- 2355 9.48. Children's sexual behaviour exists on a wide continuum, from normal and developmentally expected  
2356 to inappropriate, problematic, abusive and violent. Problematic, abusive and violent sexual behaviour  
2357 is developmentally inappropriate and may cause developmental damage. An umbrella term for these  
2358 types of behaviour are often referred to as **"harmful sexual behaviour"**. The term has been widely  
2359 adopted in child protection. Harmful sexual behaviour can occur online and/or offline and can also  
2360 occur simultaneously between the two. Harmful sexual behaviour should be considered in a child  
2361 protection context.
- 2362 9.49. Situations where children/young people are forced or coerced into sexual activity by peers or  
2363 associates can be related with gang / serious youth violence activity but that is not always the case.  
2364 Peer influence or peer pressure is a major factor in the decisions made by young people to join  
2365 particular groups. Many young people see it as a "way out" from their day-to-day life and feel a strong  
2366 bond with their peers, one which they may be lacking at home. Examples of peer-on-peer abuse  
2367 including sexualised online bullying include:
- 2368 • **Racist and Religious Bullying** - a range of hurtful behaviour, both physical and  
2369 psychological, that makes a person feel unwelcome, marginalised, excluded,  
2370 powerless or worthless because of their colour, ethnicity, culture, faith community,  
2371 national origin or national status.
  - 2372 • **Sexual, Sexist Bullying** - any behaviour, whether physical or non-physical, where  
2373 sexuality or gender is used as a weapon by boys or girls, this may also include any of  
2374 the following:
    - 2375 - spreading rumors about someone's alleged sex life
    - 2376 - using offensive terms to describe a person
    - 2377 - inappropriate touching or attempts to do so
    - 2378 - non-consensual sharing of sexual images and videos

- 2379 - unwanted sexual comments and messages, including those on social media
- 2380 - any sexual exploitation, coercion and threats
- 2381 - sexual assault and rape
- 2382 • **Upskirting** - taking a picture under a person's clothing without their permission and /or  
2383 knowledge, with the intention of viewing their genitals or buttocks (with or without  
2384 underwear) to obtain sexual gratification, or cause the victim humiliation, distress or  
2385 alarm. It is a criminal offence. Anyone of any gender, can be a victim The Voyeurism  
2386 Offences Act, which was commonly known as the Upskirting Bill, was introduced on 21  
2387 June 2018. It came into force on 12 April 2019.
- 2388 • **Transphobic bullying** - is based on fear, hatred, disbelief, or mistrust of people who are  
2389 transgender, thought to be transgender, or whose gender expression doesn't conform  
2390 to traditional gender roles. Transphobia can prevent transgender and gender  
2391 nonconforming people from living full lives free from harm.
- 2392 • **Homophobic Bullying** - targets someone because of their sexual orientation (or  
2393 perceived sexual orientation);
- 2394 • **Disablist Bullying** - targets a young person solely based on their disability. This can  
2395 include manipulative bullying where a perpetrator forces the victim to act in a certain  
2396 way, or exploiting a certain aspect of the victim's disability.
- 2397 • **Prejudice based and discriminatory bullying** - Prejudice is an unjustified or incorrect  
2398 attitude (usually negative) towards an individual based solely on the individual's  
2399 membership of a social group. For example, a person may hold prejudiced views  
2400 towards a certain race or gender etc. (e.g. sexist).
- 2401 • **Discrimination** is the behaviour or actions, usually negative, towards an individual or  
2402 group of people, especially on the basis of sex/race/social class.
- 2403 9.50. Definitions related to sexual violence and sexual harassment can be accessed via [KCSIE 2023 Part 5:](#)  
2404 [Child on child sexual violence and harassment](#)  
2405 What staff should do if they have concerns about the child/young person
- 2406 9.51. Staff working with children/young people are advised to maintain an attitude of 'it could happen here'  
2407 where safeguarding is concerned. When concerned about the welfare of a child/young person, staff  
2408 should always act in the best interests of the child/young person
- 2409 9.52. If staff have any concerns about a child's/young person welfare, they should act on them immediately  
2410 by following this procedure and reporting their concern to the DSL/DSL Deputy.
- 2411 **Opportunities to teach safeguarding**
- 2412 9.53. Schools/colleges must ensure that their staff undergo regular updated safeguarding training, including  
2413 online safety and for children to be taught about how to keep themselves and others safe, including  
2414 online, that safeguarding training for staff, including online safety training, is integrated, aligned and  
2415 considered as part of the whole school or college safeguarding approach and wider staff training and  
2416 curriculum planning.
- 2417 9.54. It should be recognised that effective education will be tailored to the specific needs and vulnerabilities  
2418 of individual children/young people, including those who are victims of abuse, and children/young  
2419 people with special educational needs or disabilities.
- 2420 9.55. Whilst considering the above training requirements, governance boards and proprietor should have  
2421 regard to the [Teachers' Standards](#) which set out the expectation that all teachers manage behaviour  
2422 effectively to ensure a good and safe educational environment and requires teachers to have a clear  
2423 understanding of the needs of all pupils.

- 2424 9.56. Schools and colleges play a crucial role in preventative education. Preventative education is most  
2425 effective in the context of a whole-school or college approach that prepares pupils and students for life  
2426 in modern Britain and creates a culture of zero tolerance for sexism, misogyny/misandry, homophobia,  
2427 biphobic and sexual violence/harassment.
- 2428 9.57. Schools should consider all of this as part of providing a broad and balanced curriculum (colleges may  
2429 cover relevant issues through tutorials). This may include covering relevant issues for schools through  
2430 Relationships Education (for all primary pupils) and Relationships and Sex Education (for all secondary  
2431 pupils) and Health Education (for all pupils in state-funded schools). The statutory guidance can be  
2432 found here: [Statutory guidance: relationships education relationships and sex education \(RSE\) and](#)  
2433 [health education](#).
- 2434 9.58. The Department has produced a one-stop page for teachers on GOV.UK, which can be accessed here:  
2435 [Teaching about relationships sex and health](#). This includes teacher-training modules on the RSHE topics  
2436 and non-statutory implementation guidance. The following resources plus many more listed in [Annex](#)  
2437 [B](#), may also help schools and colleges understand and teach about safeguarding:
- 2438 • DfE advice for schools: [teaching online safety in schools](#);
  - 2439 • UK Council for Internet Safety (UKCIS)32 guidance: [Education for a connected world](#);
  - 2440 • UKCIS guidance: [Sharing nudes and semi-nudes: advice for education settings working](#)  
2441 [with children and young people](#);
  - 2442 • The UKCIS [external visitors guidance](#) will help schools and colleges to ensure the  
2443 maximum impact of any online safety sessions delivered by external visitors;
  - 2444 • National Crime Agency's CEOP education programme: [Thinkuknow](#);
  - 2445 • LGFL '[Undressed](#)' provided schools advice about how to teach young children about  
2446 being tricked into getting undressed online in a fun way without scaring them or  
2447 explaining the motives of sex offenders.
  - 2448 • Public Health England: [Every Mind Matters](#)
  - 2449 • [Harmful online challenges and online hoaxes](#) - this includes advice on preparing for any  
2450 online challenges and hoaxes, sharing information with parents and carers and where  
2451 to get help and support.
- 2452 9.59. Whilst it is essential that governance boards and proprietor ensure that appropriate filters and  
2453 monitoring systems are in place, they should be careful that "over blocking" does not lead to  
2454 unreasonable restrictions as to what children can be taught with regard to online teaching and  
2455 safeguarding
- 2456 9.60. As schools and colleges increasingly work online, it is essential that children are safeguarded from  
2457 potentially harmful and inappropriate online material. Whilst it is essential that governance boards and  
2458 proprietor ensure that appropriate filters and monitoring systems are in place, they should be careful  
2459 that "over blocking" does not lead to unreasonable restrictions as to what children can be taught with  
2460 regard to online teaching and safeguarding

