



Safeguarding Policy

Review Date: 2nd June 2017

Next Review: 2019

“The staff of RISE Education School fully recognise the contribution it makes to safeguarding children..”

Safeguarding Policy

General Policy Statement

RISE Education has a statutory and moral duty to ensure that the school functions with a view to safeguarding and promoting the welfare of children receiving education and training at the school.

Throughout these policies and procedures, reference is made to “children and young people”.

This term is used to mean “those under the age of 18. The Senior Management Team recognise that some adults are also vulnerable to abuse, accordingly, the procedures may be applied (with appropriate adaptations) to allegations of abuse and the protection of vulnerable adults.

1.0 Introduction

1.1 The staff of RISE Education School fully recognise the contribution it makes to safeguarding children. We recognise that all staff, including volunteers, have a full and active part to play in protecting our pupils from harm.

1.2 All staff believe that our school should provide a caring, positive safe and stimulating environment which promotes the social, physical and moral development of the individual child.

The aims of this policy are:

1.3.1 To support the child’s development in ways that will foster security, confidence and independence

1.3.2 To raise the awareness of both teaching and non-teaching staff of the need to

safeguard

children and of their responsibilities in identifying and reporting possible cases of abuse.

1.3.3 To provide a systematic means of monitoring children known or thought to be at risk of harm.

1.3.4 To emphasise the need for good levels of communication between all members of staff.

1.3.5 To develop a structured procedure within the school which will be followed by all members of the school community in cases of suspected abuse.

1.3.6 To develop and promote effective working relationships with other agencies, especially the Police and Social Services.

1.3.7 To ensure that all staff working within our school, who have access to children, have been DBS checked thoroughly as to their suitability to work with young people.

1.3.8. To provide an environment in which children and young people feel safe, secure, valued and respected, and feel confident, and know how to approach adults if they need help.

2.0 Procedures

2.1 Our school procedures for safeguarding children will be in line with LEA procedures.

We will ensure that:

2.1.1 We have a designated member of staff who undertakes regular training.

- Our Designated Safeguarding officer (DSL) is to Mr Kerson/Miss Bakich (Mitcham). and Ms Richards/Ms Simon (Croydon). These Officers have undertaken the relevant training, participate in policy change creation in line with legislative amendments and DfE updates.

2.1.2 We have a member of staff who will act in the designated officers' absence.

- This is displayed around the school.

- 2.1.3 All members of staff develop their understanding of the signs and indicators of abuse and are given a copy of our safeguarding statement, child protection policy, with an organization chart as to who to contact, as part of our induction checklist.
- 2.1.4 All members of staff know how to respond to a pupil who discloses abuse.
- Induction checklist for all new staff explaining the procedures.
- 2.1.5 All parents/carers are made aware of the responsibilities of staff members with regard to child protection procedures.
- Discussed during admission interview.
- 2.1.6. The policy is available either on the school website or reception or staff common room.

3.0 Responsibilities

3.1 The designated officers are responsible for:

3.1.1 Referring a child if there are concerns about possible abuse, to the LEA, acting as the main point of contact for staff to discuss concerns.

3.1.2 Keeping written records of concerns about a child even if there is no need to make an immediate referral.

3.1.3 Ensuring that all such records are kept confidentially and securely and are separate from pupil records.

3.1.4 Ensuring that an indication of further record-keeping is marked on the pupil records.

3.1.5 Ensuring that any pupil currently on the child protection register who is absent without explanation for two days is referred to their key workers' Social Care Team.

4.0 Supporting Children

4.1 We recognise that a child who is abused or witnesses' violence may find it difficult to develop and maintain a sense of self-worth.

