



# **CHILD PROTECTION AND SAFEGUARDING POLICY STATEMENT 2024-2025**

Confirmation has been received that KCSIE 2024 will undergo technical changes only prior to its final publication and therefore it is not anticipated that there will be a need for significant changes to this document in September 2024, though we cannot guarantee this. Any changes will be communicated with schools as soon as the final version of KCSIE 2024 is available

Adopted from the NYCC policy document: July 2024  
Approved by the Trust Board: 16 July 2024

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### Named personnel with designated responsibility for Child Protection for the STAR MAT

|  |                          |               |                      |                          |
|--|--------------------------|---------------|----------------------|--------------------------|
| Designated Safeguarding Lead (DSL)   | Deputy Safeguarding Lead | Prevent lead  | Safeguarding Trustee | Chair of the Trust Board |
| Cayte Mulhern, Safeguarding, Equalities, Inclusion, Diversity and Wellbeing Lead | Ian Yapp, CEO            | Cayte Mulhern | Nick Sheppard        | Nick Sheppard            |

### 1. Named personnel with designated responsibility for Child Protection for each school

| School           | Designated Safeguarding Lead & Chair of Governor  | Email/Tel No. for DSL  | Safeguarding Governor(s) |
|------------------|---|--|--------------------------|
| Appleton Roebuck | DSL: Matthew Snowden<br>DDSL: Victoria Watts<br>DDSL: Martyn Broom<br>CofG – Paul Wire<br>(cofg@ar.starmat.uk)          | <a href="mailto:headteacher@ar.starmat.uk">headteacher@ar.starmat.uk</a><br>01904 501906   | Dr Claire Wensley        |
| Brayton CE       | DSL: Allyson Buckton<br>DDSL: Becca Cameron<br>DDSL: Victoria Goodall<br>CofG: Anna Pearce<br>(cofg@bp.starmat.uk)      | <a href="mailto:headteacher@bp.starmat.uk">headteacher@bp.starmat.uk</a><br>01757 704308   | Elaine Rushworth         |
| Kellington       | DSL: Katie Houlden<br>DDSL: Mel Lawrence<br>DDSL: Nicola Fox<br>CofG – Simon Peacock<br>(cofg@kp.starmat.uk)            | <a href="mailto:headteacher@kp.starmat.uk">headteacher@kp.starmat.uk</a><br>01977 661127   |                          |
| Kirk Fenton CE   | DSL: Mel Walmsley<br>DDSL: Ellie Keyse<br>DDSL: Emma Bembridge<br>CofG – Catherine Charlesworth<br>(cofg@kf.starmat.uk) | <a href="mailto:headteacher@kf.starmat.uk">headteacher@kf.starmat.uk</a><br>01937 557228   | Lara Thornton            |
| Monk Fryston CE  | DSL: Rick Weights<br>DDSL: Dale Starr<br>CofG – Nick Gemlo<br>(cofg@mf.starmat.uk)                                      | <a href="mailto:headteacher@mf.startmat.uk">headteacher@mf.startmat.uk</a><br>01977 682388 | Peter Roberts            |

|                   |  |  |                            |
|-------------------|--|--|----------------------------|
| Riverside         | DSL: Nick Styles<br>DDSL: Jen Bishop<br>DDSL: Caroline Wyatt<br>Co CofG – Rebecca Everitt & Michelle Kershaw<br>(cofg@rs.starmat.uk)   | headteacher@rs.starmat.uk<br>01937 832899  | Michelle Kershaw           |
| Saxton CE         | DSL: Rick Weights<br>DDSL: Ben Clayton<br>CofG – Nick Gemlo<br>(cofg@sp.starmat.uk)  | <a href="mailto:headteacher@sp.starmat.uk">headteacher@sp.starmat.uk</a><br>01937 557396       | Peter Roberts              |
| Sherburn High     | DSL: Ruth Marsh<br>DDSL: Miriam Oakley<br>DDSL: Matt Darnbrough<br>DDSL: Jill Smith<br>DDSL: Emma Wadsworth<br>DDSL: Melanie Makin<br>CofG – Alison Davey<br>(cofg@shs.starmat.uk) | <a href="mailto:Miriam.oakley@shs.starmat.uk">Miriam.oakley@shs.starmat.uk</a><br>01977 682442 | Alison Davey               |
| Sherburn Hungate  | DSL: Julia Weights<br>DDSL: Martyn Broom<br>DDSL: Fiona MacKay<br>DDSL: Bobbi Walker<br>DDSL: Gemma Bowling<br>CofG – Martyn Sibley<br>(cofg@shp.starmat.uk)                       | <a href="mailto:j.weights@shp.startmat.uk">j.weights@shp.startmat.uk</a><br>01977 682434       | Martyn Sibley              |
| South Milford     | DSL: Laura Ward<br>DDSL : Mel Lawrence<br>DDSL: Polly Wright/Rebecca Speake<br>CofG – Peter Cook<br>(cofg@sm.starmat.uk)   | <a href="mailto:headteacher@sm.starmat.uk">headteacher@sm.starmat.uk</a><br>01977 682559       | Helen Bryan                |
| Tadcaster Grammar | DSL: Riain Vernon (DHT)<br>DDSL: Ms V Hubbard<br>DDSL: Ms C Green<br>CofG – Tom Fielden<br>(cofg@tgs.starmat.uk)   | <a href="mailto:r.vernon@tgs.starmat.uk">r.vernon@tgs.starmat.uk</a><br>01937 833466           | David Gluck<br>Jo Turnbull |