### 2461 Online safety

- 2462 9.61. It is essential that children are safeguarded from potentially harmful and inappropriate online material.  
2463 An effective whole school and college approach to online safety empowers a school or college to  
2464 protect and educate pupils, students, and staff in their use of technology and establishes mechanisms  
2465 to identify, intervene in, and escalate any concerns where appropriate.
- 2466 9.62. The breadth of issues classified within online safety is considerable, but can be categorised into four  
2467 areas of risk which we'll refer to as 4Cs later on:

- 2468
- 2469
- 2470
- **content:** being exposed to illegal, inappropriate or harmful content, for example: pornography, fake news, racism, misogyny, self-harm, suicide, anti-Semitism, radicalisation and extremism.
- 2471
- 2472
- 2473
- 2474
- **contact:** being subjected to harmful online interaction with other users; for example: peer to peer pressure, commercial advertising and adults posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial or other purposes’.
- 2475
- 2476
- 2477
- 2478
- **conduct:** personal online behaviour that increases the likelihood of, or causes, harm; for example, making, sending and receiving explicit images (e.g. consensual and non-consensual sharing of nudes and semi-nudes and/or pornography, sharing other explicit images and online bullying; and
- 2479
- 2480
- 2481
- **commerce** - risks such as online gambling, inappropriate advertising, phishing and or financial scams. If you feel your pupils, students or staff are at risk, please report it to the Anti-Phishing Working Group <https://apwg.org/>

2482 9.63. Schools and colleges should ensure online safety is a running and interrelated theme whilst devising and implementing policies and procedures. This will include considering how online safety is reflected as required in all relevant policies and considering online safety whilst planning the curriculum, any teacher training, the role and responsibilities of the DSL and any parental engagement.

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#### 2486 Online safety policy

2487 9.64. Online safety and the school or college’s approach to it should be reflected in the child protection policy. Considering the 4Cs (above) will provide the basis of an effective online policy. The school or college should have a clear policy on the use of mobile and smart technology. Amongst other things this will reflect the fact many children have unlimited and unrestricted access to the internet via mobile phone networks (i.e. 3G, 4G and 5G). This access means some children, whilst at school or college, sexually harass their peers via their mobile and smart technology, share indecent images: consensually and non-consensually (often via large chat groups), and view and share pornography and other harmful content. Schools and colleges should carefully consider how this is managed on their premises and reflect in their mobile and smart technology policy and their child protection policy.

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2496 9.65. Information and support available to schools and colleges to keep children safe online can be found in [Part 2 and Annex B of KCSIE 2023](#).

2497

#### 2498 Remote Learning

2499 9.66. The DfE has provided advice to support schools and colleges to help keep pupils, students and staff safe whilst learning remotely, [safeguarding in schools colleges and other providers](#) and [safeguarding and remote education](#). The NSPCC also provide helpful advice - [Undertaking remote teaching safely](#). NSPCC Learning - [Undertaking remote teaching safely during school closures](#).

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2503 9.67. Schools and colleges are likely to be in regular contact with parents and carers. Those communications should be used to reinforce the importance of children being safe online and parents and carers are likely to find it helpful to understand what systems schools and colleges use to filter and monitor online use. It will be especially important for parents and carers to be aware of what their children are being asked to do online, including the sites they will be asked to access and be clear who from the school or college (if anyone) their child is going to be interacting with online

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### Filters and monitoring

2514 9.68. Whilst considering their responsibility to safeguard and promote the welfare of children and provide  
 2515 them with a safe environment in which to learn, governance boards and proprietor should be doing  
 2516 all that they reasonably can to limit children's exposure to the above risks from the school's or college's  
 2517 IT system. As part of this process, governance boards and proprietor should ensure their school or  
 2518 college has appropriate filters and monitoring systems in place. Governance boards and proprietor  
 2519 should consider the age range of their children, the number of children, how often they access the IT  
 2520 system and the proportionality of costs vs risks. Schools will work with the internal Cambian/Care tech  
 2521 IT team and seek advice and support required.

2522 9.69. The appropriateness of any filters and monitoring systems are a matter for individual schools and  
 2523 colleges and will be informed in part, by the risk assessment required by the [Prevent Duty](#). The UK  
 2524 Safer Internet Centre has published guidance as to what "appropriate" filtering and monitoring might  
 2525 look like UK Safer Internet Centre: [appropriate filtering and monitoring](#).

2526

### Information security and access management

2527 9.70. Education settings are directly responsible for ensuring they have the appropriate level of security  
 2528 protection procedures in place, in order to safeguard their systems, staff and learners and review the  
 2529 effectiveness of these procedures periodically to keep up with evolving cyber-crime technologies.  
 2530 Guidance on e-security is available from the National Education Network. In addition, broader  
 2531 guidance on cyber security including considerations for governors and trustees can be found at  
 2532 NCSC.GOV.UK.

2533

### Reviewing online safety

2534 9.71. Technology, and risks and harms related to it evolve and changes rapidly. Schools and colleges should  
 2535 consider carrying out an annual review of their approach to online safety, supported by an annual risk  
 2536 assessment that considers and reflects the risks their children face. A free online safety self-review tool  
 2537 for schools can be found via the [360 safe website](#).

2538 9.72. UKCIS has published [online safety in schools and colleges: Questions from the governing board](#). The  
 2539 questions can be used to gain a basic understanding of the current approach to keeping children safe  
 2540 online; learn how to improve this approach where appropriate; and find out about tools, which can be  
 2541 used to improve the approach. It has also published an Online Safety Audit Tool which helps mentors  
 2542 of trainee teachers and newly qualified teachers induct mentees and provide ongoing support,  
 2543 development and monitoring.

2544

### Cyberbullying

2545 9.73. Central to Anti-bullying policy is the principle that 'bullying is always unacceptable' and that 'all  
 2546 children/young people have a right not to be bullied'. School/colleges also recognises that it must take  
 2547 note of bullying perpetrated outside school/college which spills over into the school/college; therefore  
 2548 once aware services will respond to any cyber-bullying we become aware of carried out by  
 2549 children/young people when they are away from the site.

2550 9.74. Cyber-bullying is defined as 'an aggressive, intentional act carried out by a group or individual using  
 2551 electronic forms of contact repeatedly over time against a victim who cannot easily defend  
 2552 himself/herself.'

2553 • By cyber-bullying, we mean bullying by electronic media:

2554 • Bullying by texts or messages or calls on mobile 'phones

2555 • The use of mobile 'phone cameras to cause distress, fear or humiliation

2556 • Posting threatening, abusive, defamatory or humiliating material on websites, to include blogs,  
 2557 personal websites, social networking sites

2558 • Using e-mail to message others

- 2559
  - Hijacking/cloning e-mail accounts
- 2560
  - Making threatening, abusive, defamatory or humiliating remarks in on-line forums
- 2561 9.75. Cyber-bullying may be at a level where it is criminal in character. It is unlawful to disseminate
   
2562 defamatory information in any media including internet sites.
- 2563 9.76. Section 127 of the Communications Act 2003 makes it an offence to send, by public means of a public
   
2564 electronic communications network, a message or other matter that is grossly offensive or one of an
   
2565 indecent, obscene or menacing character.
- 2566 9.77. The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of
   
2567 conduct amounting to harassment.
- 2568 9.78. If services become aware of any incidents of cyberbullying, they will need to consider each case
   
2569 individually as to any criminal act that may have been committed. The services will pass on information
   
2570 to the police if it feels that it is appropriate or is required to do so.
- 2571
 

**Gaming – raising awareness**
- 2572 9.79. Online gaming is an activity in which the majority of children and young people and many adults get
   
2573 involved. The services will raise awareness by talking to children/young people/key workers/staff and
   
2574 also where appropriate parents/carers involved about the games their children play and help them
   
