



THE  
**THOMAS  
AVELING**  
SCHOOL

**WHOLE SCHOOL SAFEGUARDING POLICY**

**REVIEWED: SEPTEMBER 2023**  
**REVIEW DATE: SEPTEMBER 2024**

## THOMAS AVELING WHOLE SCHOOL SAFEGUARDING POLICY

This policy is available on our school website and is available on request from the school office. We also inform parents and carers about this policy when their children join our school.

**This is a core policy that forms part of the induction for all staff.**

It is a requirement that all members of staff have access to this policy and sign to say they have read and understood its contents. In addition, all staff are provided with Part One of the statutory guidance '[Keeping Children Safe in Education](#)', DfE (2023).

Date written: [September 2023](#)

***Ratified by the Headteacher - awaiting Governing Body ratification***

Date of next review: [September 2024](#)

Member of Staff Responsible: [Rebekah Chew DSL](#)

[This policy will be reviewed at least annually and/or following any updates to national and local guidance and procedures.](#)

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**What to do if you have a welfare concern in Thomas Aveling**

**Why are you concerned?**

For example

- Allegation/ child shares a concern or worry
- Indicators of abuse or neglect

**Immediately record your concerns**

- Follow the schools procedure via CPOMS and informing the Child Protection Team. As per CP training
- Reassure the child
- Clarify concerns if necessary (**TED: Tell, Explain, Describe**)
  - Use child’s own words
  - Sign and date your records
  - Seek support for yourself if required from DSL

**Inform the Designated Safeguarding Lead and CP Team ([Rebekah Chew DSL](#))**

**Designated Safeguarding Lead/ Deputy Designated Safeguarding Lead**

- Consider whether the child is at immediate risk of harm e.g. unsafe to go home
- Access the MSCP [Inter-Agency Threshold Criteria for Children in Need](#) for further guidance.
- If the child is **at imminent risk of harm** a referral will be made to First Response – 01634 334466
- If the child is **NOT** at imminent risk then a referral will be made via [\(the portal\)](#)
- If unsure then consult with First Response ‘**No Name Consultation line**’ 9:30 – 12:30 (01634 33 1662) or the First Response on 01634 33 4466

**If you are unhappy with the response**

**Staff:**

- Follow local escalation procedures
- Follow Whistleblowing procedures

**Pupils and Parents:**

- Follow school complaints procedures

**Record decision making and action taken in the pupil’s Child Protection/safeguarding file**



**Monitor** - Be clear about:

- What action you have taken at the time of reporting the concerns.
- What you are monitoring e.g. behaviour trends, appearance etc.
- How long you will monitor
- Where, how and to whom you will feedback and how you will record

**Review and request further support** (if necessary)



At all stages the child's circumstances will be kept under review  
The DSL/Staff will request further support if required to ensure the **child's safety is paramount**

- Thomas Aveling recognise our statutory responsibility to safeguard and promote the welfare of all children. Safeguarding is everybody's responsibility and all those directly connected (staff, volunteers, governors, leaders, parents, families, and learners) are an important part of the wider safeguarding system for children and have an essential role to play in making this community safe and secure.
- Thomas Aveling recognises the importance of providing an ethos and environment within school that will help children to be safe and feel safe. In our school children are respected and encourage to talk openly. All children (defined as those up to the age of 18) have a right to be heard and to have their wishes and feelings taken into account and all children regardless of age, gender, ability, culture, race, language, religion, or sexual identity, have equal rights to protection.
- Staff challenge any form of derogatory and sexualised language or behaviour. They are vigilant to sexualised/aggressive touching/grabbing We recognise that groups at particular risk include girls, pupils/students who identify as Lesbian, Gay, Bisexual, Transgender Queer+ (LGBTQ+), or are perceived by peers to be LGBTQ+, and pupils with SEND. We recognise that these children can be targeted by other children and acknowledge the importance of a safe space for them to speak out or share their concerns with members of staff. Pupils are protected from upskirting, bullying (+ cyber), homophobic, biphobic and transphobic behaviour, racism, sexism, and all other forms of discrimination.
- Our school acknowledges the need to treat everyone with equity, with fairness, dignity and respect. We recognise that unconscious bias may impact upon our perceptions and expectations of children, particularly those from minority groups and that this may influence the safeguarding actions we take. We seek to educate and challenge all members



of the school community to address equality of access and opportunity for all children, by highlighting inequalities and increasing awareness.

- Through their day-to-day contact with pupils/students and their direct work with families, all staff and volunteers in school have a crucial role to play in noticing indicators of possible abuse or neglect at an early stage. Our school may be the only secure, stable and predictable element in their lives.

Thomas Aveling will endeavour to support the welfare and safety of all students through:

- Ensuring that the child's welfare is of paramount importance.
- Training all staff to recognise the signs and symptoms of abuse and to know the school's procedures and lines of communication.
- Ensuring that children's mental and physical health or development is not impaired.
- Providing children, a balanced curriculum including PSHE (Personal, Social and Health Education); RSE (Relationships and Sex Education) to help pupils/students stay safe, recognise when they don't feel safe and identify who they might / can talk to.
- Work with parents to ensure they understand the school's legal responsibility to safeguard and ensure the welfare of all children including the need for referral to other agencies in some situations.
- Keeping confidential records which are stored securely and shared appropriately with other professionals.
- Ensuring the voice of the child is evident in individual case files and informs schools policy developments.
- Ensuring that the school practices safer recruitment processes in checking the suitability of staff, supply staff, volunteers, visitors and contractors
- Informing parents about expected behaviour
- **Thomas Aveling expects that if any member of our community has a safeguarding concern about any child or adult, they should act and act immediately.**
- This policy is implemented in accordance with our compliance with the statutory guidance from the Department for Education, 'Keeping Children Safe in Education' 2023 (KCSIE) which requires individual schools and colleges to have an effective child protection policy.
- The procedures contained in this policy apply to all staff, including and governors, temporary or third-party agency staff and volunteers) and are consistent with those outlined within KCSIE 2023

#### Context

- This policy has been developed in accordance with the principles established by the Children Acts 1989 and 2004 and related guidance. This includes:





- DfE Keeping Children Safe in Education 2023 (KCSIE)
  - Working Together to Safeguard Children 2018 (WTSC)
  - Ofsted: Education Inspection Framework' 2019
  - Framework for the Assessment of Children in Need and their Families 2000)
  - Kent and Medway Safeguarding Children Procedures (Online)
  - Early Years and Foundation Stage Framework 2022 (EYFS)
  - The Education Act 2002
  - The Education (Independent School Standards) Regulations 2014
  - The Non-Maintained Special Schools (England) Regulations 2015
- [Section 175 of the Education Act 2002](#) requires school governing bodies, local education authorities and further education institutions to make arrangements to safeguard and promote the welfare of all children who are pupils at a school, or who are pupils/students under 18 years of age. Such arrangements will have to have regard to any guidance issued by the Secretary of State.

## 2. Definition of Safeguarding

Safeguarding children is defined in Keeping Children Safe in Education 2023 as:

- **protecting children from maltreatment**
  - **preventing impairment of children's health or development**
  - **ensuring that children are growing up in circumstances consistent with the provision of safe and effective care**
  - **taking action to enable all children to have the best outcomes**
- Thomas Aveling acknowledges that safeguarding includes a wide range of specific issues including (but not limited to):
    - Abuse and neglect
    - Bullying, including cyberbullying
    - Children with family members in prison
    - Children Missing Education (CME)
    - Child missing from home or care
    - Child Sexual Exploitation (CSE)
    - Child Criminal Exploitation (CCE)
    - Contextual safeguarding (risks outside the family home)
    - County lines and gangs
    - Domestic abuse
    - Drugs and alcohol misuse
    - Fabricated or induced illness
    - Faith abuse
    - Gender based abuse and violence against women and girls
    - Hate
    - Homelessness
    - Human trafficking and modern slavery
    - Mental health



- Nude or semi-nude image sharing, aka youth produced/involved sexual imagery or “Sexting”
- Online safety
- Child on child abuse
- Preventing radicalisation and extremism
- Private fostering
- Relationship abuse
- Serious Violence
- Sexual Violence and Sexual Harassment
- So-Called honour-based abuse including Female Genital Mutilation (FGM) and forced marriage
- Upskirting