## 2. Policy review dates, approval, and dissemination processes

| Review Date    | Changes made   | By whom  | Date/Method Shared with staff  |
|----------------|--|--|--|
| September 2022 | Full update to reflect Keeping Children Safe in Education September 2022 | Cayte Mulhern, Safeguarding, Equalities, Inclusion, Diversity and Wellbeing Lead | Shared with Headteachers September 2022.<br><br>Schools share the policy with all staff and governors via their safeguarding google classrooms drives and forms. |

|                |  |   |   |
|----------------|--|---|---|
| September 2023 | Update to reflect minor changes to Keeping Children Safe in Education September 2023 | Cayte Mulhern,<br>Safeguarding,<br>Equalities, Inclusion,<br>Diversity and Wellbeing<br>Lead    | Shared with Headteachers<br>September 2023.<br><br>Schools share the policy with all staff<br>and governors via their safeguarding<br>google classrooms drives and forms. |
| September 2024 | Update to reflect minor changes to Keeping Children Safe in Education September 2024 | Cayte Mulhern,<br>Safeguarding,<br>Equalities, Inclusion,<br>Diversity and<br>Wellbeing<br>Lead | Shared with Headteachers July 2024.<br><br>Schools share the policy with all staff<br>and governors via their safeguarding<br>google classrooms drives and forms.         |

**Dates of Staff Training and details of course title and training provider**

**(Please see individual school websites for this information)**

|              |                                 |  |             |
|--------------|---------------------------------|--|-------------|
| Whole School | Designated<br>Safeguarding Lead | Deputy Designated<br>Safeguarding Lead | Headteacher |
|--------------|---------------------------------|--|-------------|

### 3. North Yorkshire Local Authority Key Safeguarding Contacts

| Early Help Contacts  |   |
|--|---|
| <b>North Yorkshire Council Children &amp; Families Service: Early Help</b>   |   |
| Locality Telephone Numbers   |   |
| <b>Early Help East</b><br>Scarborough, Whitby, Ryedale   | 01609 534852  |
| <b>Early Help West</b><br>Harrogate, Craven, Knaresborough, Ripon  | 01609 534842  |
| <b>Early Help Central</b><br>Hambleton, Richmondshire, Selby   | 01609 534829  |
| Making a referral to the Multi-Agency Screening Team (MAST)  |   |
| Where there are <b>significant immediate concerns</b> about the safety of a child, contact the police on <b>999</b> .                                      |   |
| <b>If you believe the situation is urgent but does not require the police,</b> call <b>0300 131 2 131</b> to make a telephone contact.                     |   |
| Outside of business hours (Monday – Friday / 9am-5pm) please still call <b>0300 131 2 131</b> to speak to the Emergency Duty Team.                         |   |
| <b>Professional’s Consultation Line</b> 01609 535070 is available between 10am and 4pm.  |   |
| For making a referral outside of North Yorkshire this <a href="#">online tool</a> directs you to the relevant local children’s social care contact number. |   |
| North Yorkshire Police   |   |
| In an emergency call 999 / For all non-emergencies call 101  |   |
| <a href="#">Home   Police.uk (www.police.uk)</a>   |   |
| Designated Officers for Managing Allegations (LADOs)   |   |
| <b>Duty LADO contact details (consultations, new referrals, and urgent matters)</b>  | 01609 533080<br><a href="mailto:lado@northyorks.gov.uk">lado@northyorks.gov.uk</a><br><a href="#">LADO notification form</a><br><a href="#">LADO information and contacts</a> |
| NYSCP Safeguarding Business Unit   |   |
| <b>NYSCP Business Unit</b>   | 01609 535123<br><a href="mailto:nyscp@northyorks.gov.uk">nyscp@northyorks.gov.uk</a>  |

|   |   |
|---|---|
|   | <a href="http://www.safeguardingchildren.co.uk">www.safeguardingchildren.co.uk</a>  |
| <b>Children Missing Education</b>                   |   |
| <b>Child Missing Education (CME) Co-ordinator -</b> | 01609 532477 or<br><a href="mailto:CME.Coordinator@northyorks.gov.uk">CME.Coordinator@northyorks.gov.uk</a>   |
| <b>Mental Health Support</b>                        |   |
| <b>CAMHS</b>  | The single point of access for the TEWV service (covering <b>all North Yorkshire</b> except Craven) is: <b>0300 0134 778</b>  |
|   | <b>Craven:</b> BDCT First response <b>0800 952 1181</b> 7 days a week, 24 hours   |
|   | <b>Crisis Service</b> Child and Adolescent Mental Health Service (CAMHS) crisis and liaison team 24 hours a day, seven days a week on freephone <a href="tel:08000516171">0800 0516 171</a> . |



## The STAR MAT Child Protection Policy

(Adapted from the North Yorkshire Safeguarding Children Partnership Sample School Child Protection Policy)

### 4. Introduction and Aims

This policy applies to all adults, including volunteers, working in or on behalf of the school. It will provide a framework for staff to meet their statutory duties and to ensure consistency of good practice. Our policy and procedures also apply to extended school provision and off-site activities.

This policy has been devised in accordance with the Department for Education's Statutory Guidance Keeping Children Safe in Education (2024) and Working Together to Safeguard Children 2023. We comply with this guidance and the arrangements agreed with North Yorkshire local safeguarding partners. It is also based on the principles established by the following statutory legislation and guidance.

Department for Education's [statutory guidance](#) publications for schools and local authorities, including: [Working Together to Safeguard Children](#) (2023) [Keeping children Safe in Education](#) (2024) [Designated teacher for looked-after and previously looked-after children](#) (2018) [Human Rights Act](#) (1998) and [Equality Act](#) (2010), including the Public Sector Equality Duty [Data Protection Act](#) (2018) and [UK GDPR](#) [Prevent Duty Guidance](#) (2023) [NYSCP \(safeguardingchildren.co.uk\)](#)

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

Safeguarding includes the establishment and implementation of procedures to protect children from deliberate harm, however, safeguarding also encompasses all aspects of pupils' health, safety and well-being.