- 4.2. We recognise that the school may provide the only stability in the lives of children who have been abused or who are at risk of harm.
- 4.3. We accept that research shows that the behaviour of a child in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn.
- 4.4. **Our school will support all pupils by:**
- 4.4.1 Encouraging self-esteem and self-assertiveness whilst not condoning aggression or bullying
 - 4.4.2 Promoting a caring, safe, and positive environment within the school.
 - 4.4.3 Liaising and working together with all other support services and those agencies involved in the safeguarding of children
 - 4.4.4 Notifying Social Services as soon as there is a significant concern.
 - 4.4.5 Providing continuing support to a pupil about whom there have been concerns who leaves the school by ensuring that appropriate information is forwarded under confidential cover to the pupil's new

5.0 Confidentiality

- 5.1 We recognise that all matters relating to Child Protection are confidential.
- 5.2 The Headteacher or DSL will disclose any information about a pupil to other members of staff on a need to know basis only.
- 5.3 All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children.
- 5.4 All staff must be aware that they cannot promise a child to keep Secrets which might compromise agencies in order to safeguard children.
- 5.5 We will always undertake to share our intention to refer a child to Social Care Team with their parents/carers unless to do so could put the child at greater risk of harm, or impede a criminal investigation. If in doubt, we will consult with Merton or Croydon MASH for advice.

6.0 Supporting Staff

- 6.1 We recognise that staff working in the school who have become Involved with a child who has suffered harm, or appears to be likely to suffer harm may find the situation stressful and upsetting. RISE will support such staff by providing an opportunity to talk things through with the DSL.
- 6.2. We will support such staff by providing an opportunity to talk through their anxieties with the designated teacher and to seek further support as appropriate.

7.0 Allegations against staff

- 7.1 We understand that a pupil may make an allegation against a member of staff. All members of staff are advised not to place themselves in a vulnerable position with a child at our induction process.
- 7.2. All members of staff should be aware of the Education Committee's Guidance on Behaviour issues, and RISE Behaviour policy.
- 7.3 All members of staff are inducted to conduct and safe practices as well as the use of mobile phones by staff at our induction procedure.
- 7.4 We understand that a pupil may make an allegation against a member of staff. If such an allegation is made, the member of staff receiving the allegation will immediately inform the headteacher. The Head Teacher will then follow the school Safeguarding procedure as follows:
 - a. The headteacher on all such occasions will discuss the content of the allegation with the Local Authority Designated Officer (LADO)
 - b. If the allegation made to a member of staff concerns the Headteacher, the designated teacher will immediately inform the Trustees who will consult with the LEAs Lead Officer for Child Protection.
- 7.5 The school will follow the LEA procedures for managing allegations against staff, a copy of which will be readily available in the school.

8.0 Whistle-blowing

- 8.1 We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so.
- 8.2 All staff should be aware of their duty to raise concerns, where exist, about the attitude or actions of colleagues.

9.0 Physical Intervention

- 9.1 We acknowledge that staff must only use physical intervention as a last resort, when a child is endangering him/herself or others, and that at all times it must be the minimal force necessary to prevent injury to another person.
- 9.2 Such events should be recorded and signed witnessed on our incident report form.
- 9.3 Staff (Mentors) who are likely to need to use physical intervention are trained or are in-training of an appropriate restraint course.
- 9.4 We also recognise that touch is appropriate in the context of working with children, and all staff have been given 'Safe Practice' guidance to ensure they are clear about their professional boundary.

10.0 Anti-Bullying

- 10.1 Our policy on anti-bullying is set out in a separate policy and acknowledges that to allow or condone bullying may lead to consideration under child protection procedures. This includes all forms e.g cyber, racist, homophobic and gender related bullying. We keep a record of all known bullying incidents.

11.0 Racist Incidents

- 11.1 RISE policy on racist incidents is set out in a separate policy and acknowledges that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures. We keep a record of all incidences in a separate file.

12.0 Prevention

- 12.1 We recognise that the school plays a significant part in the prevention of harm to our pupils by providing pupils with good lines of communication with trusted adults, supportive friends and an ethos of protection.
 - 12.2.1 The school community will therefore:
 - 12.2.2 We recognise that the school plays a significant part in the prevention of harm to our pupils by providing pupils with good lines of communication with trusted adults, supportive friends and an ethos of protection.
 - 12.2.2 Establish and maintain an ethos where children feel secure and are encouraged to talk and are always listened to.
 - 12.2.3 Ensure that all children know there is an adult in the school whom they can approach if they are worried or in difficulty.