(Also see Annex B within ‘Keeping children Safe in Education’ 2023 p.140)

### 3. Key Responsibilities, Policy compliance, Monitoring and Review.

- Thomas Aveling will review this policy at least annually. The policy will be revised following any national or local policy updates, any significant national events, local child protection concerns and/or any changes to our procedures.
- The Governing Body has strategic leadership responsibility for Thomas Aveling safeguarding arrangements and **must** ensure that the school complies with their duties under legislation. The governing body must ensure policies, procedures and training in their schools or colleges is effective and comply with the law at all times.
- The Designated Safeguarding Lead / Headteacher will ensure regular reporting on safeguarding activity and systems in school to the Governing Body. The Governing Body will not receive details of individual student situations or identifying features of families as part of their oversight.
- This policy is available on our school website and is available on request from the school office.
- The Governing Body, Proprietor and staff have read, understood and will follow Keeping Children Safe in Education 2023. The governing body/proprietor and leadership team have a strategic responsibility for our safeguarding arrangements and will comply with their duties under legislation
- Thomas Aveling has a nominated governor for safeguarding, **Dean Clarke**. The nominated governor will take the lead role in ensuring that the school has an effective policy which interlinks with other related policies; that locally agreed procedures are in place and being followed; and that the policies are reviewed at least annually and when required.





- The Governing Body will regularly review the effectiveness of school filtering and monitoring systems. They will ensure that the leadership team and relevant staff are:
  - Aware of and understand the systems in place
  - Manage them effectively
  - Know how to escalate concerns when identified.
- The Governing Body, Headteacher and Leadership Team will ensure that the DSL is suitably supported in their role and ensures that the DSL understands they have the responsibility in leading safeguarding and child protection across the school.
- The Governing Body should ensure that the DSL has the appropriate status, authority, funding, resources, training and support to provide advice and guidance to all staff members within the school on child welfare and child protection. The Designated Safeguarding Lead/Deputy Designated Safeguarding Lead receives appropriate and regular supervision from senior leadership team or external services.

### 3.1 Designated Safeguarding Lead (DSL)

- The Designated Safeguarding lead will carry out their roles in accordance with Keeping Children Safe in Education 2023.
- The school has appointed **Rebekah Chew, Assistant Headteacher** as the Designated Safeguarding Lead (DSL) they are a member of the leadership team. The DSL has the overall responsibility for the day to day oversight of safeguarding and child protection systems in school.
- The Designated safeguarding lead and any deputies will undergo appropriate training to provide them with the knowledge and skills required to carry out their role.
- The DSL and any deputy DSL's training will be updated formally every two years but their knowledge and skills will be updated through a variety of methods (e-bulletins, conferences, local meetings, other training etc.) at regular intervals and at least annually, to keep up with any developments relevant to their role.
- Availability - during term time the DSL (or a DDSL) will always be available (during school hours) for school staff to discuss any safeguarding concerns.. Adequate and appropriate cover arrangements will be made for any out of hours/out of term activities  
During school holidays, the DSL will provide appropriate emergency contact details to the MASH Education Lead on the understanding that these will only be used if absolutely necessary and will not be shared elsewhere.



### It is the role of the DSL to:

- Act as main contact point for all school staff to discuss any safeguarding concerns.
- Manage and maintain the confidential paper/electronic case management systems to record concerns about pupils/students to ensure the quality of information is accurate, proportionate, and timely, also assessment/referrals are made appropriately.
- Coordinate safeguarding action for individual children. In the case of Children in Care, the DSL should have the details of the child's social worker and the name of the virtual school head in the authority who looks after the child (with the DSL liaising closely with the designated teacher.)
- liaise with the headteacher or principal to inform them of issues- especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations. This includes being aware of the requirement for children to have an Appropriate Adult. Further information can be found in the Statutory guidance - [PACE Code C 2019](#)
- To liaise with safeguarding partners, other agencies, and staff in line with KCSIE 2023 and WTSC 2018.
- Ensure that Medway referral procedures are followed as necessary (see referral process page 2).
- As required, represent and liaise appropriately with other professionals and ensure the school is represented at multi-agency safeguarding meetings (including child protection conferences).
- Act as a source of support, advice and expertise for all staff during term time for staff in the school to be able to discuss any safeguarding concerns.
- Understand the importance of information sharing both within the school and with other schools and agencies.
- To encourage a culture of listening to children and taking account of their wishes and feelings, among all staff this will assist with any measures the school may put in place to protect them.
- Ensure all staff access appropriate safeguarding training and relevant updates in line with the recommendations within Keeping Children Safe in Education 2023

For further details and information about the DSL role please refer to KCSIE 2023 **Annex C page 162**

## 3.2 Members of Staff

- **All members of staff have a responsibility to:**
  - Provide a safe environment in which children can learn.
  - Maintain an attitude of 'it could happen here' where safeguarding is concerned and to always act in the best interests of the child
  - Know the names of the DSL team and understand their role



- Have read and understood part one of Keeping Children Safe in Education 202
- Identify and recognise children who may be in need of early help, who are suffering, or are likely to suffer significant harm
- Be aware of the indicators of abuse and neglect so that they are able to identify cases of children who may be in need of help or protection.
- Consider wider environmental factors in a child's life that may be a threat to their safety and/or welfare.
- Be aware of the process of making referrals to children's social care and statutory assessment under the Children Act 1989.
- All members of staff at Thomas Aveling know what to do if a child tells them he/she is being abused or neglected. Members of staff know to maintain an appropriate level of confidentiality whilst at the same time liaise with relevant professionals such as the DSL and other agencies.
- In order to protect confidentiality, safeguarding information about individual children is shared on a need to know basis only.
- Understand and comply with this policy and understand other safeguarding policies and systems.
- To undertake regular and appropriate training which is regularly updated.
- Be aware of and take appropriate action to raise concerns regarding poor or unsafe practice or potential failures in the school safeguarding regime. (this may include accessing the school whistleblowing policy)

### 3.3 Children and Young People

- **Children and young people (pupils/students) have a right to:**
  - Contribute to the development of school safeguarding policies.
  - Seek help from a trusted adult and feel listened to.
  - Learn how to keep themselves safe by recognising when they are themselves at risk and how to get help when they need it, including online.

### 3.4 Parents and Carers

- **Parents/carers have a responsibility to:**
  - Work in partnership with the school to safeguard and promote the welfare of child/ren and understand Thomas Aveling statutory responsibilities in this area.
  - Read and adhere to the relevant school/policies and procedures.
  - Talk to their children about safeguarding issues with their children & support the school in their safeguarding approaches.
  - Identify behaviours which could indicate that their child is at risk of harm.
  - Seek help and support from the school, or other appropriate agencies.
- We are committed to working with parents positively, openly, and honestly. We ensure that all parents are treated with respect, dignity, and courtesy.



We respect parents' rights to privacy and confidentiality and will not share sensitive information unless we have permission, or it is necessary to do so to safeguard a child/ren.

The welfare and safety of children however are the responsibility of all staff in school and ANY concern for a student's welfare MUST be reported to the Designated Safeguarding Lead.

#### 4. Recognition and Types of Abuse and Neglect

- As a school we are aware that abuse, neglect and safeguarding issues are rarely individual events that can be covered by one definition or label. In most cases multiple issues will overlap with one another for further guidance: [Responding to Abuse and Neglect](#)
- Staff working with children are advised to maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child, staff should always act in the best interests of the child.
- Knowing what to look for is vital to the early identification of abuse and neglect. If staff are unsure, they should always speak to the Designated Safeguarding Lead (or a deputy).
- All staff in school should be aware of the definitions and indicators of abuse and neglect. There are four categories of abuse:
  - **Physical abuse:** a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child.
  - **Emotional abuse:** the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development.
  - **Sexual abuse:** involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening.
  - **Neglect:** the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development.

The most up to date definitions and possible indicators and signs of abuse are found in Appendix 1 of this document. Staff should also refer to Part 1 Keeping Children Safe in Education 2023 and [What to do if you are worried a child is being abused 2018](#).