2575 identify whether they are appropriate.
- 2576
 

**Nudes/semi nudes' images or videos**
- 2577 9.80. Sexting is when someone shares sexual, naked or semi-naked images or videos of themselves or
   
2578 others, or sends sexually explicit messages. They can be sent using mobiles, tablets, smartphones,
   
2579 and laptops - any device that enables the sharing of media and messages. Sexting may also be called:
   
2580 trading nudes, dirties, pic for pic.
- 2581 9.81. Sexting can be seen as harmless, but creating or sharing explicit images of a child is illegal, even if the
   
2582 person doing it is a child. A young person is breaking the law if they:
  - 2583 • take an explicit photo or video of themselves or a friend
  - 2584 • share an explicit image or video of a child, even if it's shared between children of the same age
  - 2585 • possess, download or store an explicit image or video of a child, even if the child gave their
   
2586 permission for it to be created.
- 2587 9.82. However, if a young person is found creating or sharing images, the police can choose to record that
   
2588 a crime has been committed but that taking formal action isn't in the public interest. There are many
   
2589 reasons why a young person may want to send a naked or semi-naked picture, video or message to
   
2590 someone else:
  - 2591 • joining in because they think that 'everyone is doing it'
  - 2592 • boosting their self-esteem
  - 2593 • flirting with others and testing their sexual identity
  - 2594 • exploring their sexual feelings
  - 2595 • to get attention and connect with new people on social media
  - 2596 • they may find it difficult to say no if somebody asks them for an explicit image, especially if the
   
2597 person asking is persistent



2598 9.83. The risks of sexting are that the young person has no control over the images and how these are  
 2599 shared, and the subsequent risks of blackmail, bullying and harm. In response to this Cambian Group  
 2600 will provide education and guidance to prevent individuals from becoming victims of such situations  
 2601 by encouraging them to think about the risk of sexting and understand how to seek help when  
 2602 approached to take part in sexting. More information can be found on [Keeping-children-safe/online-](#)  
 2603 [safety/sexting-sending-nudes](#).

#### 2604 **Online reputation**

2605 9.84. Online reputation is the opinion others get of a person when they encounter them on-line. It is formed  
 2606 by posts, photos that have been uploaded and comments made by others on people's profiles. It is  
 2607 important that children/young people and staff are aware that anything that is posted could influence  
 2608 their future professional reputation. The majority of organisations and work establishments now check  
 2609 digital footprint before considering applications for positions or places on courses.

#### 2610 **Grooming**

2611 9.85. On-line grooming is the process by which one person with an inappropriate sexual interest in  
 2612 children/young people will approach a child/young person on-line, with the intention of developing a  
 2613 relationship with that child/young person, to be able to meet them in person and intentionally cause  
 2614 harm.

2615 9.86. The services will build awareness amongst children/young people, parents/carers and staff about  
 2616 ensuring that the child/young person:

- 2617 • Only has friends on-line that they know in real life
- 2618 • Is aware that if they communicate with somebody that they have met on-line, that relationship  
 2619 should stay on-line.

2620 9.87. Where appropriate that the services will support parents/carers to:

- 2621 • Recognise the signs of grooming
- 2622 • Have regular conversations with their children/young people about on-line activity and how to stay  
 2623 safe on-line

2624 9.88. Where appropriate the services will raise awareness by:

- 2625 • Regular communication with the families
- 2626 • Schools/colleges will include awareness around grooming as part of their curriculum
- 2627 • Identifying with the families and children/young people how they can be safeguarded against  
 2628 grooming.

#### 2629 **Violence against women and girls (VAWG)**

2630 9.89. Violence against women and girls (VAWG) is a hate crime and a violation of the Human Rights of  
 2631 women and girls. The government has a strategy looking at specific issues that women and girls face.

2632 9.90. It is also one of the most oppressive forms of gender inequality and stands as a fundamental barrier  
 2633 to equal participation of women and men in social, economic, and political spheres. Such violence  
 2634 impedes gender equality and the achievement of a range of development outcomes. VAWG is a  
 2635 complex and multifaceted problem that cannot effectively be addressed from a single vantage point.  
 2636 The prevention of and response to such violence require coordinated action across multiple sectors.

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### Female genital mutilation (FGM)

2642 9.91. FGM comprises all procedures involving partial or total removal of the external female genitalia or other  
2643 injury to the female genital organs for non-medical reasons, hence interferes with the natural function  
2644 of girls and women's bodies. It has no health benefits and harms girls and women in many ways.

2645 9.92. The age at which girls undergo FGM varies enormously according to the community in which they live.  
2646 The procedure may be carried out when the girl is new born, during childhood or adolescence, just  
2647 before marriage or during the first pregnancy. However, the majority of cases of FGM are thought to  
2648 take place between the ages of 5 to 8 years and therefore girls within that age bracket are at a higher  
2649 risk.

2650 9.93. In 2003, FGM became a criminal offence for UK nationals or permanent UK residents to take their child  
2651 abroad to have female genital mutilation. Anyone found guilty of the offence faces a maximum penalty  
2652 of 14 years in prison. It is mandatory for teachers to report known cases of FGM to the police.

2653

### Forced marriage

2654 9.94. In the case of children and young people: 'a forced marriage is a marriage in which one or both  
2655 spouses cannot consent to the marriage and duress is involved. Duress can include physical,  
2656 psychological, financial, sexual and emotional pressure.' In developing countries, approx. 11% of girls  
2657 are married before the age of 15. One in 3 victims of forced marriage in the UK are under 18 years old.

2658 9.95. It is important that all members of staff recognise the presenting symptoms, know how to respond if  
2659 there are concerns and where to turn for advice.

2660 9.96. Advice and help can be obtained nationally through the **Forced Marriage Unit on +44 (0) 20 7008 0151**  
2661 and locally through the local police safeguarding team or children's social care.

2662 9.97. While all members of staff (education, care, clinical) have important responsibilities with regard to  
2663 children, young people or adults who may be at risk of forced marriage, managers and leaders should  
2664 not undertake roles in this regard that are most appropriately discharged by other children's services  
2665 professionals such as police officers or social workers.

2666 9.98. The Forced Marriage Unit (FMU) has created: Multi-agency practice guidelines: handling cases of  
2667 forced marriage (pages 75-80 of which focus on the role of schools and colleges) and, Multi-agency  
2668 statutory guidance for dealing with forced marriage, which can both be found at [The Right to Choose:  
2669 Multi-agency statutory guidance for dealing with forced marriage](#). School and college staff can contact  
2670 the Forced Marriage Unit if they need advice or information: Contact: 020 7008 0151 or email  
2671 fmu@fcdo.gov.uk.

2672

### Breast ironing

2673 9.99. Breast ironing, also known as breast flattening, is the pounding and massaging of a pubescent girl's  
2674 breasts, using hard or heated objects, to try to make them stop developing or disappear. It is typically  
2675 carried out by the girl's mother who will say she is trying to protect the girl from sexual harassment and  
2676 rape, to prevent early pregnancy that would tarnish the family name, or to allow the girl to pursue  
2677 education rather than be forced into early marriage. It is mostly practiced in parts of Cameroon, where  
2678 boys and men may think that girls whose breasts have begun to grow are ready for sex. Some reports  
2679 suggest that it has spread to the Cameroonian diaspora, for example to Britain. The most widely used  
2680 implement for breast ironing is a wooden pestle normally used for pounding tubers.

2681 9.100. Any suspected cases of breast ironing MUST be reported immediately under this Child Protection and  
2682 Safeguarding policy and the Individual offered medical help.

2683

### Teenage relationship abuse

2684 9.101. Research has shown that teenagers don't readily understand what constitutes abusive behaviour such  
2685 as controlling behaviours, which can escalate to physical abuse, e.g. checking someone's phone,  
2686 telling them what to wear, who they can/can't see or speak to and that this abuse is prevalent within  
2687 teen relationships.