#### **Safeguarding and promoting the welfare of children means:**

Safeguarding and promoting the welfare of children - defined for the purposes of this guidance as: **'Working Together to Safeguard Children (2023)'**

- **Providing help and support to meet the needs of children as soon as problems emerge.**
- Protecting children from maltreatment, **whether that is within or outside the home, including online.**
- Preventing impairment of children's mental and physical health or development.
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care.
- **Promoting the upbringing of children with their birth parents, or otherwise their family network through a kinship care arrangement, whenever possible and where this is in the best interests of the children.**
- Taking action to enable all children to have the best outcomes **in line with the outcomes set out in the Children's Social Care National Framework.**

**Child Protection** - Part of safeguarding and promoting welfare. This refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.

**Abuse** - A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Harm can include ill-treatment that is not physical as well as the impact of witnessing ill-treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse, including where they see, hear, or experience its effects. Children may be abused in a family or in an institutional or extra-familial contexts by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children. (Children includes everyone under the age of 18 or 25 if a care leaver).

## 5. School Commitment and Values

### Our commitment to our children

The School is committed to ensuring the welfare and safety of all children in the school. We will protect and support all our children including our vulnerable children, children who need support through early help, children in need and children who have a child protection plan.

We recognise that children who are abused may find it difficult to develop a sense of self-worth and to view the world in a positive way. Whilst at school, their behaviour may be challenging. We recognise that some children who have experienced abuse may harm others. We will always take a considered and sensitive approach in order that we can support all of our pupils.

We will adopt a child-centred approach to our work, we will act in the best interests of our children, and we will ensure that everyone is aware of their safeguarding responsibilities.

The school will, normally, endeavour to discuss all concerns with parents or carers about their child or children. However, there may be circumstances when the school will discuss concerns with Social Care and/or the Police without parental knowledge (in accordance with Child Protection procedures and in line with Part 2 of KCSIE). The school will, of course, always aim to maintain a positive relationship with all parents. This school's child protection policy is available publicly via the Trust's website <https://web.starmat.uk/policies/> and also via each school's website.

## 6. Roles and Responsibilities

### a) *Governors*

The Governing Body has a strategic leadership responsibility for safeguarding and will comply with their duties under the legislation and guidance. They will facilitate a whole school approach to safeguarding and ensure that safeguarding and child protection are at the forefront and underpin all relevant aspects of process and policy development and that all systems, processes, and policies operate with the **best interests** of the child at their heart.

The Governing Body is responsible for all aspects of the implementation, maintenance and review of this policy and will ensure that staff will receive appropriate levels of training and support to undertake their roles as outlined in this policy and that a log of their training is maintained. Governors will ensure that all safeguarding related policies and procedures are transparent, clear and easy to understand for staff, visitors, pupils, parents and carers.

The Governing Body is responsible for ensuring the following:

- There are appropriate policies and procedures in place that promote child wellbeing and safeguarding including:
  - Child protection and safeguarding policy (this document),
  - Behaviour policy and anti-bullying policy and positive handling policy
  - Children with health needs who cannot attend school policy.
  - Early Years Foundation Stage (EYFS) policy
  - Intimate care policy (which includes Nappy changing - EYFS) (all)
  - Special Educational Needs and Disability (SEND) policy.
  - Health and safety policy
  - Supporting pupils with medical conditions policy
  - Staff behaviour policy/code of conduct
  - Safeguarding response to children who go absent from education policy.
  - Mental health policy
  - Whistleblowing policy
  - Mobile and smart technology policy
  - Policy on employment of ex-offenders
  - Low-level concerns procedures/Managing allegations against staff policy.
  - Attendance policy
  - Suicide and self-harm policies
  - Procedures for managing child-on-child abuse.
  - Procedures for managing sexual harassment and sexual violence.
  - Educational visits policy
  - Recruitment and Selection Policy and Procedures
  - PSHE, including RSE/safeguarding curriculum policy.
  - Policy on how long school registers will remain open and procedures for pupil absence.
  
- These policies, along with Part 1, Part 5, and Annex B of KCSIE and information on the role and identity of the DSL is provided to all staff on induction. A proportionate and risk based approach will be taken to the level of information that is provided to temporary staff, volunteers, and contractors, but all will be expected to read a school based safeguarding document that is issued on induction and/or induction to the school.
- A designated teacher for looked-after and previously looked-after children is in place.
- We have sought assurances that Child Protection Files are maintained in line with Annex C of KCSIE.
- Appropriate Safer Recruitment Procedures are in place in line with Part 3 of KCSIE 2024, that adequate safer recruitment training has been undertaken and that procedures are embedded and effective.
- The school holds more than one emergency contact number for each pupil (where reasonably possible).
- That appropriate risk assessments that keep children safe are in place with assurance that mitigations are followed.
- This child protection and safeguarding policy reflects the whole school approach to child-on-child abuse, including child-on-child sexual violence and sexual harassment, regardless of whether or not this has been reported.
- The child protection procedures are in accordance with government guidance and refer to the North Yorkshire multi-agency safeguarding arrangements.
- These procedures reference online safety, including in relation to filtering and monitoring and special educational needs and disabilities discreetly.
- The school has appropriate safeguarding arrangements in place to respond to children who are absent from education, particularly for prolonged periods of time and/or on repeat occasions.
- Staff safeguarding training (including online safety and also an appropriate understanding of the expectations, applicable roles, and responsibilities in relation to filtering and monitoring) is integrated,

regular, aligned and considered as part of the whole school safeguarding approach and wider staff training and curriculum planning, particularly during induction.