- All staff should be 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. indicators of abuse and neglect do not automatically mean a child is being abused however all concerns should be taken seriously and explored by the DSL on a case-by-case basis.
- The warning signs and symptoms of child abuse and neglect can vary from child to child. Children also develop and mature at different rates, so what appears to be worrying behaviours for a younger child might be normal for an older child.
- Thomas Aveling recognises that some children have additional or complex needs and may require access to intensive or specialist services to support them.
- All staff, but especially the Designated Safeguarding Lead (and deputies) should consider whether children are at risk of abuse or exploitation in situations outside their families. Extra-familial harms take a variety of different forms and children can be vulnerable to multiple harms including (but not limited to) sexual exploitation, criminal exploitation, and serious youth violence.
- Parental behaviours' may also indicate child abuse or neglect, so staff should also be alert to parent-child interactions or concerning parental behaviours; this could include parents who are under the influence of drugs or alcohol or if there is a sudden change in their mental health.
- Children may report abuse happening to themselves, their peers or their family members. All reports made by children to staff will be taken seriously and will be responded to in line with this policy.
- By understanding the warning signs, we can respond to problems as early as possible and provide the right support and services for the child and their family. It is important to recognise that a warning sign doesn't automatically mean a child is being abused.

## 5. Specific Safeguarding Issues

- Thomas Aveling is aware of environmental factors which may impact on a child's welfare and safety and understand safeguarding in the wider context.
- Thomas Aveling staff are mindful that early information sharing is vital for the effective identification, assessment, and allocation of appropriate service provision, whether this is when problems first emerge, or where a child is already known to local authority children's social care (such as a child in need or a child with a protection plan).





- All staff should have an awareness of safeguarding issues that can put children at risk of harm. Behaviours linked to issues such as drug taking, alcohol abuse, deliberately missing education and sexting (also known as youth produced sexual imagery) put children in danger. The categories/issues that follow are by no means an exhaustive list but gives an indication of the current themes in safeguarding and protecting children.

## 5.1 Child on Child Abuse and harmful sexual behaviors

- Thomas Aveling recognises that children are capable of abusing other children. This referred to as child on child abuse and can take many forms. This can include (but is not limited to) bullying (including cyberbullying); sexual violence and sexual harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexting and initiating/hazing type violence and rituals.
- Thomas Aveling will not tolerate, dismiss or minimize any harmful behaviour in school and will take swift action to intervene when this occurs. Any incidents of child on child abuse will be managed in the same way as any other child protection concern and in accordance with the Medway Safeguarding Children’s partnership procedures.
- Thomas Aveling recognises that child-on-child abuse can take many forms, including but not limited to:
  - bullying, including cyberbullying
  - physical abuse which can include hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm
  - sexual violence and sexual harassment
  - ‘upskirting’, which typically involves taking a picture under a person’s clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm
  - nude or semi-nude image sharing (also known as ‘sexting’ or youth produced/involved sexual imagery)
  - initiation/hazing type violence and rituals
- Staff and leadership recognise that that some child-on-child abuse issues may be affected by gender, age, ability and culture of those involved, (i.e. for gender-based abuse, girls are more likely to be victims and boys more likely to be perpetrators) however, all child-on-child abuse is unacceptable and all reports will be taken seriously
- The school will follow the guidance [Sexual violence and sexual harassment between children in schools and colleges 2018](#) and Keeping Children Safe in Education 2023.



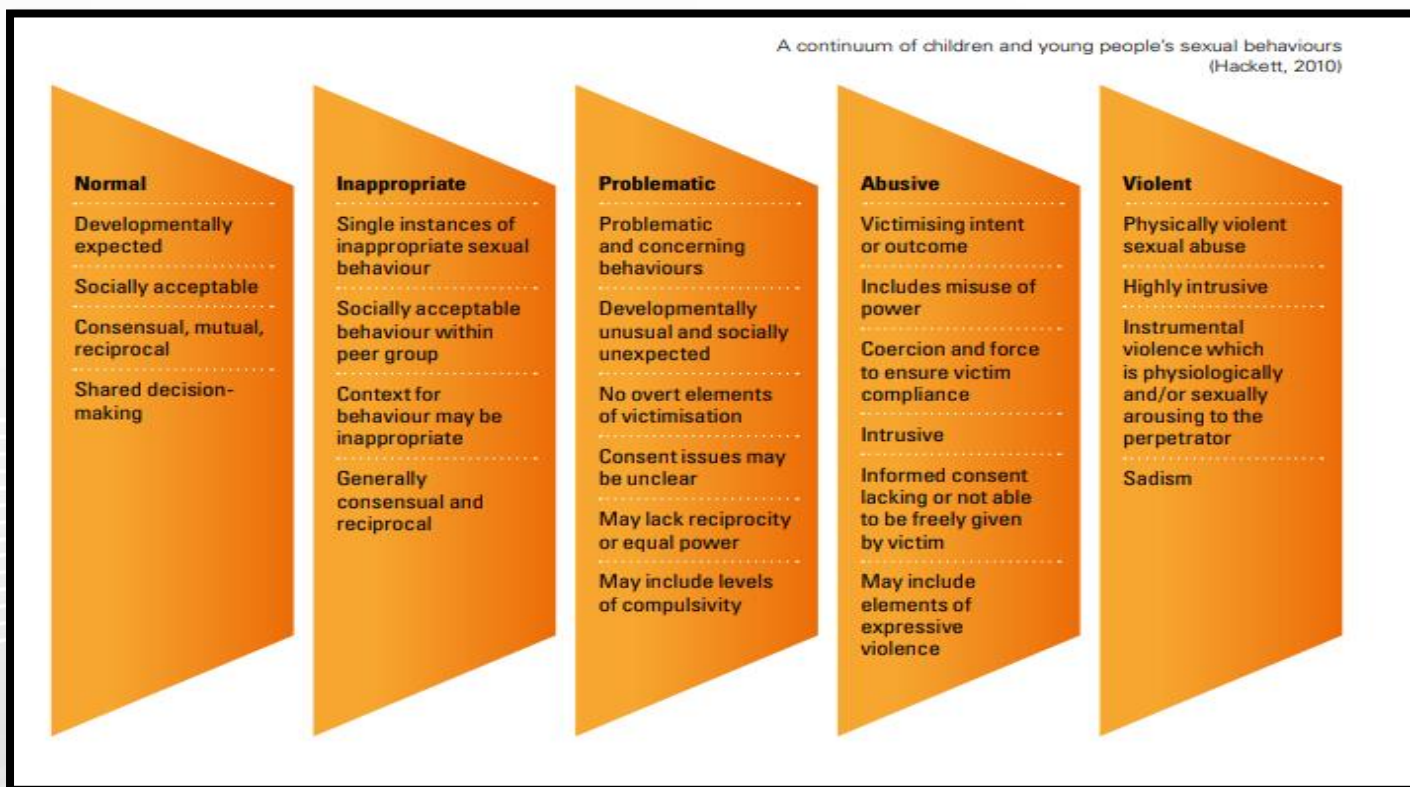


- The school will respond to cases of “sexting” (or Youth Produced Sexual Imagery) in line with the UKCCIS “Sexting in Schools and Colleges” guidance.
- Further information in relation to the schools approach to “sexting” can be found in the school Online Safety Policy.
- The school will take steps to ensure that appropriate curriculum time is dedicated to enable children to develop an awareness and understanding of abusive behaviour and minimise the risk of all forms of child on child abuse. We will also ensure that children recognise warning signs and supports of support both within the school and externally (such as Kent Police, ChildLine etc.).

### What is Harmful Sexual behaviour?

- Harmful sexual behaviour can include young people using sexually explicit words or phrases, inappropriate touching, using sexual violence or threats, penetrative sex with other children/young people. Children and young people can be exposed to harmful sexual behaviour both in person and online.
- Harmful sexual behaviour is not defined by the age of children or young people. A younger child could sexually harm an older child if they have power over them, such as if the older child has a disability. Power is a key factor in the reasons why young people display harmful sexual behaviours towards peers. Both girls and boys can display harmful sexual behaviours.

A continuum of children and young people's sexual behaviours (Hackett, 2010)



The young person does not take responsibility for the behaviour and blames others or feels a strong sense of grievance

Incidents are increasing in frequency and the young person's interest in them is disproportionate to other aspects of their life

They are not easily distracted from the behaviour, it appears compulsive and is persistent despite intervention.