2688 9.102. Further research shows that teenagers don't understand what consent means within their  
 2689 relationships. They often hold the common misconception that rape can only be committed by a  
 2690 stranger down a dark alley and don't understand that it could happen within their own relationships.  
 2691 This can lead to these abusive behaviours feeling 'normal' and therefore unchallenged, as they are not  
 2692 recognised as being 'abusive'.

2693 9.103. Vulnerable Individuals may struggle to understand such concepts and the potential consequences of  
 2694 their own, their peers or others behaviour towards them. Therefore, significant effort will be made to  
 2695 raise awareness of it and respond effectively to such situations.

2696 9.104. In response to this Cambian Group will provide education and guidance to prevent teenagers from  
 2697 becoming victims and perpetrators of abusive relationships - encouraging them to rethink their views  
 2698 of violence, abuse and controlling behaviours, and understand what consent means within  
 2699 relationships.

## 2700 Honour-based violence

2701 9.105. It is often linked to family members or acquaintances who mistakenly believe someone has brought  
 2702 shame to their family or community by doing something that is not in keeping with the traditional beliefs  
 2703 of their culture. However, abuse committed in the context of preserving "honour" often involves a wider  
 2704 network of family or community pressure and can include multiple perpetrators. It is important to be  
 2705 aware of this dynamic and additional risk factors when deciding what form of safeguarding action to  
 2706 take" for example, honour-based violence might be committed against individuals who:

- 2707 • become involved with a boyfriend or girlfriend from a different culture or religion
- 2708 • want to get out of an arranged marriage
- 2709 • want to get out of a forced marriage
- 2710 • wear clothes or take part in activities that might not be considered traditional within a particular  
 2711 culture.

2712 9.106. Girls and women are the most common victims of honour-based violence however; it can also affect  
 2713 men and boys. Crimes of 'honour' do not always include violence. Crimes committed in the name of  
 2714 'honour' might include: domestic abuse, threats of violence, assault, sexual or psychological abuse,  
 2715 forced marriage, being held against their will or taken somewhere they don't want to go.

2716 9.107. If staff believe that the Individual is at risk from honour-based violence, the DSL will follow the usual  
 2717 safeguarding referral process. However, if it is clear that a crime has been committed or the Individual  
 2718 is at immediate risk the police will be contacted in the first place, this is a mandatory duty placed on  
 2719 teachers. It is important that if honour-based violence is known or suspected, communities and family  
 2720 members must NOT be contacted prior to referral to the police or social care as this could increase the  
 2721 risk to the individual.

## 2722 Preventing extremism and radicalisation

2723 9.108. All staff are fully aware of their duty in assessing the risk of Individuals being drawn into terrorism  
 2724 including support for terrorism ideology and extremist ideas. In accordance with our **026. Preventing**  
 2725 **Extremism and Radicalisation policy** and **0.27 E-safety policy**, we all need to be vigilant in ensuring the  
 2726 safety from extremist and terrorist material when accessing the internet. We consider Somerset Local  
 2727 Authority Safeguarding Children's Board arrangements to fulfil its Prevent duties.

2728 9.109. Children are vulnerable to extremist ideology and radicalisation. Similar to protecting children from  
 2729 other forms of harms and abuse, protecting children from this risk should be a part of a schools or  
 2730 colleges' safeguarding approach.

- 2731 • **Extremism** is the vocal or active opposition to our fundamental values, including democracy,  
 2732 the rule of law, individual liberty and the mutual respect and tolerance of different faiths and  
 2733 beliefs. This also includes calling for the death of members of the armed forces.

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- **Radicalisation** refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.
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- **Terrorism** is an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat **must** be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.
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- 9.110. There is no single way of identifying whether a child is likely to be susceptible to an extremist ideology. Background factors combined with specific influences such as family and friends may contribute to a child's vulnerability. Similarly, radicalisation can occur through many different methods (such as social media or the internet) and settings (such as within the home).
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- 9.111. However, it is possible to protect vulnerable people from extremist ideology and intervene to prevent those at risk of radicalisation being radicalised. As with other safeguarding risks, staff should be alert to changes in children's behaviour, which could indicate that they may be in need of help or protection. Staff should use their judgement in identifying children who might be at risk of radicalisation and act proportionately which may include making a Prevent referral.
- 2749  
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- 9.112. The school's or college's DSL (and any deputies) should be aware of local procedures for making a Prevent referral
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- 9.113. All schools and colleges are subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015 (the CTSA 2015), in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism". This duty is known as **the Prevent duty**.
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- 9.114. [An online general awareness-training module on Channel is available](#). The module is suitable for school staff and other front-line workers. It introduces the topics covered by this advice, including how to identify factors that can make people vulnerable to radicalisation, and case studies illustrating the types of intervention that may be appropriate, in addition to Channel.

2758

### Prevent Duty

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- 9.115. The Prevent duty should be seen as part of schools and colleges' wider safeguarding obligations. DSLs and other senior leaders in schools should familiarise themselves with the revised [Prevent duty guidance for England & Wales](#), especially paragraphs 57-76, which are specifically concerned with schools (and also covers childcare). DSLs and other senior leaders in colleges should familiarise themselves with the [Prevent duty guidance: for further education institutions in England and Wales](#). The guidance is set out in terms of four general themes: risk assessment, working in partnership, staff training, and IT policies.
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- 9.116. Local authorities will be expected to ensure appropriate frontline staff, including those of its contractors, have a good understanding of Prevent are trained to recognise vulnerability to being drawn into terrorism and are aware of available programmes to deal with this issue.
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- 9.117. As the independent body responsible for standards and quality improvement for further education, the Education and Training Foundation will work with the sector to ensure that appropriate training is available. This will include and draw from training provided through the network of Prevent co-ordinators.

2773

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

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- 9.118. This section of the policy must be read in conjunction with our 0.29 Child Sexual Exploitation policy.
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- 9.119. Both CSE and CCE are forms of abuse that occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into taking part in sexual or criminal activity, in exchange for something the victim needs or wants, and/or for the financial advantage or increased status of the perpetrator or facilitator and/or through violence or the threat of violence. CSE and CCE can affect children, both male and female and can include children who have been moved (commonly referred to as trafficking) for the purpose of exploitation.

2781

**Child Criminal Exploitation (CCE)**

2782 9.120. Some specific forms of CCE can include children being forced or manipulated into transporting drugs  
 2783 or money through county lines, working in cannabis factories, shoplifting or pickpocketing. They can  
 2784 also be forced or manipulated into committing vehicle crime or threatening/committing serious  
 2785 violence to others. Children can become trapped by this type of exploitation as perpetrators can  
 2786 threaten victims (and their families) with violence, or entrap and coerce them into debt. They may be  
 2787 coerced into carrying weapons such as knives or begin to carry a knife for a sense of protection from  
 2788 harm from others. As children involved in criminal exploitation often commit crimes themselves, their  
 2789 vulnerability as victims is not always recognised by adults and professionals, (particularly older  
 2790 children), and they are not treated as victims despite the harm they have experienced. They may still  
 2791 have been criminally exploited even if the activity appears to be something they have agreed or  
 2792 consented to.

2793 9.121. It is important to note that the experience of girls who are criminally exploited can be very different to  
 2794 that of boys. The indicators may not be the same; however, professionals should be aware that girls  
 2795 are at risk of criminal exploitation too. It is also important to note that both boys and girls being  
 2796 criminally exploited may be at higher risk of sexual exploitation.

2797

**Child Sexual Exploitation (CSE)**

2798 9.122. CSE is a form of child sexual abuse. Sexual abuse may involve physical contact, including assault by  
 2799 penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing,  
 2800 rubbing, and touching outside clothing. It may include noncontact activities, such as involving children  
 2801 in the production of sexual images, forcing children to look at sexual images or watch sexual activities,  
 2802 encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for  
 2803 abuse including via the internet.