- All Governors receive appropriate safeguarding and child protection (including online) training that equips them with the knowledge to provide strategic challenge to test and assure themselves that the safeguarding policies and procedures in place in school are effective and support the delivery of a robust whole school approach to safeguarding, that this training is regularly updated and that training records are maintained.
- The school contributes to multi-agency working in line with [Working Together to Safeguard Children](#) and meets their statutory duty to co-operate and will act in accordance with the arrangements published by the Safeguarding Partnership.
- That access is allowed to children's social care services from the host local authority, and where appropriate, a placing local authority, to conduct, or consider whether to conduct, a Section 17 (S17) or a Section 47 (S47) assessment.
- That children are taught about safeguarding, including online safety, and recognise that a one size fits all approach may not be appropriate for all children, and a more personalised or contextualised approach for more vulnerable children, victims of abuse and some children with SEND might be needed.
- That the school has an appropriate online filter system in place in order to safeguard children from potentially harmful and inappropriate online material whilst accessing school technology and that the school does all they reasonably can to limit children's exposure to the above risks from the school's IT system.
  - That online access is routinely and rigorously monitored by all staff in addition to the monitoring that is carried out to check that the school's filtering system is working and fit for purpose.
  - That the DSL is a member of the School Leadership Team (SLT), is adequately trained to carry out their role and is provided with adequate time to fulfil their role. Furthermore, the governing body is responsible for ensuring that the role of the DSL is explicit in the individual's job description and that their job description is in line with KCSIE 2024 Annex C.
  - This policy is reviewed annually (as a minimum) and updated if needed and made available publicly either via the Trust website or the school website.

Additionally, the chair of governors is responsible for receiving concerns/allegations about the headteacher or principal and agreeing any appropriate course of action for investigation. This includes liaison with the Local Authority Designated Officer (LADO) if the matter meets the criteria for being considered as an allegation.

In order to carry out their role, the governing body is responsible for ensuring that they understand the following:

- Their obligations under the Human Rights Act 1998 and the Equality Act 2010 (including the Public Sector Equality Duty) specifically those outlined in KCSIE 2024 para 84-91. All governors are responsible for reading and ensuring that para 84-91 of KCSIE 2024 are adhered to.
- The obligations under the Data Protection Act 2018 and UK General Data Protection Regulation (UK GDPR), and the duty to process personal information fairly and lawfully and to keep the information they hold safe and secure. All governors are responsible for reading and ensuring that para 92-93 and 114-122 of KCSIE 2024 are adhered to.

### ***b) The Headteacher***

The Headteacher will support staff and governors to understand their individual roles and responsibilities by ensuring that:

- All safeguarding related policies and procedures approved by the Governing Body are fully implemented and followed by all staff, pupils, and visitors.
- They liaise with the LADO and partner agencies in the event of allegations being made against a member of staff or volunteer other than themselves (this role sits with the chair of governors in the event of an allegation being made against themselves).
- They ensure all staff (including themselves) receive appropriate safeguarding and child protection training which is regularly updated.
- They provide adequate support and resources for the DSL to be able to fulfil their role, including ensuring cover for this role should the named person be absent or away from school.
- The curriculum that is in place supports children to understand how to keep themselves safe, including online.
- They promote a strong, open and positive culture of safeguarding across the school.

### ***c) The Designated Safeguarding Lead (DSL) and Deputies***

The roles and responsibilities for the DSL for the school are set out in full in KCSIE 2024 Annex C. Governors and the Headteacher are responsible for ensuring that the DSL is given adequate resources to fulfil their role. However, it is also the responsibility of the DSL to share any concerns that they have if they feel that they do not have the capacity or capability to fulfil their role fully and effectively.

The DSL and Deputies are responsible for following the guidance as laid out in Annex C of KCSIE 2024 (pages 170-176), pertaining specifically to the following.

- Management of referrals
- Working with others
- Information sharing and managing the child protection file.
- Raising awareness
- Training, knowledge, and skills
- Providing support to staff
- Understanding the views of children
- Holding and sharing information

Furthermore, the DSL and Deputies must ensure that they make themselves available to respond to urgent safeguarding matters and for ensuring that they comply with statutory duties in line with Annex C.

### ***d) The Designated Teacher***

In line with Sections 4-6 of the Children and Social Work Act 2017, the Designated Teacher is responsible for.

- Promoting the educational achievement of children who have left care through adoption, special guardianship, or child arrangement orders or who were adopted from state care outside England and Wales.
- Ensuring that they have the appropriate training and the relevant qualifications and experience.
- Working with the **Virtual School Head**, to discuss how funding can be best used to support the progress of looked-after children in the school to meet the needs identified in the child's personal education plan and to promote the educational achievement of previously looked after children.

### ***e) The Senior Mental Health Lead***

The mental health lead is responsible for creating a whole-school approach to supporting mental health and wellbeing by;

- developing a whole-school approach to support mental wellbeing.
- promoting good mental health and emotional wellbeing for pupils and staff.
- ensuring clear processes to report mental health concerns.
- ensuring clear processes for managing mental health concerns.
- delivering appropriate training.
- liaising with the DSL where a mental health problem could indicate that a pupil has suffered or is at risk of suffering abuse, neglect, or exploitation.

***f) All School Leaders, Staff and Volunteers***

All School staff are responsible for ensuring that they:

- **Understand that where a child is suffering, or is likely to suffer from harm, it is important that a referral to local authority children’s social care (and if appropriate the police) is made immediately and know how to make a referral in the unlikely event that they are unable to speak with the DSL or deputy DSL.**
- Understanding that ‘it could happen here’ and remain vigilant to signs and indicators.
- Know the systems in school which support safeguarding and ensuring that these are explained to them as part of staff induction. This includes the;
  - Child protection policy
  - Behaviour policy
  - Staff behaviour policy/code of conduct
  - Safeguarding response to children who are absent from education, particularly on repeat occasions and / or for prolonged periods.
  - Role of the DSL (including the identity of the DSL and deputies).
- Have read and confirmed that they have received, read, and understood the school safeguarding policies and procedures for at least Part 1, Part 5, and Annex B of KCSIE 2024 (or Annex A, if appropriate).
- Have read and understood this policy and how it relates to KCSIE 2024.
- Are aware of their local early help process and understand their role in it.
- Are aware of the process for making referrals to children’s social care and for statutory assessments under the Children Act 1989, especially Section 17 (S17) and section 47 (S47) that may follow a referral, along with the role they might be expected to play in such assessments.
- Know what to do if a child tells them he/she/they is/are being abused, exploited, or neglected.
- Know how to manage the requirement to maintain an appropriate level of confidentiality. This means only involving those who need to be involved, such as the DSL and children’s social care. Staff never promise a child that they will not tell anyone about a report of any form of abuse, as this may ultimately not be in the best interests of the child.
- Are able to reassure victims that they are being taken seriously and that they will be supported and kept safe. A victim is never to be given the impression that they are creating a problem by reporting abuse, sexual violence, or sexual harassment. Nor is a victim ever made to feel ashamed for making a report.
- Are aware that children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected, and/or they may not recognise their experiences as harmful. This will not prevent staff from having a professional curiosity and speaking to the DSL if they have concerns about a child. Staff will always determine how best to build trusted relationships with children and young people which facilitate communication.
- Understand that they have a responsibility to provide a safe environment in which children can learn.
- Are prepared and trained to identify children who may benefit from early help.