- Sexual harassment between children/young people means 'unwanted conduct of a sexual nature' that can occur online and offline. Sexual harassment is likely to violate a child's dignity, and/or make them feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment.
- Harmful sexual behaviour, violence or harassment can occur online.

### Risk Factors

- Unhealthy relationships and coercion
- Peer groups and communities; Gangs, county lines, exploitation CCE and CSE
- Social media activity including gaming and phone use
- Children and young people can develop harmful sexual behaviours because of trauma or abuse. They may have experienced;
  - Physical abuse
  - Emotional abuse
  - Sexual abuse
  - Severe neglect
  - Parental rejection
  - Family breakdown
  - Domestic abuse
  - Parental substance misuse It is important to remember that being abused does not mean that children or young people will go on to abuse others.
- Key risk factors and vulnerabilities of young people who sexually abuse others are that they may;
  - Have poor self-regulation and coping skills
    - Experience social anxiety and a sense of social inadequacy
    - Have poorly internalised rules for social behaviour
    - Possess a poorly developed or primitive sense of morality
    - Lack secure and confident attachments to others
    - Exercise limited self-control, and act out their emotional experiences through negative or otherwise inappropriate behaviour
    - Have little insight into the feelings and needs of others and, indeed, their own emotions
    - Place their own needs and feelings ahead of the needs and feelings of others



- Exhibit a poorly defined sense of personal boundaries
  - Have developed strong and not easily corrected cognitive distortions about others, themselves, and the world they share
  - Struggle to interact socially or have issues with social competence.
- Staff must remember this is not an exhaustive list. Staff must remain alert to possible signs of sexual abuse, violence, harassment or harmful behaviours by pupils/students in school.

### **Roles and Responsibilities**

- Staff must read KCSIE part 1 and Child Protection policy.
- Designated Safeguarding Leads must be familiar with DfE guidance Sexual Violence and Sexual Harassment between children in Schools and Colleges (May 2018). They must ensure that staff understand how to report a concern regarding harmful sexual behaviour, sexual violence or harassment.
- Staff must challenge any discriminatory language or inappropriate behaviour. Staff have a duty to ensure that the school environment is one which is safe and which supports pupils to understand safe relationships, grooming, sex and consent.
- Pupils with Special Educational Needs and Disabilities are three times more likely to be abused. Staff must be vigilant in monitoring those pupils who are more vulnerable. Any concerns must be reported immediately to the Designated Safeguarding Lead and documented on CPOMS
- The Head Teacher and Designated Safeguarding Lead must consider the pupil cohort within their school, including the gender and age range of pupils. Consideration must be given as to whether additional support for children with protected characteristics (who are potentially at greater risk) is appropriate. Evidence shows that girls are more likely to be subject to sexual violence and sexual harassment than boys, and that boys are more likely to perpetrate such violence and harassment. The Head Teacher and Designated Safeguarding Lead must ensure that they and the staff take effective actions to develop healthy and respectful relationships between boys and girls including through Relationship and Sex Education and Personal Social Health Education and assemblies.
- Staff must report any concerns regarding harmful sexual behaviour, sexual violence or sexual harassment to the Designated safeguarding Lead immediately and document this on CPOMS.
- Staff must ensure that their response to sexual violence, harassment or harmful behaviours between children of the same sex is equally robust as it is for sexual violence and sexual harassment between children of the opposite sex.
- Thomas Aveling must ensure that a preventative approach is taken and that all pupils are educated around the risks associated with grooming, online safety, safe/healthy relationships, and sex education including what consent means.
- Phones and internet use can be a key risk factor relating to sexual harassment and harmful sexual behaviours. If there are known risks relating to harmful sexual behaviours, wherever



possible staff must supervise internet use. There must be procedures in place for pupils use of mobile phones in school.

- Any concerns relating to online grooming must be immediately documented on CPOMS and reported to the Designated Safeguarding Lead.

### **Local procedures**

- Designated Safeguarding Leads must be familiar with the local referral procedures for safeguarding and child protection concerns. They must also be familiar with local responses to sexual violence and harassment and these must shape their own responses. Designated Safeguarding Leads must ensure that staff are aware and understand the local processes and that they are familiar with local support services.

### **What to do if you have concerns**

- If there are immediate concerns for the pupils safety, staff must immediately report their concerns to the Designated Safeguarding Lead via CPOMS. The police must be notified if there are immediate concerns for a pupil's safety or wellbeing because of sexual violence, harassment or harmful behaviour. The Designated Safeguarding Lead must ensure that all safeguarding concerns have been referred to the local authority in line with the local child protection procedures and thresholds (signs of safety).
- The local authority must be notified immediately where it has been identified that there are immediate safeguarding concerns. It is recommended as best practice that all steps are taken to convene a multi-agency professionals meeting to review any potential risks and agree actions to be taken to safeguard the young person/young people.
- Staff must ensure that all concerns are documented onto the schools electronic recording system. The Designated safeguarding Lead must consider making a Family Solutions referral.

### **What to do if a young person discloses harm**

- If a pupil discloses that they have been harmed by another pupil, it is likely that this will be very traumatic for them. Staff must be aware of the potential impact that this could have on pupil's mental health and emotional wellbeing. Safety measures must be put in to support the pupil. If concerns are raised by a third party, consideration must be given as to the reasons the pupil has not felt able to disclose themselves.
- Staff must listen, ask open questions, write as much detail down as possible, and never promise to keep things secret. It is important that staff are open and honest with the pupil, sensitive and show them unconditional positive regard. It is likely that the pupil will need reassurance that they are safe and that they are not to blame. Staff must document all information onto CPOMS.
- After a pupil has disclosed, staff must immediately report the information to the Designated Safeguarding Lead who will then support the staff member to report the information to the police and placing authority immediately.



- If a pupil alleges that they have been raped, assaulted by penetration or sexually assaulted, these must be reported to the police and Social Care immediately. The pupils parents/carers should normally be informed unless there is a risk of greater harm to the pupil.
- The Designated Safeguarding Lead must complete a risk assessment immediately after disclosures of sexual violence, harassment or harmful behaviours have been shared. The risk assessment must be completed
- The Designated Safeguarding Lead and Head Teacher must take into account the proximity of the alleged perpetrator and victim after reports of rape and assault by penetration because of the distress that this can cause the victim. Whilst the school establishes the facts of the case and starts the process of liaising with children's social care and the police, the alleged perpetrator should be removed from any classes they share with the victim. The school or college should also consider how best to keep the victim and alleged

### **Response to the alleged perpetrator**

- Any allegation will be traumatic for the alleged perpetrator. Alleged perpetrators may require specialist support and must be provided with the resources to be able to access specialist support services.
- The Designated Safeguarding Lead must ensure that the alleged perpetrators age and understanding is taken into account, as well as trying to understand the reasons why the alleged perpetrator may have harmed a peer. A risk assessment must be completed immediately which should balance the proportionality of the allegation alongside the needs of the victim and the alleged perpetrators right to continue to be educated.
- It is good practice for Designated Safeguarding Leads to meet with alleged perpetrators parents/carers to discuss what measures will be put into place to support their child. The Designated Safeguarding Lead must be led by the police regarding what information can be shared with the alleged perpetrator and their family
- If the alleged perpetrator moves schools, the Designated Safeguarding Lead must ensure that all safeguarding information is shared in advance with the new school.
- The Designated Safeguarding Lead must liaise with the police and Social Care should they wish to take disciplinary action prior to the conclusion of a police/Social Care investigation. Other professionals investigating an incident does not in itself prevent a school from coming to its own conclusion, on the balance of probabilities, about what happened, and imposing a penalty accordingly.
- Staff must be alert to possible bullying of the alleged perpetrator either within school or via social media. Arrangements must be made to safeguard them. Staff must promote a culture where bullying is not tolerated.