12.2.4 Include in the curriculum opportunities for PSHCE, PD and Citizenship which equip children with the skills they need to stay safe from harm and to know to whom they should turn for help.

12.2.5. Ensure all staff are aware of school guidance for their use of mobile technology and have discussed safeguarding issues around the use of mobile technologies and their associated risks.

12.2.6 We ensure all students read and sign our e-safety policy during their induction process.

13 Health & Safety

13.1 RISE Health & Safety policy, set out in a separate document, reflects the consideration we give to the protection of our children both within the school environment and when off sites on school trips and visits.

14.0 Child Sexual Exploitation (CSE)

Child sexual exploitation (CSE) is a type of sexual abuse. Children in exploitative situations and relationships receive something such as gifts, money or affection as a result of performing sexual activities or others performing sexual activities on them.

Children or young people may be tricked into believing they're in a loving, consensual relationship. They might be invited to parties and given drugs and alcohol. They may also be groomed and exploited online.

Some children and young people are trafficked into or within the UK for the purpose of sexual exploitation. Sexual exploitation can also happen to young people in gangs.

RISE CSE Strategy

A multi-agency approach will be adopted to ensure that holistic support is available – potentially involving partner agencies such as the Police, Children's Social Care, and the Youth and Family Support Service.

Prevention

Staff will be made aware of the school policy and the importance of on-going vigilance and early intervention to prevent the likelihood for sexual exploitation and abuse occurring. The issue of Child Sexual Exploitation will also be raised on different levels within the school

and will be informed by support and guidance from the Local Authority and partner agencies as appropriate:

At a whole school level: -

This will be achieved through staff briefings and pupil assemblies which will provide information and guidance relating to CSE as well as the support available in school and through external agencies.

Information and guidance: -

Will be provided and reinforced through tutor time and the Citizenship and PSHE curriculum.

This will provide positive guidance and advice to facilitate and support healthy personal and social development, along with E-Safety issues.

At an individual level:-

where concerns are identified or suspected (through information received or disclosed) a response will be fashioned in line with the Child Protection Policy. All expressions of concern will be taken seriously and investigated.

It is accepted that all children and young people may potentially be at risk of online CSE and therefore, by way or response, RISE Education School has a robust E-Safety policy to ensure pupils are taught to recognise online risk and who to report any concerns to.

RISE Education School will commit to having appropriate staff complete CEOP training and

attend Borough training on CSE to ensure that appropriate knowledge and skills are available to support the school community.

If concerned that a child/young person is at risk of being groomed for sexual exploitation, the case should be referred to the Designated Safeguarding Officer, Mr PJ Dacas or Deputy Safeguarding Officer Ms Maureen Simon.

A complete Child Sexual Exploitation Policy is in place on a separate document.

15.0 Looked After Children (LAC)

RISE has appointed a designated member of staff specially dedicated to Look After Children. The academic and mentoring staff will contribute to 'in care reviews' and /or case conferences of children who are subject of a child protection plan (CP) and personal education plan (PEP).

The Designated person for Looked After Children is: Ms Maureen Simon.

16.0 Children Missing Education (CME)

The welfare of all students at RISE Education is our paramount responsibility. Every adult who works at the school has been trained to appreciate that he or she has a key responsibility for helping to keep all of the children safe at all times. Missing school can be an indicator of abuse and neglect, and in older children may raise concerns around child sexual exploitation. “Keeping Children Safe in Education (July 2015) says that schools should have:

- Staff who understand what to do when children do not attend regularly
- Appropriate policies, procedures and responses for pupils who go missing from education (especially on repeat occasions)
- Staff who know the signs and triggers for travelling to conflict zone, FGM and forced marriage.
- Procedures to inform the LA when they plan to take pupils off-roll when they:
 - Leave school to be home educated
 - Move away from school’s location
 - Will remain medically unfit beyond compulsory school age.
 - Are in custody for four months or more (and will not return to the school afterwards; or
 - Are permanently excluded

For further information is highlighted in RISE Education School Missing Child policy.