## **7. Working Together to Safeguard Children, Our Multi-Agency Commitment**

The school is a committed partner to the North Yorkshire Safeguarding Children Partnership (NYSCP) and the North Yorkshire Community Safety Partnership (NYCSP) and is committed to understanding its pivotal role in multi-agency safeguarding arrangements in line with the statutory guidance 'Working Together to Safeguard Children 2023.'

The school is aware of and will always act in line with the North Yorkshire Local Yorkshire Safeguarding procedures included within this document.

Furthermore, we commit to:

- Understanding and following the processes for early help assessments and the criteria, including level of need, for when cases should be referred for assessment and for statutory services under S47 and S17.
- Understanding and following the procedures and processes for cases relating to exploitation of children, children managed in the youth secure estate and disabled children.
- Working with social care, the police health services, and other services to promote the welfare of children and protect them from harm, including providing a coordinated offer of early help when additional needs of children are identified and contributing to inter-agency plans to provide additional support to children subject to child protection plans.
- Providing robust professional challenge to all multi-agency partners and responding positively when challenge is offered to us in the best interests of the child.

## **8. Information Sharing**

We recognise that information sharing is vital in identifying and tackling all forms of abuse, neglect and exploitation, in promoting children's welfare, including educational outcomes. We understand our powers and duties to share, hold and use information for these purposes.

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

Furthermore, we commit to:

- Ensuring that arrangements are in place to set out the processes and principles for sharing information within the school, with children's social care, safeguarding partners and other organisations, agencies and practitioners as required.
- Sharing of information as early as possible to help identify, assess, and respond to risks or concerns regarding the safety and welfare of children.

## **9. Staff Training**

All staff undergo safeguarding and child protection training (including Prevent online safety, which includes an understanding of the expectations, applicable roles, and responsibilities in relation to filtering and monitoring) at induction. This training is regularly refreshed. Induction and training is in line with any advice from the safeguarding partners.

All staff receive additional safeguarding and child protection training (including online safety) at induction and a record of this is maintained. The training will be regularly updated at least annually. In addition, all staff receive safeguarding and child protection (including online safety, including an appropriate

understanding of the expectations, applicable roles and responsibilities in relation to filtering and monitoring) updates: these maybe in the form of bulletin/emails, additional staff briefings and online training opportunities as required to provide them with relevant skills and knowledge to safeguard children effectively;

The designated safeguarding lead (and any deputies) undergo training to provide them with the knowledge and skills required to carry out the role. This training is updated at least every two years. The designated safeguarding lead (and any deputies) also undertake Prevent awareness training.

A safeguarding training log is held in the school recording the training that has been undertaken by the DSL, all staff, volunteers, contractors and other third parties and governors. This log is monitored and updated regularly.

## **10. Opportunities to teach safeguarding**

- The school teaches about safeguarding, including online safety and healthy relationships and recognises that effective education is tailored to the specific needs and vulnerabilities of individual children, including children who are victims of abuse and children with special educational needs or disabilities.
- The safeguarding curriculum is considered as part of providing a broad and balanced curriculum, including covering relevant issues for schools through Relationships Education (for all primary pupils) and Relationships and Sex Education (for all secondary pupils) and Health Education. In teaching these subjects we commit to ensuring that we comply with statutory guidance.
- We recognise that school plays a crucial role in preventative education, in the context of a whole-school approach that prepares pupils for life in modern Britain and creates a culture of zero tolerance for sexism, misogyny/misandry, homophobia, biphobia and sexual violence/harassment. We have a clear set of values and standards, these are upheld and demonstrated throughout all aspects of school life. They are underpinned by the school's behaviour policy and pastoral support system, as well as by a planned programme of effective PSHE delivered in regularly timetabled lessons and reinforced throughout the whole curriculum. Schools' programmes are fully inclusive and developed to be age and stage of development appropriate (especially when considering the needs of children with SEND and other vulnerabilities);
- When we invite external organisations and / or visitors to enrich our safeguarding curriculum, we ensure that we review the educational value and age appropriateness of what they will deliver.
- Our programme tackles safeguarding issues (at an age-appropriate stage) in line with KCSIE 2024 para 128-133.

## **11. Online Safety**

- The school has an effective whole school approach to online safety which includes ensuring an understanding of:
  - Roles and responsibilities in relation to filtering and monitoring.
  - Educating pupils, students, and staff in their use of technology in line with the taught safeguarding curriculum (outlined above) and ensuring that staff understand the four areas of risk for online safety outlined in para 135 of KCSIE 2024.
  - Mechanisms to identify, intervene in, and escalate any concerns where appropriate.
- The school is committed to considering how online safety is reflected in:
  - all relevant policies
  - the planning of the curriculum
  - staff training
  - the roles and responsibilities of the DSL and all staff



- Information and guidance provided to parents.

## **12. Use of Mobile and Smart Technology in School**

- The school recognises the importance of having clear policies on the use of mobile devices and smart technology (mobile phones, cameras and smart devices, including smart watches and fitness watches) to safeguard our pupils.
- We carefully consider how these devices and technology are managed on our premises and reflect this in our mobile and smart technology policy and our Child Protection and Safeguarding Policy.