## 5.2 Nude and/or Semi-Nude Image Sharing by Children

- DSLs will respond to concerns as set out in the non-statutory UKCIS guidance: [Sharing nudes and semi-nudes: advice for education settings working with children and young people](#) (Updated December 2020)
- The term ‘sharing nudes and semi-nudes’ is used to mean the sending or posting of nude or semi-nude images, videos or live streams of/by young people under the age of 18. Creating and sharing nudes and semi-nudes of under-18s (including those created and shared with consent) is illegal which makes responding to incidents complex.
- When made aware of concerns involving nude or semi-nude image taking/sharing involving children, staff are advised to:
  - Report any concerns involving nude or semi-nude image sharing involving children to the DSL immediately.
  - Never view, copy, print, share, store or save the imagery, or ask a child to share or download it – this may be illegal. If staff have already viewed the imagery by accident (e.g., if a child has shown it to them), this will be immediately reported to the DSL.
  - Not delete the imagery or ask the young person to delete it.
  - Not say or do anything to blame or shame any children involved.
  - Explain to child(ren) involved that they will report the issue to the DSL and reassure them that they will receive appropriate support and help.
  - Not ask the child or children involved in the incident to disclose information regarding the imagery and not share information about the incident with other members of staff, the child(ren) involved or their, or other, parents and/or carers. This is the responsibility of the DSL.
- Thomas Aveling recognises that nude and semi-nude image sharing (also known as youth produced/involved sexual imagery or “sexting”) is a safeguarding issue; all concerns will be reported to and dealt with by the DSL (or deputy).
- The DSL will hold an initial review meeting with appropriate staff and will speak with the children involved if appropriate.
- Parents and carers will be informed at an early stage and involved in the process to best support children, unless there is good reason to believe that involving them would put a child at risk of harm.
- A referral will be made to ICS and/or the police immediately if:
  - the incident involves an adult (over 18).
  - there is reason to believe that a child has been coerced, blackmailed or groomed, or there are concerns about their capacity to consent (for example, age of SEND).
  - the image/videos involve sexual acts and a child under the age of 13, depict sexual acts which are unusual for the child’s developmental stage, or are violent.





- a child is at immediate risk of harm owing to the sharing of nudes and semi-nudes.
- All decisions will be recorded in line with our child protection procedures and will be based on the consideration of the best interests of any child involved. The DSL may choose to involve other agencies at any time if further information/concerns are disclosed at a later date.
- If DSLs are unsure how to proceed, advice will be sought from the Education Safeguarding Service.

### 5.3 Gangs, county lines, serious violence, crime and exploitation

- Thomas Aveling acknowledges the impact of gangs, county lines, serious violence, crime and exploitation. Any concerns regarding gangs, county lines, serious violence, crime and exploitation will be reported and responded to in line with other child protection concerns.
  - The initial response to child victims is important and staff will take any allegations seriously and work in ways that support children and keep them safe.

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

- Thomas Aveling recognises both CSE and CCE are forms of abuse and both occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into sexual or criminal activity.
- Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status, and access to economic or other resources. In some cases, the abuse will be in exchange for something the victim needs or wants and/or will be to the financial benefit or other advantage (such as increased status) of the perpetrator or facilitator
- The abuse can be perpetrated by individuals or groups, males or females, and children or adults. The abuse can be a one-off occurrence or a series of incidents over time and range from opportunistic to complex organised abuse. It can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence. Victims can be exploited even when activity appears consensual, and it should be noted exploitation as well as being physical can be facilitated and/or take place online.
- Sexual exploitation can be difficult to spot and sometimes mistaken for "normal" teenage behaviour. Knowing the signs can help protect children and help them when they've no one else to turn to. To support in identifying the signs of child sexual exploitation please refer to the [Exploitation Identification – Toolkit Kent and Medway](#) and [the MSCP Risk Assessment tool for sexually active young people](#).



## Gangs, County Lines and Serious Violence

- Criminal exploitation of young and vulnerable people is a common feature in the facilitation of county lines drugs supply, whether for the storage or supply of drugs, the movement of cash, or to secure the use of dwellings held by vulnerable people in the rural marketplace this is commonly referred to as cuckooing.
- All staff have been trained and recognise the need to be vigilant for the signs and aware of risk factors which may increase the likelihood of involvement in serious violence, exploitation, and gang activity including but not limited to:
  - Being male – however girls who are exploited can be very different to that of boys, indicators may not be the same, but professionals need to be aware that girls are just as much at risk as boys.
  - Children who associate with other young people involved in exploitation
  - Children who go missing for periods of time or regularly come home late
  - Change in friendships/relationships with others/groups
  - Having been frequently absent or permanently excluded from school
  - having experienced child maltreatment
  - Unexplained gifts/new possessions – these can indicate children have been approached by/involved with individuals associated with criminal networks/gangs.
  - Signs of self-harm/significant change in wellbeing
  - having been involved in offending, such as theft or robbery
- Further advice for schools and colleges is provided in the [Home Office's Preventing youth violence and gang involvement](#) and its [Criminal exploitation of children and vulnerable adults: county lines guidance](#).
- [County Lines Toolkit For Professionals](#) - The Children's Society in partnership with Victim Support and National Police Chiefs' Council
- Where an exploitation concern has been identified, the form linked below is to be used to provide intelligence to the police to get a better understanding of local exploitation concerns and issues.
- Through this portal you can report **Perpetrators** of child exploitation, **Places and Spaces** where Child Exploitation is suspected of taking place and **vehicles** believed to be connected to be exploiting children. Please use the link to - [Report an Exploitation Concern Online](#).

**This is for Child Exploitation specifically. But for general vulnerability concerns, they still need to be reported directly to the police in the usual way (101 or 999).**

**Please note, this portal is also not suitable for reporting crime as is not monitored 24/7.**

- **Thomas Aveling** will make referrals to Children's Social Care and the police. Should we have reason to believe a student has become involved in this activity.



## 5.4 Mental Health

- **Thomas Aveling** will ensure that all staff have an awareness of mental health problems and be aware in some cases, that it can be an indicator that a child has suffered or is at risk of suffering abuse, neglect, or exploitation. Staff are aware of how children's experiences, can impact on their mental health, behaviour, and education.
- Where children have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences (ACES), this can have a lasting impact throughout childhood, adolescence and into adulthood. It is important that staff are aware of how these children's experiences, can impact on their mental health, behaviour, and education.
- Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. Staff however, are '**well placed**' to identify behaviour suggestive of a mental health problem or being at risk of developing one.
- If staff have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken, following their child protection policy, and speaking to the designated safeguarding lead or a deputy.

## 5.5 Online Safety

- It is recognised by Thomas Aveling that the use of technology presents challenges and risks to children and adults both inside and outside of Thomas Aveling
- The use of technology has become a significant component of many safeguarding issues. Child sexual exploitation; radicalisation; sexual predation: technology often provides the platform that facilitates harm.
- Thomas Aveling will empower, protect and educate the community in their use of technology and establish mechanisms to identify, intervene in, and escalate any incident where appropriate.
- The DSL has overall responsibility for online safeguarding within the school but will liaise as necessary with other members of staff.
- The DSL and leadership team and governing body have read annex D regarding Online Safety within 'Keeping Children Safe in Education' 2023.
- Thomas Aveling identifies the breadth of issues within online safety can be considerable, but they can be broadly categorised into four areas of risk:



- **Content:** being exposed to illegal, inappropriate or harmful material
  - **Contact:** being subjected to harmful online interaction with other users
  - **Conduct:** personal online behaviour that increases the likelihood of, or causes, harm.
  - **Commerce** – being exposed to online gambling, inappropriate advertising, phishing and or financial scams.
- Thomas Aveling recognises the specific risks that can be posed by mobile phones and cameras and in accordance with KCSIE 2023 and has appropriate policies in place that are shared and understood by all members of the school community. Further information reading the specific approaches relating to this can be found in the school’s acceptable IT use agreement.
  - Thomas Aveling uses a wide range of technology. This includes, computers, laptops, tablets and other digital devices, the internet, our learning platform, intranet and email systems.
    - All School owned devices and systems will be used in accordance with our acceptable use policies and with appropriate safety and security measures in place. All school devices are screened and monitored by Securax. Any concerns will be sent to the DSL.
  - All members of staff have access to appropriate, regular and up-to-date online safety information as part of their safeguarding training.
  - Thomas Aveling ensures that all staff receive training on the expectations, applicable roles and responsibilities, in relation to our filtering and monitoring systems and processes.
  - Thomas Aveling will ensure that when pupils and staff access the school systems and internet provision appropriate filters and monitoring systems are in place.
  - Will ensure that appropriate filtering and monitoring systems (Securax) are in place on school equipment and systems used by pupils and staff, including school devices used by pupils at home.
  - Filtering and monitoring are an important part of school’s online safety responsibilities, it is only one part of our approach to online safety. Pupils and adults may have access to systems external to the school control such as mobile phones and other internet enabled devices and technology and where concerns are identified appropriate action will be taken.
  - Thomas Aveling recognises that many pupils and parents will have unlimited and unrestricted access to the internet via 3G and 4G in particular this is external to the school’s control such as mobile phones and other internet enabled devices. Where concerns are identified appropriate action will be taken.
  - Thomas Aveling will ensure a comprehensive whole school curriculum is developed and in place to enable and equip all pupils with the knowledge needed to make the best use of the internet and technology in a safe, considered and respectful way, so they are able to reap



the benefits of the online world and manage the risks effectively.

