

School Closure Arrangements for COVID-19 and Child Protection & Safeguarding

Cambian Spring Hill School

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1. Monitoring & Review

The Policy Authors will undertake a formal review of this policy for the purpose of monitoring and of the efficiency with which the related duties have been discharged, by no later than one year from the date of approval shown above, or earlier if significant changes to the systems and arrangements take place, or if legislation, regulatory requirements or best practice guidelines so require.

2. Context

From 20th March 2020 and subsequent lockdowns, parents were asked to keep their children at home, wherever possible, and for schools to remain open only for those children of workers critical to the COVID-19 response - who absolutely need to attend.

Schools, and all childcare providers, were asked to continue to provide care for a limited number of children - children who are vulnerable, and children whose parents are critical to the COVID-19 response and cannot be safely cared for at home.

This sub-section of the Cambian Spring Hill School Safeguarding and Child Protection policy contains details of our individual safeguarding arrangements in the following areas:

- Vulnerable children
- Critical workers
- Attendance monitoring
- Designated Safeguarding Lead
- Reporting a concern
- Safeguarding Training and induction
- Safer recruitment/volunteers and movement of staff
- Online safety in schools and colleges
- Children and online safety away from school and college
- Supporting children not in school
- Supporting children in school
- Peer on Peer Abuse

3. Vulnerable Children

Vulnerable children include those who have a social worker and those children and young people up to the age of 25 with education, health and care (EHC) plans.

Those who have a social worker include children who have a child protection plan and those who are looked after by the local authority. A child may also be deemed to be vulnerable if they have been assessed as being in need or otherwise meet the definition in section 17 of the Children Act 1989.

Those with an EHC plan will be risk-assessed in consultation with the local authority (LA) and parents, to decide whether they need to continue to be offered a school or college place in order to meet their needs, or whether they can safely have their needs met at home. This could include, if necessary, carers, therapists or clinicians visiting the home to provide any essential services. Many children and young people with EHC plans can safely remain at home.

Eligibility for free school meals in and of itself should not be the determining factor in assessing vulnerability.

Senior leaders, especially the DSL (and deputy) know who our most vulnerable children are and have the flexibility to offer a place to those on the edge of receiving children's social care support.

Cambian Spring Hill School will continue to work with and support children's social workers to help protect vulnerable children. This includes working with and supporting children's social workers and the local authority virtual school head (VSH) for looked-after and previously looked-after children. The lead people for this will be: Valerie Clayden, Head of Education, and Christine Sherman, Assistant Head (Lead DSL for Education).

4. Critical Workers

Although HM Government is clear that children should be at home wherever possible, schools and other educational settings have been asked to provide care for the child/ren of any critical workers who need this support. This may include days and times on which the school would not normally be open, including the school holidays. If our school cannot remain open, due to staff illness or self-isolation, or if there is only one child who needs that care, we will notify individual's local authorities and / or the relevant placing authority who are responsible for arranging for the child/ren to be cared for in an alternative setting that can meet their needs.

The HM Government guidance for educational settings regarding critical workers can be found here <https://www.gov.uk/government/publications/closure-of-educational-settings-information-for-parents-and-carers/closure-of-educational-settings-information-for-parents-and-carers#critical-workers>

5. Attendance Monitoring

Local authorities and education settings do not need to complete their usual day-to-day attendance processes to follow up on non-attendance.

Cambian Spring Hill School and social workers will agree with families whether children in need should be attending school – Cambian Spring Hill School will then follow up on any pupil that they were expecting to attend, who does not. Cambian Spring Hill School will also follow up with any 'critical worker' parent or carer who has arranged care for their child(ren) but the child(ren) subsequently do(es) not attend.

To support the above, Cambian Spring Hill School will, when communicating with parents, carers and allocated social workers / placing authorities, confirm emergency contact numbers are correct and ask for any additional emergency contact numbers where they are available.

In all circumstances where a vulnerable child does not take up their place at school, or discontinues, Cambian Spring Hill School will notify their social worker.

6. Designated Safeguarding Lead

Cambian Spring Hill School has two Designated Safeguarding Leads and a number of Deputy Designated Safeguarding Leads – these are named in [Section 15](#).

We will endeavour to have a trained DSL or deputy available on site at all times when pupils are present. Where this is not the case, a trained DSL or deputy will be available to be contacted via phone or online video - for example, when working from home.

Where a trained DSL or deputy is not on site, in addition to the above, a senior leader will assume responsibility for co-ordinating safeguarding on site.

This might include updating and managing access to the child protection online management system, CPOMS, liaising with the offsite DSL (or deputy) and, if required, liaising with children's social workers where they require access to children in need and/or to carry out statutory assessments at the school or college.