## **13. Remote Education**

- Where children are being asked to learn online at home, the school will use the information provided by DfE, NSPCC and PSHE Association to do so safely; and our regular communications with parents and carers will be used to reinforce the importance of children being safe online and we will help them understand what systems the school is using to filter and monitor online use. We will ensure that parents and carers are 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 (if anyone) their child is going to be interacting with online.

## **14. Online Information Security, Filters, Access and Monitoring**

- The school has appropriate filters in place to reasonably limit exposure to risks from the use of school's or college's technology. In applying appropriate controls, we consider the number of and age range of our children, those who are potentially at greater risk of harm and how often children are accessing technology. Filtering is monitored routinely to ensure that it is working in line with the factors outlined above. This is recorded and shared with governors. The appropriateness of any filters and monitoring systems will be informed in part, by the risk assessment required by the Prevent Duty.
- Staff are trained to understand their role in ensuring that they remain vigilant to the risks associated with accessing technology within school and understand their role in monitoring pupil use as part of their role as much as is reasonably possible.
- The governing body commits to ensuring that appropriate filters and monitoring systems are in place, without "over blocking" to avoid unreasonable restrictions as to what children can access in order to use technology effectively to support their learning.
- The governing body has reviewed the [Department of Education filtering and monitoring standards](#) and [Cyber Security standards for Schools and Colleges](#) and ensured that what needs to be done to meet this standard has been implemented.
- The leadership team and relevant staff have an awareness and understanding of the provisions in place and manage them effectively and know how to escalate concerns when identified.
- The school will apply the appropriate level of security protection and procedures in place, in order to safeguard our systems, staff and children. These arrangements will be reviewed periodically to ensure their effectiveness and to keep up to date with evolving cyber-crime technologies.
- The school will carry out an annual review of our approach to online safety, including in relation to filtering and monitoring, supported by an annual risk assessment that considers and reflects the risks our children face.

## **15. Artificial Intelligence (AI)**

- Generative artificial intelligence (AI) tools are now widespread and easy to access. Staff, pupils and parents/carers may be familiar with generative chatbots such as ChatGPT and Google Gemini.
- The school recognises that AI has many uses, including enhancing teaching and learning and in helping to protect and safeguard pupils. However, AI also has the potential to facilitate abuse (e.g., through bullying and grooming), allowing for false accusations to be made against other pupils or staff (e.g., through the use of ‘deepfakes’) and/or expose pupils to harmful content. We will respond to any misuse of AI in line with this policy and our anti-bullying and behaviour policies.
- All staff must be aware of the risks and capabilities of using AI tools and should carry out risk assessments for any new AI tool being used by the school.

## **16. External Monitoring of Safeguarding, including Ofsted Inspections**

- The governing body is aware of the Ofsted Education Inspection Framework and the guidance to inspectors on inspecting safeguarding and commit to ensuring that internal safeguarding procedures are in line with the requirements laid out within this guidance.
- The governing body will seek to explore opportunities for external monitoring of the school’s safeguarding processes and expect all staff to engage positively with any external safeguarding monitoring that the school chooses to commission.

## **17. Safeguarding Concerns or Allegations about any Staff, Volunteers, or Contractors**

- The school has procedures in place to manage any safeguarding concerns (no matter how small) and provides training to staff so that they understand their responsibility to demonstrate professional curiosity and challenge.
- Concerns and allegations that may meet the harm threshold will be addressed as set out in Section one of Part 4 of KCSIE and in line with local NYSCP procedures.
- All allegations about staff, volunteers and/or contractors should be reported without delay to the headteacher or principal. Where there is a conflict of interest in reporting the matter to the headteacher, this should be reported directly to the local authority designated officer(s) (LADO).
- Where the headteacher is the subject of an allegation, the report should be made directly to the chair of governors.
- Part 4 of KCSIE sets out the definition of an allegation:

Where it is alleged that a person who works or volunteers with children has:

- behaved in a way that has harmed a child, or may have harmed a child, and/or
  - possibly committed a criminal offence against or related to a child, and/or
  - behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children, and/or
  - behaved or may have behaved in a way that indicates they may not be suitable to work with children.
- Concerns that do not meet the harm threshold against staff including supply staff and volunteers and contractors (known as Low Level Concerns) will be addressed as set out in Section 2 of Part Four of KCSIE and in line with local NYSCP procedures. The school will record any low-level concerns on the Single Central Record Tracker – incident logging feature.

- The governing body is aware that there is a legal duty in place to make a referral to the Disclosure and Barring Service (DBS) if a person in regulated activity has been dismissed or removed due to safeguarding concerns or would have been had they not resigned and failure to refer when the criteria are met is a criminal offence.

## **18. Addressing Child-on-Child Abuse, including Sexual Violence and Sexual Harassment**

- All staff are trained to recognise that children are capable of abusing other children (including online). We expect all staff to read Part 5 of KCSIE 2024 to ensure that they have a secure understanding of the types of abuse that can occur, including harmful sexual behaviour between children.
- This Child Protection and Safeguarding Policy is accompanied by procedures that identifies how we will address child-on-child abuse and minimise the risk of this occurring by:
  - Implementing a curriculum that teaches children about healthy relationships and positive influences in an age-appropriate way and signposts children as to what to do if they think they are in an unhealthy relationship or need to address negative influences.
  - Ensuring that there are systems in place for children to confidently report abuse, knowing their concerns will be treated seriously which are well promoted, easily understood and easily accessible.
  - Having clear processes of how allegations of child-on-child abuse will be recorded, investigated, and dealt with in line with Part 5 of KCSIE 2024.
  - Having clear processes as to how victims, perpetrators and any other children affected by child-on-child abuse will be supported.
  - Training staff to recognise that even if there are no reported cases of child-on-child abuse, such abuse may still be taking place (and probably is) and is simply not being reported.
  - Making clear our zero-tolerance approach to abuse, in line with Part 5 of KCSIE 2024.
  - Recognising that it is more likely that girls will be victims and boys' perpetrators, but that all child-on-child abuse is unacceptable and will be taken seriously.