- The school will also support parents and the wider school community (including all members of staff) to become aware and alert to the need to keep children safe online. We will share information with parents/carers about:
  - what systems are in place to filter and monitor online use
  - what children do online as a part of their learning, including the sites they may be asked to access
  - who from the school or college (if anyone) their child is going to be interacting with online, as a part of remote learning
- The DSL will respond to online safety concerns in line with the child protection and other associated policies such as anti-bullying and behaviour.
  - Internal sanctions and/or support will be implemented as appropriate.
  - Where necessary, concerns will be escalated and reported to relevant partner agencies in line with local policies and procedures.

#### **Where children are asked to learn online at home in response to a full or partial closure:**

- Thomas Aveling will ensure any remote sharing of information, communication and use of online learning tools and systems will be in line with privacy and data protection requirements.
- All communication with learners and parents/carers will take place using Thomas Aveling provided or approved communication channels; for example, Thomas Aveling provided email accounts and agreed systems- Microsoft Teams
  - Any pre-existing relationships or situations which mean this cannot be complied with will be discussed with the DSL.
- Staff and learners will be encouraged to report issues experienced at home and concerns will be responded to in line with our child protection and other relevant policies.
- Parents/carers will be made aware of what their children are being asked to do online, including the sites they will be asked to access.
- Parents/carers will be encouraged to ensure children are appropriately supervised online and that appropriate parent controls are implemented at home.

*Additional guidance for DSLs and SLT regarding remote learning is available at [DfE Safeguarding and Remote Education](#)*





## 5.6 Children Missing Education (CME) and persistently Absent Children

- All staff should be aware that children going **missing** and who are **absent from education, particularly on repeat occasions and/or prolonged periods** this can be a vital warning sign of a range of safeguarding possibilities. This may include abuse and neglect, which may include sexual abuse or exploitation and child criminal exploitation. It may indicate mental health problems, risk of substance abuse, risk of travelling to conflict zones, risk of female genital mutilation or risk of forced marriage.
- Early intervention is necessary to identify the existence of any underlying safeguarding risk and to help prevent the risks of a child going missing in future.
- Thomas Aveling recognises that, when a child is not in school, children may be susceptible to or exposed to other risks, so we work with parents and other partners to keep children in school whenever possible.
- Staff should be aware of their school's unauthorised absence and children missing from education procedures.

## 5.7 Domestic Abuse

- Domestic abuse is any type of controlling, bullying, threatening or violent behaviour between people in a relationship. It can seriously harm children and young people and witnessing domestic abuse is child abuse. Exposure to domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children.
- Thomas Aveling recognises that Domestic abuse can encompass, but is not limited to: psychological; physical; sexual; financial; and emotional abuse.
- In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result. Domestic abuse affecting young people can also occur within their personal relationships, as well as in the context of their home life.

## 5.8 So-called 'honour-based' violence

- So-called 'honour-based' violence (HBV) encompasses incidents or crimes which have been committed to in the belief that they protect or defend the honour of the family and/or the community, including female genital mutilation (FGM), forced marriage, and practices such as breast ironing. Abuse committed in the context of preserving "honour" often involves a wider network of family or community pressure and can include multiple perpetrators.





- All staff need to be alert to the possibility of a child being at risk of HBV, or already having suffered HBV.
- If staff have a concern regarding a child that might be at risk of HBV or who has suffered from HBV, they should speak to the Designated Safeguarding Lead (or deputy). As appropriate, they will activate local safeguarding procedures, using existing national and local protocols for multi-agency liaison with police and children's social care. Where FGM has taken place, since 31 October 2015 there has been a mandatory reporting duty placed on **teachers** that requires a different approach (see following section).

### Female Genital Mutilation (FGM):

- FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse with long-lasting harmful consequences.
- Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) places a statutory duty upon **teachers**, along with other professionals, to report to the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. It will be rare for teachers to see visual evidence, and they should **not** be examining pupils or students.
- The duty does not apply in relation to at risk or suspected cases (i.e. where the teacher does not discover that an act of FGM appears to have been carried out, either through disclosure by the victim or visual evidence). In these cases, teachers should follow local safeguarding procedures. The following is a useful summary of the FGM mandatory reporting duty [FGM Fact Sheet](#)
- Teachers **must** personally report to the police cases where they discover that an act of FGM appears to have been carried out. Unless the teacher has good reason not to, they should still consider and discuss any such case with the school's or college's Designated Safeguarding Lead (or deputy) and involve children's social care as appropriate.
- If you have identified someone who has undergone or is at risk of FGM please refer to [Kent and Medway procedures](#) and follow the flowchart on page 16 which will provide you with appropriate advice and guidance dependent on the incident.

### Forced Marriage

- Thomas Aveling recognise that since February 2023 it has been a crime to carry out any conduct whose purpose is to cause a child to marry before their eighteenth birthday, even if **no** violence, threats or another form of coercion are used. As with the existing forced marriage law, this applies to non-binding, unofficial 'marriages' as well as legal marriages.



(see page 155 of KCSIE 23) ([Legal age increases to 18](#))

- [Multi-agency statutory guidance for dealing with forced marriage, which can found at [The right to choose: government guidance on forced marriage](#) . Guidance for schools can be found in Section 8. School and college staff can contact the Forced Marriage Unit if they need advice or information: Contact: 020 7008 0151 or email [fm@fcdo.gov.uk](mailto:fm@fcdo.gov.uk).
- Staff at Thomas Aveling will use the school's concern reporting system if they have any reason to believe that a child may be at risk of being taken out of the country for the purposes of a forced marriage.

### Breast Ironing

- Breast flattening is a form of child abuse. See the CPS legal guidance on [Child Abuse](#)
- Breast Ironing is the process whereby young pubescent girls' breasts are ironed, massaged and/or pounded down through the use of hard or heated objects in order for the breasts to disappear or delay the development of the breasts entirely. It is believed that by carrying out this act, young girls will be protected from harassment, rape, abduction and early forced marriage and therefore be kept in education
- There are potentially significant physical and psychological consequences and risks related to this practice. Breast flattening is a form of child abuse. Therefore, professionals must follow their Local Safeguarding Children's Board Procedures.

## 5.9 Preventing radicalisation

- The Counter Terrorism and Security Act 2015 placed a duty on specified authorities, which includes schools, to have due regard to the need to prevent people from being drawn into terrorism (the PREVENT duty). The school's work in promoting life in modern Britain and promoting Fundamental British Values (democracy; the rule of law; individual liberty; mutual respect for and tolerance of those with different faiths and beliefs and for those without faith) through the curriculum and pastoral programs underpins this strategy.
- Staff should be aware that there is no single way of identifying whether a child is likely to be susceptible to an extremist ideology. Background factors combined with specific influences such as family and friends may contribute to a child's vulnerability. Similarly, radicalisation can occur through many different methods (such as social media) and settings (such as the internet).



- The department has published advice for schools on the [Prevent duty](#). The advice is intended to complement the Prevent guidance and signposts other sources of advice and support.
- Every member of staff at Thomas Aveling recognises that children exposed to radicalisation and extremism is no different to safeguarding against any other vulnerability and should be approached in the same way as protecting children from other risks.
- All staff and governors should complete the [Prevent online Awareness training](#) package developed by the Home Office which includes guidance on how to identify people who may be susceptible to being drawn into terrorism, and how to refer them into the Channel process.