2804 9.123. CSE can occur over time or be a one-off occurrence, and may happen without the child's immediate  
 2805 knowledge e.g. through others sharing videos or images of them on social media.

2806 9.124. CSE can affect any child, who has been coerced into engaging in sexual activities. This includes 16 and  
 2807 17 year olds who can legally consent to have sex. Some children may not realise they are being  
 2808 exploited e.g. they believe they are in a genuine romantic relationship.

2809 9.125. Children with learning difficulties can be particularly vulnerable to exploitation as can children from  
 2810 particular groups, e.g. looked after children, young carers, children who have a history of physical,  
 2811 sexual emotional abuse or neglect or mental health problems; children who use drugs or alcohol,  
 2812 children who go missing from home or school, children involved in crime, children with parents/carers  
 2813 who have mental health problems, learning difficulties/other issues, children who associate with other  
 2814 children involved in exploitation. However, it is important to recognise that any child can be targeted.

2815 9.126. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors  
 2816 including gender, sexual identity, cognitive ability, physical strength, status, and access to economic or  
 2817 other resources. In some cases, the abuse will be in exchange for something the victim needs or wants  
 2818 and/or will be to the financial benefit or other advantage (such as increased status) of the perpetrator  
 2819 or facilitator.

2820 9.127. The abuse can be perpetrated by individuals or groups, males or females, and children (under the age  
 2821 of 18 years, including 16- and 17-year olds who can legally consent to have sex) or adults. It is critical  
 2822 to know that children/young people may also be exploited by other children/young people, who  
 2823 themselves may be experiencing exploitation – where this is the case, it is important that the  
 2824 child/young person perpetrator is also recognised as a victim.

- 2825 9.128. The abuse can be a one-off occurrence or a series of incidents over time, and range from opportunistic  
 2826 to complex organised abuse. It can involve force and/or enticement-based methods of compliance  
 2827 and may, or may not, be accompanied by violence or threats of violence. Victims can be exploited even  
 2828 when activity appears consensual and it should be noted exploitation as well as being physical can be  
 2829 facilitated and/or take place online. More information include definitions and indicators are included  
 2830 in [KCSIE 2023](#). Some of the following can be indicators of both child criminal and sexual exploitation  
 2831 where children:
- 2832 • appear with unexplained gifts or new professions;
  - 2833 • associate with other young people involved in exploitation;
  - 2834 • suffer from changes in emotional well-being;
  - 2835 • misuse drugs and alcohol;
  - 2836 • go missing for periods of time or regularly or come home late; and
  - 2837 • regularly miss school or education or do not take part in education.
- 2838 9.129. Some additional specific indicators that may be present in CSE and children who:
- 2839 • Children who have older boyfriends or girlfriends; and
  - 2840 • Children who suffer from sexually transmitted infections, display sexual behaviours  
 2841 beyond expected sexual development or become pregnant.
- 2842 9.130. Further information on signs of a child's involvement in sexual exploitation is available in Home Office  
 2843 guidance: Child sexual exploitation: guide for practitioners.
- 2844 9.131. As an organisation we do recognise that the same level of exploitation may take place involving  
 2845 vulnerable young people/adults at risk above the age of 18. An adult at risk is any person who is aged  
 2846 18 years or over and at risk of abuse or neglect because of their needs for care and/or support (The  
 2847 Care Act 2014). As we do provide services for vulnerable young people/adults at risk, therefore it is  
 2848 expected that the above statement will equally apply to those who are 18+ across England and Wales.
- 2849 9.132. Children under the age of criminal responsibility (under the age of 10), or young people who have  
 2850 increased vulnerability due to push and pull factors who are manipulated, coerced or forced into  
 2851 criminal activity provide opportunity for criminals to distance themselves from crime.

## 2852 County Lines

- 2853 9.133. County lines is a term used to describe gangs and organised criminal networks involved in exporting  
 2854 illegal drugs using dedicated mobile phone lines or other form of "deal line". This activity can happen  
 2855 locally as well as across the UK - no specified distance of travel is required. Children and vulnerable  
 2856 adults are exploited to move, store and sell drugs and money. Offenders will often use coercion,  
 2857 intimidation, violence (including sexual violence) and weapons to ensure compliance of victims.  
 2858 Children can be targeted and recruited. Exploitation is an integral part of the county lines, children may  
 2859 become victims through: coercion, intimidation, violence (including sexual) and weapons.
- 2860 9.134. Children can be targeted and recruited into county lines in a number of locations including schools,  
 2861 further and higher educational institutions, pupil referral units, special educational needs schools,  
 2862 children's homes and care homes. Children are often recruited to move drugs and money between  
 2863 locations and are known to be exposed to techniques such as 'plugging', where drugs are concealed  
 2864 internally to avoid detection. Children can easily become trapped by this type of exploitation as county  
 2865 lines gangs create drug debts and can threaten serious violence and kidnap towards victims (and their  
 2866 families) if they attempt to leave the county lines network.



2867 9.135. Children are also increasingly being targeted and recruited online using social media. Children can  
 2868 easily become trapped by this type of exploitation as county lines gangs can manufacture drug debts  
 2869 which need to be worked off or threaten serious violence and kidnap towards victims (and their  
 2870 families) if they attempt to leave the county lines network. These children and young people are at  
 2871 serious risk of criminalisation, sexual exploitation and exposure to violence. This is facilitated by a group  
 2872 who may not necessarily be affiliated to a gang, but who have developed networks across  
 2873 geographical boundaries to access and exploit existing drugs markets in these areas.

2874 9.136. The group, or individuals exploited by them, travel regularly between the urban hub and the rural  
 2875 marketplace, to replenish stock and deliver cash. This movement is not unique to county lines drug  
 2876 supply but is generally more frequent and in smaller deal amounts compared to most other drug  
 2877 supply methods.

2878 9.137. A number of the indicators for CSE and CCE as detailed above may be applicable to where children  
 2879 are involved in county lines. Some additional specific indicators that may be present where a child is  
 2880 criminally exploited through involvement in county lines are children who:

- 2881 • go missing and are subsequently found in areas away from their home;
- 2882 • have been the victim or perpetrator of serious violence (e.g. knife crime);
- 2883 • are involved in receiving requests for drugs via a phone line, moving drugs, handing over and  
 2884 collecting money for drugs;
- 2885 • are exposed to techniques such as ‘plugging’, where drugs are concealed internally to avoid  
 2886 detection;
- 2887 • are found in accommodation that they have no connection with, often called a ‘trap house or  
 2888 cuckooing’ or hotel room where there is drug activity;
- 2889 • owe a ‘debt bond’ to their exploiters;
- 2890 • have their bank accounts used to facilitate drug dealing.

2891 9.138. If a child is suspected to be at risk of or involved in county lines, a safeguarding referral should be  
 2892 considered alongside consideration of availability of local services/third sector providers who offer  
 2893 support to victims of county lines exploitation.

2894 9.139. Further information on the signs of a child’s involvement in county lines is available in guidance  
 2895 published by the [Home Office and The Children’s Society County Lines Toolkit for Professional](#).

2896 **Cuckooing**

2897 9.140. This is the exploitation of young people that might be vulnerable is a common feature in the facilitation  
 2898 of county lines drugs supply, whether for the storage or supply of drugs, the movement of cash, or to  
 2899 secure the use of dwellings held by vulnerable people in the rural marketplace - commonly referred to  
 2900 as cuckooing.

2901 9.141. Cuckooing is a form of crime in which drug dealers take over the home of a vulnerable person in order  
 2902 to use it as a base for drug dealing. As of the 2010s, cuckooing is becoming an increasingly common  
 2903 problem in the South of England. The crime is named for the cuckoo's practice of taking over other  
 2904 birds' nests for its young.

2905 9.142. The group is inclined to use intimidation, violence and weapons, including knives, corrosives and  
 2906 firearms.