## **19. Identifying Children and Young People who may Need Early Help**

Early help is support for children of all ages that improves a family's resilience and outcomes or reduces the chance of a problem getting worse. It is not an individual service, but a system of support delivered by local authorities and their partners working together and taking collective responsibility to provide the right provision in their area. Some early help is provided through "universal services", such as education and health services. They are universal services because they are available to all families, regardless of their needs.

Other early help services are coordinated by a local authority and/or their partners to address specific concerns within a family and can be described as targeted early help. Examples of these include parenting support, mental health support, youth services, youth offending teams and housing and employment services.

Early help may be appropriate for children and families who have several needs, or whose circumstances might make them more vulnerable. It is a voluntary approach, requiring the family's consent to receive support and services offered. These may be provided before and/or after statutory intervention (Working Together to Safeguard Children 2023).

The school will support local organisations and agencies to work together to support families within the early help service and will:

- Identify children and families who would benefit from early help.

- Undertake an assessment of the need for early help which considers the needs of all members of the family.
- Ensure good ongoing communication, for example, through regular meetings between practitioners who are working with the family.
- Co-ordinate and/or provide support as part of a plan to improve outcomes. This plan will be designed together with the child and family and updated as and when the child and family needs change.
- Engage effectively with families and their family network, making use of family group decision-making to help meet the needs of the child.

## **20. Identifying Children and Young People who are Suffering or Likely to Suffer Significant Harm**

Our staff understand that behaviours linked to issues such as drug taking and/or alcohol misuse, unexplained and/or persistent absences from education, serious violence (including that linked to county lines), radicalisation and consensual and non-consensual sharing of nude and semi-nude images and/or videos can indicate that children are at an increased risk of harm.

Our requirements of staff are aligned to para 19-28 of KCSIE 2024, to ensure that:

- All staff understand Abuse, neglect or exploitation.
- All staff are aware of indicators of abuse, neglect or exploitation to assist in the early identification of abuse, neglect or exploitation.
- All staff are aware that harm can include ill treatment that is not physical as well as the impact of witnessing the ill treatment of others, for example, all forms of domestic abuse.
- If staff are unsure, they understand that they must speak to the designated safeguarding lead, or deputy.
- All staff are aware that abuse, neglect, exploitation and safeguarding issues are rarely standalone events and cannot be covered by one definition or one label alone. In most cases, multiple issues will overlap with one another, therefore staff should always be vigilant and always raise any concerns with their designated safeguarding lead (or deputy).
- All staff are aware that safeguarding incidents and/or behaviours can be associated with factors outside the school or college and/or can occur between children outside of these environments.
- All staff, but especially the designated safeguarding lead (and deputies) should consider whether children are at risk of abuse, neglect or exploitation in situations outside their families.
- All staff are aware that technology is a significant component in many safeguarding and wellbeing issues.

In all cases, if staff are unsure, they must always speak to our designated safeguarding lead (or deputy) who will follow the child protection procedures. Where a child is suffering, or is likely to suffer from harm, the DSL will complete a referral to local authority children's social care team (and if appropriate the police).

## **21. Supporting Children and Young People Potentially at Greater Risk of Harm**

We ensure that all staff understand that whilst all children should be protected, we also recognise that some groups of children are potentially at greater risk of harm, including those with a social worker. A child's experiences of adversity and trauma can leave them vulnerable to further harm, as well as educationally disadvantaged in facing barriers to attendance, learning, behaviour, and mental health, we ensure that all staff understand the full impact of this and are trauma informed in their approach to all children.

Furthermore, for children potentially at risk of further harm, we commit to:

- Working with the Local Authority and other statutory and non-statutory partners to make decisions in the best interests of the child's safety, welfare, and educational outcomes.
- Taking swift and decisive action where there are early indicators of potential harm such as, responding to unauthorised absence or children absent from education where there are known safeguarding risks.
- Ensuring appropriate and swift sharing of information with partners in line with information sharing legislation.
- Promoting the welfare of our children potentially at greater risk of harm in a holistic way (for example, considering the provision of pastoral and/or academic support, alongside action by statutory services).

## **22. Children Absent from Education**

We will follow our procedures for unauthorised absence and for dealing with children who are absent from school or missing from education, particularly on repeat occasions, to help identify the risk of abuse and neglect, including exploitation, and to help prevent the risks of going missing in future.

This includes informing the local authority if a child leaves the school without a new school being named and adhering to requirements with respect to sharing information with the local authority, when applicable, when removing a child's name from the admission register at non-standard transition points.

## **23. Elective Home Education (EHE)**

We recognise that many home educated children have an overwhelmingly positive learning experience and expect the parents' decision to home educate be made with their child's best education at the heart of the decision. However, this is not the case for all, and home education can mean some children are less visible to the services that are there to keep them safe and supported in line with their needs.

We will inform the Local Authority of all deletions from their admission register when a child is taken off roll and will, with key professionals, work to coordinate a meeting with parents/carers where possible. Ideally, this will be before a final decision has been made, to ensure the parents/carers have considered what is in the best interests of each child.

## **24. Supporting Children Requiring Mental Health Support**

We recognise that the school has an important role to play in supporting the mental health and wellbeing of their pupils and recognise that Mental Health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation. We recognise also that poor mental health can pose a significant safeguarding risk for children.

Furthermore, we commit to:

- Ensuring that clear systems and processes are in place for identifying possible mental health problems, including routes to escalate and clear referral and accountability systems and there is an integrated, whole school approach to social and emotional wellbeing, which is tailored to the needs of our pupils.