## 6. Looked after children, previously looked after children and care leaver

- Thomas Aveling acknowledges and understand the common reason for children becoming looked after is as a result of abuse and/or neglect and a previously looked after child potentially remains vulnerable.
- The school has a '[designated teacher](#)' (**Suzie Williams**) who works with local authorities to promote the educational achievement of registered pupils/students who are looked after or who have been previously looked after.
- The designated teacher will work with the DSL to ensure appropriate staff have the information they need in relation to a child's looked after legal status, contact arrangements with birth parents or those with parental responsibility, care arrangements and the levels of authority delegated to the carer by the authority looking after them.
- Thomas Aveling understands their responsibility to inform the Local Authority via First Response of Private fostering arrangements when they believe that a child is being cared for as part of a private fostering arrangement. (When a child under 16, or a8 if they are disabled is cared for and lives with an adult who is not a relative for 28 days or more).

## 7. Child Protection procedures

- Thomas Aveling adheres to the MSCP Safeguarding Children Procedures. The full MSCP procedures and additional guidance relating to specific safeguarding issues can be found on the MSCP website <https://www.medwayscp.org.uk/mscb/>
- If staff have **any concerns** about a child's welfare, they should act on them immediately. See page 2 for a flow chart setting out the process for staff when they have concerns



about a child.

- If a child is at risk of imminent danger or harm concerns will need to be referred by telephone to First Response 01634 334466 and/or the police. If it is an emergency the police need to be called on 999.
- If there are child protection concerns the role of the school is NOT to investigate but to recognise and refer
- Less urgent concerns or requests for support will be referred to Children's social care and Early Help via the Medway online form ([the portal](#))
- Once staff have spoken to the DSL the options the DSL will take will then include:
  - managing any support for the child internally via the school's own pastoral support processes;
  - an Early Help Assessment or
  - a referral for statutory services, for example as the child might be in need, is in need or suffering or likely to suffer harm.
  - All information and actions taken including the reasons for any decision/actions made, will be fully documented on a child's record.
- All staff are aware of the process for making request for support referrals for statutory assessments under the Children Act 1989, along with the role they might be expected to play in such assessments.
- Wherever possible the school will share safeguarding concerns, or the intention to refer a child to Children's social care, with parents or carers. **However staff will not do so where it is felt that to do so could place the child at greater risk of harm or impede a criminal investigation.** On occasions it may be necessary to consult with First Response and/ or the police for advice on when to share information with parents/carers.
- If the DSL is not available to discuss an immediate and urgent concern, staff can seek advice from the Deputy DSL. They may also seek advice from the Education Safeguarding Service or via consultation from the 'No Name' consultation line in First Response (9:30-12:30) on 01634 33 1662. If anyone other than the DSL makes a referral to external services, then they will inform the DSL as soon as possible.
- Staff may pass information about a child to the DSL but remain anxious about action subsequently taken. Staff should feel able to check the progress of a case with the DSL so that they can reassure themselves the child is safe and their welfare is being considered. If



following this process, the staff member remains concerned it is the responsibility of that staff member to follow the school's escalation process.

- If a child's situation does not appear to be improving, then the DSL (or the person that made the request for support) will consider a re-referral.
- If there are concerns regarding the decision making for a child by any agency then the [MSCP escalation procedures](#) can be used to explore the concerns and consider agency practice and action. .
- All members of staff are made aware of the internal and local Early Help support services. Where a child is being offered or receiving Early Help support, staff will be supported to understand their role in any Early Help assessment or intervention. This includes identifying emerging problems, liaising with other professionals, and in some cases acting as the lead practitioner.
- The DSL will keep all Early Help cases under constant review and consideration will be given to a request for support to the First Response if the situation does not appear to be improving or is getting worse.
- Thomas Aveling is an **Operation Encompass School**. This means we work in partnership with Kent Police to provide support to children experiencing domestic abuse. All staff know what Operation Encompass is and there is a clear process for managing notifications in school (including cover if a named individual is absent).
- **The child's wishes**
  - Systems should be in place for children to express their views and give feedback. Ultimately, all systems and processes should operate with the **best** interests of the child at their heart. **However this should not prevent safeguarding action being taken, for the child or children involved.**

## 8. Record Keeping

- Well-kept records are essential to good child protection practice. Our school is clear about the need to record any concern about a child or children within our school and when these records should be shared with other agencies.
- All concerns, discussions and decisions made, and the reasons for those decisions, should be recorded on the CPOMS network. If in doubt about recording requirements, staff should discuss with the Designated Safeguarding Lead (or deputy).
- Staff will record any welfare concern that they have about a child on the school's CPOMS link, (with a body map if injuries have been observed) this will alert without delay to the DSL





and Child Protection Team. Actions will be completed as soon as possible after the incident/event, using the child's words and will be signed and dated by the member of staff.

- Photographs of injuries should **NOT** be taken by staff; staff should use body maps to detail concerns. Taking photos of injuries can be traumatic and distressing for children and staff. Staff should not examine a child and should only record what they can see.
- If photos of injuries are required for evidence purposes, this should be directed/carried out by the Police. If you are asked to take photos of an injury by a social worker or police officer clearly state in the records who asked you to do this, name, date, time, and ensure you record the individuals rationale behind this decision. Staff can challenge this request if they do not feel comfortable and wait for a Social worker/ Police officer to attend.
- Safeguarding records are kept for individual children and are maintained separately from all other records relating to the child in the school using CPOMS. Safeguarding records are kept in accordance with data protection legislation and are retained centrally and securely by the DSL. Safeguarding records are shared with staff on a 'need to know' basis only and what is in the best interest of the child.
- All safeguarding records will be transferred in accordance with data protection legislation to the child's subsequent school/setting, under confidential and separate cover. These will be given to the new DSL and a receipt of delivery will be obtained.

## 9. Child Protection File

- Where children leave the school or college the Designated Safeguarding Lead will ensure their child protection file is transferred to the new school or college as soon as possible. This should be transferred separately from the main pupil file, ensuring secure transit, and confirmation of receipt should be obtained. Receiving schools and colleges should ensure key staff such as designated safeguarding leads and SENCOs or the named person with oversight for SEN in colleges, are aware as required.
- In addition to the child protection file, the Designated Safeguarding Lead should also consider if it would be appropriate to share any information with the new school or college in advance of a child leaving. For example, information that would allow the new school or college to continue supporting victims of abuse and have that support in place for when the child arrives
- If a child is subject to a child protection plan or there are other ongoing concerns at the time of transfer, then it is strongly recommended that the transferring DSL arrange to meet with the receiving DSL in person to ensure there is effective transition and handover of information.





- Child protection files should always be kept by the current education setting which the child attends. Transferring settings do not need to keep copies of child protection files, but if there is reason to, they do they must be kept in accordance with data retention (see section 7). In cases where there may be ongoing involvement from transferring settings, for example if any siblings still attend your setting, DSLs may wish to take copies of chronologies etc. Child protection files will be held until the child reaches the age of 25.