Whatever the scenario, it is important that all Cambian Spring Hill School staff and volunteers have access to a trained DSL or deputy. On each day, staff on site will be made aware of who that person is and how to contact them.

7. Reporting a Concern

Where staff have a concern about a child, they should continue to follow the process outlined in the school safeguarding policy. Staff will complete a Cause for Concern Form and send it to the relevant DSL.

In the unlikely event that a member of staff has a concern about a child but cannot access the recording system, they should telephone the Designated Safeguarding Lead and / or

a deputy DSL. This will ensure that the concern is received. Staff must not just leave an answerphone message.

Staff are reminded of the need to report any concern immediately and without delay.

Where staff are concerned about an adult working with children in the school, they should report the concern to the Principal immediately. If there is cause to make a notification to the Principal whilst away from school, this should be done by telephone. Staff must not just leave an answerphone message. If the Principal is not contactable, the member of staff should contact either the DSL or the one of the deputies.

Concerns about the Principal should be directed to the Regional Leads or the Director of SEN for Cambian Autism Services Ltd. The contact details for these are located in [Section 15](#).

8. Safeguarding Training and Induction

DSL training is very unlikely to take place during this period.

For the period COVID-19 measures are in place, a DSL (or deputy) who has been trained will continue to be classed as a trained DSL (or deputy) even if they miss their refresher training.

All existing school staff have had safeguarding training and have read at least part 1 of Keeping Children Safe in Education (2020 – Update January 2021). The Designated Safeguarding Lead should communicate with staff any new local arrangements, so they know what to do if they are worried about a child.

Where new staff are recruited, or new volunteers enter Cambian Spring Hill School, they will continue to be provided with a safeguarding induction.

The existing school workforce may move between schools on a temporary basis in response to COVID-19. Where Cambian Spring Hill School receive staff from another school, we will judge, on a case-by-case basis, the level of safeguarding induction required. As a minimum, the visiting professional(s) will be provided with a copy of our safeguarding / child protection policy and the name and contact details of the DSL and deputy DSLs.

9. Safer Recruitment / Volunteers and Movement of Staff

It remains essential that people who are unsuitable are not allowed to enter the children's workforce or gain access to children. When recruiting new staff, Cambian Spring Hill School will continue to follow the relevant safer recruitment processes for their setting, including, as appropriate, relevant sections in part 3 of KCSIE.

In response to COVID-19, the Disclosure and Barring Service (DBS) has made changes to its guidance on standard and enhanced DBS ID checking to minimise the need for face-to-face contact – see <https://www.gov.uk/government/news/covid-19-changes-to-dbs-id-checking-guidelines>

If staff are deployed from another education or children's workforce setting such as an agency, to our school, we will take into account the DfE supplementary guidance on safeguarding children during the COVID-19 pandemic and will accept portability as long as the current employer confirms in writing that: -

- the individual has been subject to an enhanced DBS and children's barred list check (and / or adult barred list check where relevant)
- there are no known concerns about the individual's suitability to work with children (or adults at risk, where relevant)
- there is no ongoing disciplinary investigation relating to that individual

Cambian Spring Hill School do not currently use volunteers. However, if this were to change then we would continue to follow the checking and risk assessment process as set out in paragraphs 167 to 172 of KCSIE. Under no circumstances will a volunteer who has not been checked be left unsupervised or allowed to work in regulated activity.

Cambian Spring Hill School will continue to comply with the legal duty to refer to the DBS anyone who has harmed or poses a risk of harm to a child or vulnerable adults. Full details can be found at paragraph 163 of KCSIE.

Cambian Spring Hill School will continue to consider and make referrals to the Teaching Regulation Agency (TRA) as per paragraph 166 of KCSIE and the TRA's 'Teacher misconduct: advice for making a referral'.

During the COVID-19 period all referrals should be made by emailing Misconduct.Teacher@education.gov.uk.

Whilst acknowledging the challenge of the current environment, it is essential from a safeguarding perspective that any school or college is aware, on any given day, which staff/volunteers will be in the school or college and that appropriate checks have been

carried out, especially for anyone engaging in regulated activity. As such, Cambian Spring Hill School will continue to keep the single central record (SCR) up to date as outlined in paragraphs 148 to 156 in KCSIE.

10. Online Safety in Schools and Colleges

Cambian Spring Hill School will continue to provide a safe environment, including online. This includes the use of an online monitoring and filtering system.

Where children are using computers in school, appropriate supervision will be in place.

11. Children and Online Safety Away from School

It is important that all staff who interact with children, including online, continue to look out for signs a child may be at risk. Any such concerns should be dealt with as per the child protection policy and where appropriate referrals should still be made to children's social care and as required the police.