2907 9.143. Additional to the list under Serious Violent Crime section, other indicators that a child may be criminally  
 2908 exploited include:

- 2909 ▪ Increase in missing episodes (Education and/or Care) – particular key as  
 2910 children/young people can be missing for days and drug run in other counties



2951 9.151. Some children and young people can be more at risk of being drawn into criminality; multiple studies  
2952 demonstrate a clear link between inequality and high rates of violence for example. There is a need to  
2953 both understand and address individual risk factors as well as address the social challenges that  
2954 underpin criminal exploitation and serious violence in our communities, from poor mental health,  
2955 addiction, poverty, unemployment and poor-quality housing.

#### 2956 **Missing young people and the link between missing and county lines**

2957 9.152. Every precaution is taken through the use of risk assessments and thorough planning and supervision  
2958 to ensure that children, young people and young adults are safe both at school, college, home, and  
2959 on outings. If a child, young person or young adult goes missing from our Location, it is considered a  
2960 potential indicator of abuse or neglect.

2961 9.153. Our staff members must follow our **0.23. Missing from Care and Education policy** in the event of  
2962 someone going missing. All homes/schools/colleges must inform the LA of any student who fails to  
2963 attend school regularly or has been absent without the school's permission for a continuous period of  
2964 10 days or more or as such intervals agreed with the Local Authority. It is essential that all staff are  
2965 alert to signs such as travelling to conflict zones, FGM and forced marriage.

2966 9.154. Coercion and manipulation often increase a young person's vulnerability to exploitation, pushing them  
2967 towards going missing and becoming involved in criminal activities. Some individuals may be pulled  
2968 towards exploitation through the promise of money, gifts, affection and status. However, they may be  
2969 then be forced to work for these people as they are coerced into believing that they are indebted to  
2970 them.

#### 2971 **Domestic abuse**

2972 9.155. The Domestic Abuse Act 2021 received Royal Assent on 29 April 2021. The Act introduces the first ever  
2973 statutory definition of domestic abuse and recognises the impact of domestic abuse on children, as  
2974 victims in their own right, if they see, hear or experience the effects of abuse. The statutory definition of  
2975 domestic abuse, based on the previous cross-government definition, ensures that different types of  
2976 relationships are captured, including ex-partners and family members. The definition captures a range  
2977 of different abusive behaviours, including physical, emotional and economic abuse and coercive and  
2978 controlling behaviour. Both the person who is carrying out the behaviour and the person to whom the  
2979 behaviour is directed towards must be aged 16 or over and they must be "personally connected" (as  
2980 defined in section 2 of the 2021 Act).

2981 9.156. Types of domestic abuse include intimate partner violence, abuse by family members, teenage  
2982 relationship abuse and child/adolescent to parent violence and abuse. Anyone can be a victim of  
2983 domestic abuse, regardless of gender, age, ethnicity, socioeconomic status, sexuality or background  
2984 and domestic abuse can take place inside or outside of the home.

2985 9.157. All children can witness and be adversely affected by domestic abuse in the context of their home life  
2986 where domestic abuse occurs between family members. Experiencing domestic abuse and/or violence  
2987 can have a serious, long lasting emotional and psychological impact on children. In some cases, a  
2988 child may blame themselves for the abuse or may have had to leave the family home as a result.

2989 9.158. Young people can also experience domestic abuse within their own intimate relationships. This form  
2990 of abuse is sometimes referred to as 'teenage relationship abuse'. Depending on the age of the young  
2991 people, this may not be recognised in law under the statutory definition of 'domestic abuse' (if one or  
2992 both parties are under 16). However, as with any child under 18, where there are concerns about safety  
2993 or welfare, child safeguarding procedures should be followed and both young victims and young  
2994 perpetrators should be offered support.

2995 9.159. KCSIE2023 introduces additional information about domestic abuse which can encompass a wide  
2996 range of behaviours and may be a single incident or a pattern of incidents. That abuse can be, but is  
2997 not limited to, psychological, physical, sexual, financial or emotional. Children can be victims of  
2998 domestic abuse. They may see, hear, or experience the effects of abuse at home and/or suffer  
2999 domestic abuse in their own intimate relationships (teenage relationship abuse). All of which can have  
3000 a detrimental and long-term impact on their health, well-being, development, and ability to learn.

3001 9.160. [Operation Encompass](#) operates in all police forces across England. It helps police and schools work  
 3002 together to provide emotional and practical help to children. The system ensures that when police are  
 3003 called to an incident of domestic abuse, where there are children in the household who have  
 3004 experienced the domestic incident, the police will inform the key adult (usually the DSL) in school before  
 3005 the child or children arrive at school the following day. This ensures that the school has up to date  
 3006 relevant information about the child's circumstances and can enable immediate support to be put in  
 3007 place, according to the child's needs. Operation Encompass does not replace statutory safeguarding  
 3008 procedures. Where appropriate, the police and/or schools should make a referral to children's social  
 3009 care if they are concerned about a child's welfare. More information about the scheme and how  
 3010 schools can become involved is available on the Operation Encompass website.

3011 9.161. Operation Encompass provides an advice and helpline service for all staff members from educational  
 3012 settings who may be concerned about children who have experienced domestic abuse. The helpline  
 3013 is available 8AM to 1PM, Monday to Friday on 0204 513 9990 (charged at local rate).

3014 9.162. Refuge runs the National Domestic Abuse Helpline, which can be called free of charge and in  
 3015 confidence, 24 hours a day on 0808 2000 247. Its website provides guidance and support for potential  
 3016 victims, as well as those who are worried about friends and loved ones. It also has a form through  
 3017 which a safe time from the team for a call can be booked. Additional advice on identifying children  
 3018 who are affected by domestic abuse and how they can be helped is available at:

- 3019 • [NSPCC- UK domestic-abuse Signs Symptoms Effects](#)
- 3020 • [Refuge what is domestic violence/effects of domestic violence on children](#)
- 3021 • [Safelives: young people and domestic abuse.](#)
- 3022 • [Domestic abuse: specialist sources of support - GOV.UK](#) (www.gov.uk) (includes  
 3023 information for adult victims, young people facing abuse in their own relationships and  
 3024 parents experiencing child to parent violence/abuse)
- 3025 • Home : [Operation Encompass](#) (includes information for schools on the impact of  
 3026 domestic abuse on children)

### Serious Violent Crime

3028 9.163. All staff should be aware of indicators, which may signal that children are at risk from, or are involved  
 3029 with serious violent crime. These may include:

- 3030 • increased absence from school with a significant decline in performance,
- 3031 • a change in friendships or relationships with older individuals or group,
- 3032 • signs of self-harm or a significant change in well-being, or signs of assault or  
 3033 unexplained injuries,
- 3034 • unexplained gifts or new possessions could also indicate that children have been  
 3035 approached by, or are involved with individuals associated with criminal networks  
 3036 or gangs.

3037 9.164. All staff should be aware of the associated risks and understand the measures in place to measure  
 3038 these. Advice for schools and colleges is provided in the Home Office's Preventing youth violence and  
 3039 gang involvement and its [criminal exploitation of children and vulnerable adults: County Lines guidance](#)  
 3040 [- September 2018](#).

### Mental Health

3042 9.165. Schools, colleges and homes have an important role to play in supporting the mental health and  
 3043 wellbeing of young people. All staff should be aware that mental health problems can, in some cases,  
 3044 be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.