17.0 Female Genital Mutilation (FGM)

This form of abuse involves mutilation by way of female circumcision, excision or infibulations. It causes long term mental and physical suffering, difficulty in giving birth, infertility and even death. RISE Designated Safeguarding Officer will:

- Ensure that all the school staff are aware of the indicators of the possibility that a child be undergoing or has undergone FMG.
- Staff will also be trained on how to identify the signs and indicators through inset day training and conferences organized by LAs.

Under the Serious Crime Act 2015, it is important to note that a new mandatory

reporting duty came into force in October 2015. RISE has a duty to report to the police any instance where we discover that FGM has been carried out on a girl under 18, through disclosure.

The Act now includes:

- The right to anonymity for victims
- The offence of failing to protect a girl aged under 16 from the risk of FGM.
- The provision of Female Genital Mutilation Protection Orders (FGMPO)
- The duty on professionals (including teachers) to notify the police when they discover that FGM appears to have been carried out on a girl under 18.

Professionals should note that girls at risk of FGM may not yet be aware of the practice or that it may be conducted on them, so sensitivity should always be shown when approaching the subject.

Female Genital Mutilation is practiced predominantly in North African Countries, Middle East and Asia. FGM can occur anywhere in the UK.

20.0 E-Safety

At RISE Education School, we understand the responsibility we have to educate our pupils on e-safety issues; teaching them appropriate behaviours and critical thinking skills to enable them to remain both safe and legal when using the internet and related technologies, in and beyond the context of the classroom.

RISE Education School has a whole school approach to the safe use of ICT and creating this safe learning environment includes three main elements: - an effective range of technological tools - policies and procedures, with clear roles and responsibilities - a comprehensive e-safety programme for pupils, staff and parents.

A complete e-safety Policy is in place on a separate document.

21.0 Preventing Extremism and Radicalisation

RISE Education School is committed to providing a secure environment for pupils, where learners feel safe and are kept safe. All adults at RISE recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for learners or not.

'Safeguarding vulnerable people from radicalisation is no different from safeguarding them from other forms of harm' (Home Office, Prevent Strategy – June 2015) In adhering to this policy, and the procedures therein, staff and visitors will contribute to RISE's delivery of the outcomes to all learners, as set out in s10 (2) of the Children's Act 20041 .

This Preventing Extremism and Radicalisation Safeguarding Policy is one element within our overall arrangements to safeguard and promote the welfare of all learners in line with our statutory duties set out at s175 of the Education Act 2002.

Our school's Preventing Extremism and Radicalisation Safeguarding Policy also draws upon the guidance contained in the DfE publication "Keeping Learners safe in Education, 2014", and specifically DCSF Resources "Learning Together to be Safe, "Prevent: Resources Guide", "Tackling Extremism in the UK", DfE's "Teaching Approaches that help build resilience to Extremism among Young People", Peter Clarke's Report (July 2014), "Keeping Children Safe in Education" (March 2015), the "Counter-Terrorism and Security Act" (2015) and the "Prevent Duty" (June 2015).

We will ensure the school has a 'clear approach to implementing the Prevent duty and keeping children and learners safe from the dangers of radicalisation and extremism'.

- A complete Preventing Extremism and Radicalisation Policy is in place on a separate document.

Contact details:

Designated Safeguarding Lead: Mr Dacas

Phone: 020 8665 2605

Email: pjdacas@riseeducation.org.uk

Deputy Lead Safeguarding Officer: Ms Maureen Simon

Phone No: 07340378352

Email: msimon@riseeducation.org.uk

CEOP: www.ceop.police.uk

NSPCC Help line: 0808 800 5000

RISE Education School is committed to reviewing our policy and good practice annually.

Review Date: 2nd June 2017

Next Review: 2019

Signed by: Joe Kerson (Head Teacher).