Online teaching should follow the same principles as set out in the school's staff code of conduct and appropriate policies.

Cambian Spring Hill School will ensure any use of online learning tools and systems is in line with privacy and data protection/GDPR requirements.

12. Supporting Children Not in School

Cambian Spring Hill School is committed to ensuring the safety and wellbeing of all its students.

The Designated Safeguarding Lead in conjunction with class teachers and the Head of Education, will ensure that a robust communication plan is in place for each child, their parent(s) / carers and the allocated social worker or placing authority.

Details of this communication plan must be recorded on CPOMS for individual students.

The communication plan may include; remote contact, phone contact, door-step visits. Other individualised contact methods should be considered and recorded.

Cambian Spring Hill School and its Designated Safeguarding Lead will work closely with all stakeholders to maximise the effectiveness of any communication plan.

This plan must be reviewed regularly and where concerns arise, the Designated Safeguarding Lead will consider any referrals as appropriate, taking into account the local criteria for action.

In addition, the school will share safeguarding messages on its website and on the CareTech COVID-19 Microsite.

Cambian Spring Hill School recognises that school is a protective factor for children and young people, and the current circumstances have a significant potential to affect the mental health of pupils and their parents. Teachers and pastoral staff at Cambian Spring Hill School will be aware of this in setting expectations of pupils' work where they are at home.

Cambian Spring Hill School will ensure that if we are unable to care for the child/ren of critical workers, residential pupils and vulnerable children on site, we will liaise with the placing local authority and the parent / carer and social worker to find a suitable alternative; e.g., at a 'hub' school or via a multi-disciplinary package of support. In that situation, the DSL will ensure that the DSL of the hub school / lead practitioner is made aware of any relevant safeguarding information relating to a child.

13. Supporting Children in School

Cambian Spring Hill School is committed to ensuring the safety and wellbeing of all its students.

Cambian Spring Hill School will continue to be a safe space for all children to attend and flourish. The Principal and Head of Education will ensure that appropriate staff are on site and staff to pupil ratio numbers are appropriate, maximising safety.

Cambian Spring Hill School will refer to the Government guidance for education and childcare settings on how to implement social distancing and continue to follow the advice from Public Health England on handwashing and other measures to limit the risk of spread of coronavirus.

Cambian Spring Hill School will ensure that where we care for children of critical workers, residential pupils and vulnerable children on site, we ensure appropriate support is in place for them. This will be bespoke to each child and recorded on their individual risk assessments.

14. Peer on Peer Abuse

Cambian Spring Hill School recognises that during the closure a revised process may be required for managing any report of such abuse and supporting victims.

Where a school receives a report of peer on peer abuse, they will follow the principles as set out in part 5 of KCSIE and of those outlined within the school's safeguarding & child protection policy.

The school will listen carefully, and work with the young person, family and any multi-agency partner required to ensure the safety and security of that young person.

All concerns and actions taken must be recorded on the Cause for Concern Forms and the safeguarding trackers as per Cambian Spring Hill School Policy and appropriate referrals made.

15. Key Contacts

The Designated Safeguarding Lead (DSL)

The DSL for Cambian Spring Hill School and their contact details are as follows:

Christine Sherman (Education)	07792 453208	christine.sherman@cambiangroup.com
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The Deputy Designated Safeguarding Lead (Deputy DSL)

There are three Deputy DSLs at Cambian Spring Hill School and their contact details are as follows:

Laura Raines (Education)		laura.raines@cambiangroup.com
Claire Roberts (Care)	07701 314153	claire.roberts@cambiangroup.com
Romuald Stysial (Care)	07701 312898	romuald.stysial@cambiangroup.com

Regional Managers

The Regional Managers contact details are as follows:

Naseem Akhtar (Education)	07917 540190	naseem.akhtar@cambiangroup.com
Dave Phipps (Care)	07884 255723	david.phipps@cambiangroup.com

Director of SEN

Director of SEN contact details are as follows:

Mark Bowes	0208 735 6150	mark.bowes@cambiangroup.com
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Local Safeguarding Partnership

The name, address and contact details for the Local Safeguarding partnership is as follows:

Address: <https://www.safeguardingchildren.co.uk/>

North Yorkshire Safeguarding Children Partnership
Room 216, South Block
North Yorkshire County Council
County Hall
Racecourse Lane
Northallerton
DL7 8AD

Telephone (24hrs): 01609 535123
Duty LADO 01609 533080

Email: nyscp@northyorks.gov.uk
safeguardingunit@northyorks.gov.uk

These details are also available on the staff safeguarding poster displayed around the location.