- 3045 9.166. Schools/colleges and homes need to ensure they have clear systems and processes in place for  
3046 identifying possible mental health problems, including routes to escalate and clear referral and  
3047 accountability systems.
- 3048 9.167. The Department is providing funding to support costs of a significant training program for senior mental  
3049 health leads and the national rollout of the [Link Program](#). Training for senior mental health leads, will  
3050 be available to all state-funded schools and colleges by 2025, to help introduce or develop their whole  
3051 school or college approach to mental health.
- 3052 9.168. Only appropriately, trained professionals should attempt to make a diagnosis of a mental health  
3053 problem. Staff however, are well placed to observe children day-to-day and identify those whose  
3054 behaviour suggests that they may be experiencing a mental health problem or be at risk of developing  
3055 one. If staff suspect this might be the case they should report their concerns to a senior leader within  
3056 the school and if possible bring their concerns to a member of the clinical team.
- 3057 9.169. Where children have suffered abuse and neglect, or other potentially traumatic adverse childhood  
3058 experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood. It  
3059 is key that staff receive appropriate education and training so that they are aware of how these  
3060 children's experiences, can impact on their mental health, behaviour and education.
- 3061 9.170. If staff have a mental health concern about a child that is also a safeguarding concern, immediate  
3062 action should be taken. Staff should follow their child protection policy and speak immediately to the  
3063 DSL or a deputy.
- 3064 9.171. Schools and colleges can access a range of advice to help them identify children in need of extra  
3065 mental health support; this includes working with external agencies. More information can be found  
3066 in the [mental health and behaviour in schools guidance](#), colleges may also wish to follow this guidance  
3067 as best practice. Public Health England has produced a range of resources to support secondary school  
3068 teachers to promote positive health, wellbeing and resilience among children.
- 3069 9.172. The DfE has published advice and guidance on [Preventing and Tackling Bullying](#) (which may also be  
3070 useful for colleges). The [Promoting and supporting mental health and wellbeing in Schools](#) sets out  
3071 how schools and colleges can help prevent mental health problems by promoting resilience as part of  
3072 an integrated, whole school/college approach to social and emotional wellbeing, which is tailored to  
3073 the needs of their pupils.
- 3074 9.173. In addition, Public Health England has produced a range of resources to support secondary schools to  
3075 promote positive health, wellbeing and resilience among children including its guidance Promoting  
3076 children and young people's emotional health and wellbeing. Its resources include social media,  
3077 forming positive relationships, smoking and alcohol. See [Rise Above](#) for links to all materials and lesson  
3078 plans. The Department has also published, '[Every interaction matters](#)', a pre-recorded webinar which  
3079 provides staff with a simple framework for promoting wellbeing, resilience, and mental health. This sits  
3080 alongside our [Wellbeing for education recovery program](#) content, which covers issues such as  
3081 bereavement, loss, anxiety, stress and trauma.
- 3082 **Human trafficking**
- 3083 9.174. Human trafficking is defined by the UNHCR in respect of children/young people/young adults as a  
3084 process that is a combination of:
- 3085 - Movement (including within the UK);
  - 3086 - Control, through harm / threat of harm or fraud
  - 3087 - For the purpose of exploitation
- 3088 9.175. Traffickers and slave drivers trick, force and/or persuade individuals to leave their homes. Grooming  
3089 methods are used to gain the trust of a person first, e.g. the promise of a better life, which results in a  
3090 life of abuse, servitude and inhumane treatment.

- 3091 9.176. Any individual transported for exploitative reasons is considered to be a trafficking victim. There is  
 3092 significant evidence that children/young people/young adults (both of UK and other citizenship) are  
 3093 being trafficked internally within the UK and this is regarded as a more common form of trafficking in  
 3094 the UK.
- 3095 9.177. There are a number of indicators which suggest that a child/young person/young adult may have  
 3096 been trafficked into the UK, and may still be controlled by the traffickers or receiving adults. These are  
 3097 as follows:
- 3098 - Shows signs of physical or sexual abuse, and/or has contracted a sexually  
 3099 transmitted infection or has an unwanted pregnancy
  - 3100 - Has a history with missing links and unexplained moves
  - 3101 - Is required to earn a minimum amount of money every day
  - 3102 - Works in various locations
  - 3103 - Has limited freedom of movement
  - 3104 - Appears to be missing for periods
  - 3105 - Is known to beg for money
  - 3106 - Is being cared for by adult/s who are not their parents and the quality of the  
 3107 relationship between the child and their adult carers is not good
  - 3108 - Is one among a number of unrelated children found at one address
  - 3109 - Has not been registered with or attended a GP practice
  - 3110 - Is excessively afraid of being deported.
- 3111 9.178. For those children/young people/young adults who are internally trafficked within the UK indicators  
 3112 include:
- 3113 - Physical symptoms (bruising indicating either physical or sexual assault)
  - 3114 - Prevalence of a sexually transmitted infection or unwanted pregnancy
  - 3115 - Reports from reliable sources suggesting the likelihood of involvement in
  - 3116 - Sexual exploitation / the child has been seen in places known to be used for sexual  
 3117 exploitation
  - 3118 - Evidence of drug, alcohol or substance misuse
  - 3119 - Being in the community in clothing unusual for a child i.e. inappropriate for age, or  
 3120 borrowing clothing from older people
  - 3121 - Relationship with a significantly older partner
  - 3122 - Accounts of social activities, expensive clothes, mobile phones or other possessions  
 3123 with no plausible explanation of the source of necessary funding
  - 3124 - Persistently missing, staying out overnight or returning late with no plausible  
 3125 explanation
  - 3126 - Returning after having been missing, looking well cared for despite having not been  
 3127 at home
  - 3128 - Having keys to premises other than those known about



- 3129 - Low self- image, low self-esteem, self-harming behaviour including cutting,  
3130 overdosing, eating disorder, promiscuity
- 3131 - Truancy / disengagement with education
- 3132 - Entering or leaving vehicles driven by unknown adults
- 3133 - Going missing and being found in areas where the child/young person/young adult  
3134 has no known links; and/or
- 3135 - Possible inappropriate use of the internet and forming on-line relationships,  
3136 particularly with adults/other adults.

3137 9.179. These behaviours themselves do not indicate that an Individual is being trafficked, but should be  
3138 considered as indicators that this may be the case.

### 3139 **Child abduction and community safety incidents**

3140 9.180. Child abduction is the unauthorised removal or retention of a minor from a parent or anyone with legal  
3141 responsibility for the child. Child abduction can be committed by parents or other family members; by  
3142 people known but not related to the victim (such as neighbours, friends and acquaintances); and by  
3143 strangers. Other community safety incidents in the vicinity of a school can raise concerns amongst  
3144 children and parents, for example, people loitering nearby or unknown adults engaging children in  
3145 conversation.

3146 9.181. As children get older and are granted more independence (for example, as they start walking to school  
3147 on their own), it is important they are given practical advice on how to keep themselves safe. Many  
3148 schools provide outdoor-safety lessons run by teachers or by local police staff. It is important that  
3149 lessons focus on building children's confidence and abilities rather than simply warning them about all  
3150 strangers. Further information is available at: <http://www.actionagainstabduction.org/> and  
3151 <https://clevernevergoes.org/>

### 3152 **Modern slavery and the National Referral Mechanism**

3153 9.182. Modern slavery encompasses human trafficking and slavery, servitude and forced or compulsory  
3154 labour. Exploitation can take many forms, including: sexual exploitation, forced labour, slavery,  
3155 servitude, forced criminality and the removal of organs.

3156 9.183. When considering modern slavery, there is a perception that this is taking place overseas. The  
3157 government estimates that tens of thousands of slaves are in the UK today.

3158 9.184. Young people are being forced to work in restaurants, nail bars, car washes and harvesting fruit,  
3159 vegetables or other foods have all been slaves 'hiding in plain sight' within the U.K and rescued from  
3160 slavery. Other forms of slavery such as sex slaves or household slaves are more hidden but have also  
3161 been rescued within the UK.

3162 9.185. If staff believe that a child/young person/young adult is being trafficked or is a slave, this must be  
3163 reported to the DSL/RM/Head of Service for referral to be considered to local Safeguarding Authority.