## **25. Supporting Looked After Children and Previously Looked After Children, Including Care Leavers**

We will ensure that staff have the skills, knowledge and understanding to keep looked after children safe and they understand that the most common reason for children becoming looked after is as a result of abuse, neglect and/or exploitation. We will ensure that staff have the information they need in relation to

a child's looked after legal status (whether they are looked after under voluntary arrangements with consent of parents, or on an interim or full care order) and the child's contact arrangements with birth parents or those with parental responsibility.

Furthermore, we commit to:

- Ensuring that staff are aware that a previously looked after child potentially remains vulnerable and have the skills, knowledge and understanding to keep previously looked after children safe.
- Sharing information swiftly with social workers, the virtual school, care leavers personal advisors and other key partners.

## **26. Supporting Children with Special Educational Needs, Disabilities (SEND) or Health Issues**

The school recognise that additional barriers can exist when recognising abuse, neglect or exploitation for some children with special educational needs or disabilities (SEND) or certain health conditions can face additional safeguarding challenges.

Furthermore, we commit to:

- Training staff to understand the additional barriers that can exist for some children with special educational needs or disabilities (SEND) or certain health conditions.
- Ensuring that we consider what additional and different measures we can put in place in order to support these children to recognise and communicate abuse, neglect or exploitation.
- Adhering to the safeguarding guidance laid out in the SEND code of practice and the supporting pupils at school with medical conditions guidance.

## **27. Alternative provision and Children at risk of exclusion**

The school recognises that the cohort of pupils in Alternative Provision often have complex needs and we are aware of the additional risk of harm that our pupils may be vulnerable to. We will have regard for DfE statutory guidance for commissioners of Alternative Provision and will work to local protocols.

When considering use of exclusion or suspension the school is mindful of the exclusions and suspensions [guidance](#) and aware of the potential negative impact of exclusion on mental health and safeguarding risk of being excluded from school. In particular, we will consider the preventative measures to exclusion outlined in para 32-52.

## **28. Supporting Children who are Lesbian, Gay, Bi, or Trans (LGBTQ+)**

Whilst the fact that a child or a young person who may be LGBTQ+ is not in itself an inherent risk factor for harm, we recognise that children who are LGBTQ+ can be targeted by other children and may not have a trusted adult with whom they can be open.

Therefore, we commit to ensuring that our curriculum prepares children for life in modern Britain and to creating an inclusive environment where LGBTQ+ children feel safe to raise any concerns.

## **29. The use of 'Reasonable Force' to Safeguard Children**

'Reasonable force' covers the broad range of actions used by staff that involve a degree of physical contact to control or restrain children. 'Reasonable' in these circumstances means 'using no more force than is needed.' The use of force may involve either passive physical contact, such as standing between pupils or blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of the classroom. We will ensure that our staff are trained in positive handling to ensure that they are able to undertake this role safely.

The school does not have a 'no contact' policy as this can leave staff unable to fully support and protect their pupils and students. The school adopts policies, which allow and support the staff to make appropriate physical contact. The decision on whether or not to use reasonable force to control or restrain a child is down to the professional judgement of the staff concerned within the context of the law and should always depend on individual circumstances including consideration of whether the child has Special Educational Needs or Disabilities (SEND), mental health or with a medical condition. These decisions will also align with our duties under the Equality Act 2010 and the Public Sector Equality Duty.

### **30. Use of School Premises for Non-School Related Activities**

When we hire or rent out school facilities/premises to organisations or individuals (for example to community groups, sports associations and service providers to run community or extra-curricular activities) we will ensure that appropriate arrangements are in place to keep children safe.

When services or activities are provided by the school, under the direct supervision or management of our school staff, this child protection and safeguarding policy will apply in relation to any safeguarding concerns or allegations.

Where services or activities are provided separately by another body, we will seek assurance that the provider concerned has appropriate safeguarding and child protection policies and procedures in place (including inspecting these as needed) though aspects of this policy may not apply. Where this is the case, we will ensure that there are arrangements in place for the provider to liaise with the school on these matters where appropriate as outlined in keeping children safe in out-of-school settings guidance 2023. [Keeping children safe in out-of-school settings guidance](#).

We will apply this approach regardless of whether or not there are children who attend any of these services whether or not the children are on our school roll or of a statutory school age. We will ensure that safeguarding requirements are included in any transfer of control agreement (i.e., lease or hire agreement), as a condition of use and occupation of the premises; and that failure to comply with this will lead to termination of the agreement.

Where we receive an allegation relating to an incident that happened when an individual or organisation was using our school premises running activities for children, we will follow our safeguarding policies and procedures, including informing the LADO where appropriate.

### **31. Policy References**

This policy draws on the following legislation and guidance:

- The Education Act 2002 (sections [157](#) / [175](#))
- [Section 157](#) of the Education Act 2002 and [Education \(Independent School Standards\) Regulations 2014](#) applies to the proprietors of independent schools, including academies and city technology colleges
- [Sections 175](#) of the Education Act 2002 and [Education \(Independent School Standards\) Regulations 2014](#) applies to local education authorities and the governors of maintained schools and Further Education Colleges
- [North Yorkshire Safeguarding Children Partnership \(NYSCP\) Safeguarding Procedures and Practice Guidance](#)
- [Working Together to Safeguard Children HM Government 2023](#)
- [Keeping Children Safe in Education \(KCSIE\) DfE 2024](#)

- School's duty under the Children Act 2004, to co-operate with other organisations and agencies.
- [What To Do If You Are Worried a Child is Being Abused 2015](#)
- Recommendations from national and local Serious Case Reviews
- Statutory Framework for the Early Years Foundation Stage
- Sections [26](#) & [29](#) of the Counter Terrorism Act 2015
- Sections [1](#) and [5B](#) of the Female Genital Mutilation Act 2003 & Section [70](#) of the Serious Crime Act 2015
- Section [3](#) of the Domestic Abuse Act 2021
- [SEND Code of Practice](#)