3164 9.186. Further information on the signs that someone may be a victim of modern slavery, the support available  
3165 to victims and how to refer them to the NRM is available in the Modern Slavery Statutory Guidance.  
3166 Modern slavery: how to identify and support victims - GOV.UK ([www.gov.uk](http://www.gov.uk))

### 3167 **Cybercrime**

3168 9.187. Cybercrime is criminal activity committed using computers and/or the internet. It is broadly categorised  
3169 as either 'cyber-enabled' (crimes that can happen off-line but are enabled at scale and at speed on-  
3170 line) or 'cyber dependent' (crimes that can be committed only by using a computer). Cyber-dependent  
3171 crimes include:

- 3172 • unauthorised access to computers (illegal 'hacking'), for example accessing a school's  
3173 computer network to look for test paper answers or change grades awarded;
- 3174 • denial of Service (Dos or DDoS) attacks or 'booting'. These are attempts to make a computer,  
3175 network or website unavailable by overwhelming it with internet traffic from multiple sources;  
3176 and
- 3177 • making, supplying or obtaining malware (malicious software) such as viruses, spyware,  
3178 ransomware, botnets and Remote Access Trojans with the intent to commit further offence,  
3179 including those above.
- 3180 9.188. Children with particular skill and interest in computing and technology may inadvertently or deliberately  
3181 stray into cyber-dependent crime.
- 3182 9.189. If there are concerns about a child in this area, the DSL (or a deputy), should consider referring into the  
3183 Cyber Choices programme. This is a nationwide police programme supported by the Home Office and  
3184 led by the National Crime Agency, working with regional and local policing. It aims to intervene where  
3185 young people are at risk of committing, or being drawn into, low level cyber-dependent offences and  
3186 divert them to a more positive use of their skills and interests.
- 3187 9.190. Note that Cyber Choices does not currently cover 'cyber-enabled' crime such as fraud, purchasing of  
3188 illegal drugs on-line and child sexual abuse and exploitation, nor other areas of concern such as on-  
3189 line bullying or general on-line safety. Additional advice can be found at: [Cyber Choices](#), '[NPCC- When](#)  
3190 [to call the Police](#)' and [National Cyber Security Centre - NCSC.GOV.UK](#)

#### 3191 Initiation/Hazing

- 3192 9.191. Hazing is a form of initiation ceremony, which is used to induct newcomers into an organisation such  
3193 as a private school, sports team etc. There are a number of different forms, from relatively mild rituals  
3194 to severe and sometimes violent ceremonies in gangs/criminal groups.
- 3195 9.192. The idea behind this practice is that it welcomes newcomers by subjecting them to a series of trials,  
3196 which promote a bond between them. After the hazing is over, the newcomers also have something  
3197 in common with older members of the organisation, because they all experienced it as part of a rite of  
3198 passage. Many rituals involve humiliation, embarrassment, abuse, and harassment.
- 3199 9.193. Cambian Group will provide education to prevent individuals from becoming victims of such behaviour  
3200 and raise awareness of such within all services.  
3201

#### 3202 Safeguarding issues relating to Individual children and young people needs

##### 3203 Homelessness

- 3204 9.194. As an organisation we recognise that being homeless or being at risk of becoming homeless presents  
3205 a real risk to a child's/young person welfare. The impact of losing a place of safety and security can  
3206 affect an Individual's behaviour and attachments. DSL will work with Local Authorities to raise/progress  
3207 concerns at the earliest opportunity.
- 3208 9.195. In line with the Homelessness Reduction Act 2017 they will also promote links into the Local Housing  
3209 Authority for the parent/guardians in order to raise/progress concerns.
- 3210 9.196. In most cases school and college, colleagues will be considering homelessness in the context of  
3211 children who live with their families, and intervention will be on that basis. However, it should also be  
3212 recognised in some cases 16 and 17 year olds could be living independently from their parents or  
3213 guardians, for example through their exclusion from the family home, or other reasons. This will require  
3214 a different level of intervention and support. Children's services will be the lead agency for these young  
3215 people and the DSL (or a deputy) should ensure appropriate referrals are made based on the child's  
3216 circumstances. The department and the Ministry of Housing, Communities and Local Government have  
3217 published joint statutory guidance on the provision of accommodation for 16 and 17 year olds who may  
3218 be homeless and/or require accommodation: [Homelessness Reduction Act: policy factsheets](#).

3219 9.197. Guidance on how local authorities should exercise their homelessness functions in accordance with  
3220 the Homelessness Reduction Act 2017 from 3 April 2018- [Homelessness code of guidance for local](#)  
3221 [authorities](#).

3222 9.198. Children's services (Adult's services where the person is 18 +) will be the lead agency for these young  
3223 people and the DSL should ensure appropriate referrals are made based on the Individual's  
3224 circumstances.

3225 9.199. It is recognised that whilst referrals and/or discussion with the Local Housing Authority should be  
3226 progressed as appropriate, this does not, and should not, replace a referral into the Local Safeguarding  
3227 Authority where an Individual has been harmed or is at risk of harm.

#### 3228 **Private Fostering**

3229 9.200. Private fostering is an arrangement by a child's parents for their child (under 16 or 18 if disabled) to be  
3230 cared for by another adult who is not closely related and is not a legal guardian with parental  
3231 responsibility for 28 days or more.

3232 9.201. It is not private fostering if the carer is a close relative to the child such as grandparent, brother, sister,  
3233 uncle or aunt.

3234 9.202. The Law requires that the carers and parents must notify the Children's Services Department of any  
3235 private fostering arrangement.

3236 9.203. If the school/college/children's home/care homes (16-18) becomes aware that a child/young person  
3237 is being privately fostered they will inform the Children's Services Department and inform both the  
3238 parents and carers that they have done so.

#### 3239 **Child and the Court System**

3240 9.204. As an organisation we recognise that children/young people are sometimes required to give evidence  
3241 in criminal courts, either for crimes committed against them or for crimes, they have witnessed. We  
3242 know that this can be a stressful experience and therefore services across the organisation will aim to  
3243 support children through this process.

3244 9.205. Along with information, advice and guidance, services will use age-appropriate materials published  
3245 by HM Courts and Tribunals Services (2017) [Going to court](#) explain to children/young people what it  
3246 means to be a witness, how to give evidence and the special measures which are in place to assist  
3247 such as using a live link/aids to communicate and video links.

3248 9.206. We recognise that making child arrangements via the family courts following separation can be  
3249 stressful and entrench conflict in families. This can be very stressful for children. Services will support  
3250 children/young people going through this process.

3251 9.207. Alongside information, advice and guidance services will use online materials published by The  
3252 Ministry of Justice (2018) which offers children/young people information & advice on the dispute  
3253 resolution service - [Get help with child arrangements](#). These materials will also be offered to parents  
3254 and carers if appropriate.

3255 9.208. Ensure that children/young people are sufficiently supported where a parent has been sent to prison;  
3256 adequate support includes protection from stigma, isolation and poor mental health.

#### 3257 **Fabricated or induced illnesses (FI)**

3258 9.209. Fabricated or induced illness (FI) is a rare form of child abuse. It occurs when a parent or carer, usually  
3259 the child's biological mother, exaggerates or deliberately causes symptoms of illness in the child.

3260 9.210. FI is also known as "Munchausen's syndrome by proxy" (not to be confused with Munchausen's  
3261 syndrome, where a person pretends to be ill or causes illness or injury to themselves).

- 3262 9.211. FI covers a wide range of symptoms and behaviours involving parents seeking healthcare for a child.  
3263 This ranges from extreme neglect (failing to seek medical care) to induced illness.
- 3264 9.212. Behaviours in FI include a parent/carer who:
- 3265 • persuades healthcare professionals that their child is ill when they're perfectly healthy,
  - 3266 • exaggerates or lies about their child's symptoms,
  - 3267 • manipulates test results to suggest the presence of illness – for example, by putting glucose in  
3268 urine samples to suggest the child has diabetes,
  - 3269 • deliberately induces symptoms of illness – for example, by poisoning her child with unnecessary  
3270 medication or other substances.
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