## 10. Multi-agency Working

- Thomas Aveling identifies that they have a pivotal role to play in multi-agency safeguarding arrangements. Governing bodies and proprietors should ensure that the school or college contributes to multi-agency working in line with statutory guidance [Working Together to Safeguard Children 2018](#).
- Thomas Aveling recognises and is committed to its responsibility to work within the MSCP multi-agency safeguarding arrangements. The leadership team and DSL will work to establish strong and co-operative local relationships with professionals in other agencies in line with statutory guidance.
- Schools are not the investigating agency when there are child protection concerns, we will however contribute to the investigation and assessment processes as required.
- Thomas Aveling recognises the importance of multi-agency working and will provide requested reports and support attendance at relevant safeguarding meetings, including Child Protection Conferences, Core Groups, Strategy Meetings, Child in Need meetings or other early help multi-agency meetings
- Thomas Aveling will endeavor to identify those children and families who may benefit from the intervention and support of external professionals and will seek to enable referrals (in discussion with parents/carers) as appropriate.
- Thomas Aveling will follow the **PACE Code C 2019** and all children will have an appropriate adult present when there is a police investigation. More information found on [PACE Code C 2019 \(accessible\) - GOV.UK \(www.gov.uk\)](#)
- Thomas Aveling recognises the importance of multi-agency working and will support attendance at relevant safeguarding meetings, including Child Protection Conferences, Core Groups, Strategy Meetings, Child in Need meetings or other early help multi-agency meetings



## 11. Confidentiality and Information Sharing

- **Thomas Aveling** expect all staff to treat information they receive about a children and young people in a discreet and confidential manner. Confidential information should never be used casually in conversation or shared with any person other than a **'need to know basis'**.
- All members of staff must be aware that whilst they have duties to keep any information confidential, they also have a professional responsibility to share information with other agencies **Thomas Aveling** recognises our duty to share relevant information with appropriate agencies in matters relating to child protection at the earliest opportunity as per statutory guidance outlined within KCSIE 2023.
- The Data Protection Act 2018 places a duty on organisations and individuals with regards to processing personal information fairly and lawfully. As a school we adhere to data protection, yet we do not allow this to stand in our way in the need to promote the welfare and protect the safety of our children in our care. DfE "[Information sharing advice for safeguarding practitioners](#)" (2018) provides further detail
- All staff must be aware that they cannot promise a child to keep secrets which might compromise the child's safety or wellbeing. In accordance with statutory requirements, where there is a child protection concern, this must be reported to the Designated Safeguarding Lead and may require further referral and subsequent investigation by the appropriate authorities.

## 12. Complaints

- Thomas Aveling has a complaints procedures (<https://www.thomasaveling.co.uk/attachments/download.asp?file=1353&type=pdf> ). As a school we encourage children and families to raise with us complaints, concerns or comments and have a robust internal investigation process.
- Whilst we encourage members of our community to report concerns and complaints directly to us, we recognise this may not always be possible. Children, young people, and adults who have experienced abuse at school can contact the NSPCC 'Report Abuse in Education' helpline on 0800 136 663 or via email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)
- Safeguarding concerns should be raised with school immediately. If a concern or a child is at immediate risk then the individual needs to contact First Response 01634 334466 or the police on 101. All visitors are given a safeguarding leaflet that outlines how to share concerns and also code of conduct expected by visitors/contractors.
- All reported concerns will be taken seriously and considered within the relevant and appropriate process.



- Anything that constitutes an allegation against a member of staff or volunteer will be dealt with in line with section 19 of this policy.

### 13. Staff Induction, Awareness and Training

- All members of staff have been provided with a copy of Part One of “Keeping Children Safe in Education” (2023)
- Annex A KCSIE 2023 is a condensed version of Part one which can be provided instead of Part one to those staff who do not directly work with children, if the governing body think it will provide a better basis for those staff to promote the welfare and safeguard children. If schools/colleges opt to use Annex A with some staff due to their role, leaders may wish to document this decision within the policy e.g. *‘all members of staff who do not work directly with children will read Annex A.* If the school/college requires all staff to read part one, remove the reference to ‘annex A’.
- New applications will now have a digital media screening (run by Trust Team HR department), in line with paragraph 221 and will comply with GDPR and data protection laws.
- School leaders including the DSL will read the entire document. School leaders and all members of staff who work directly with children will read Annex B within Keeping Children Safe in Education 2023.
- All staff members (including temporary staff) will be made aware of the school’s expectations regarding safe and professional practice via the staff behaviour policy (or code of conduct) and Acceptable Use Policy.
- All Members of staff have signed to confirm that they have read and understood Part One and Annex B or Annex A if deemed appropriate. The sheet for confirmation is held with the DSL.
- The DSL will ensure that all new staff and volunteers (including agency and third-party staff) receive child protection training and information to ensure they are aware of the Thomas Aveling internal safeguarding processes as part of their induction.
- Thomas Aveling has a nominated Safeguarding lead for the Governing Body (Dean Clarke) who ensures that all members of the Governing Body will access appropriate safeguarding training which covers their specific strategic responsibilities at induction and on a regular basis. Training will provide them with the knowledge to ensure their school’s safeguarding policies and procedures are effective. This includes governors strategic responsibility for online safety.



## 14. Safe Working Practice

- All members of staff are required to work within clear guidelines on Safe Working Practice / the school's Code of Conduct. The DSL will ensure that all staff and volunteers have read the child protection policy and staff behaviour policy/code of conduct and understand that their behaviour and practice must be in line with it.
- Staff should be aware of the school's **Behaviour Management and Physical Intervention Policies**, and any physical interventions must be in line with agreed policy and procedures.
- A list of staff that have accessed physical intervention training will be kept by the Headteacher/Designated Safeguarding Lead and updated in-line with [use of reasonable force](#) DfE guidance. All incidents will be recorded in-line with guidance.
- There may be circumstances when it is appropriate for staff to use reasonable force in order to safeguard children from harm
- If staff, visitors, volunteers or parent helpers are working with children alone they will, wherever possible, be visible to other members of staff. They will be expected to inform another member of staff of their whereabouts in school, who they are with, for how long. Doors, ideally, should have a clear glass panel in them and be left open.
- Guidance about acceptable conduct and safe practice will be given to all staff and volunteers during induction. These are sensible steps that every adult should take in their daily professional conduct with children. This advice can be found in [Guidance for safer working practice for those working with children and young people in education settings May 2020](#) (Safer Recruitment consortium). All staff and volunteers are expected to carry out their work in accordance with this guidance and will be made aware that failure to do so could lead to disciplinary action.
- Staff should be particularly aware of the professional risks associated with the use of electronic communication (e-mail; mobile phones; texting; social network sites).

## 15. Staff Supervision and Support

- Any member of staff affected by issues arising from concerns for children's welfare or safety can seek support from the DSL.
- The induction process will include familiarisation with child protection responsibilities and procedures to be followed if members of staff have any concerns about a child's safety or welfare.



- The school will provide appropriate supervision and support for all members of staff to ensure that:
  - All staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children
  - All staff will be supported by the DSL in their safeguarding role.
  - All members of staff have regular reviews of their own practice to ensure they improve over time.
- The DSL will also put staff in touch with outside agencies for professional support if they so wish. Staff can also approach organisations such as their Union, the Education Support Partnership or other similar organisations directly.

## 16. Safer Recruitment

- Thomas Aveling values the importance of developing a safe culture and is committed to ensure that all steps are taken to recruit staff and volunteers who are safe to work with our pupils and staff.
- Thomas Aveling will use the recruitment and selection process to deter, identify and reject unsuitable candidates. We will ensure that detailed checks are carried out and evidence is provided e.g. criminal record checks (Disclosure and Barring Service (DBS) checks), barred list checks and prohibition checks, together with references and interview information this will aid the school in making a decision about the suitability of the prospective employee. The school will consider carrying out an online search on shortlisted candidates to help identify any issues that are publicly available online
- The Governing Body will ensure that at least one of the persons who conducts an interview has completed safer recruitment training. At all times the Headteacher and Governing Body will ensure that safer recruitment practices are followed in accordance with the requirements of 'Keeping Children Safe in Education', DfE (2023).
- The school will carry out an online search on shortlisted candidates to help identify any issues that are publicly available online which may be relevant to their suitability to work with children and/or may have an impact on the school/academy's reputation.
- Safer recruitment procedures will include the requirement for appropriate checks in line with national guidance (see: [Safeguarding Children and Safer Recruitment](#))
- The school maintains an accurate Single Central Record (SCR) in line with statutory guidance.





- We are also committed to supporting the statutory guidance from the Department for Education on the application of the Childcare (Disqualification) Regulations 2009 and related obligations under the Childcare Act 2006 in schools.
- We advise all staff to disclose any reason that may affect their suitability to work with children including convictions, cautions, court orders, cautions, reprimands and warnings.
- Where the school places a learner with an alternative provision provider, the school will continue to be responsible for the safeguarding of that child. The school will undertake appropriate checks to ensure the provider meets the needs of the pupil, including written confirmation that appropriate safeguarding checks have been carried out on individuals working at the establishment.

## **17. Allegations Against Members of Staff and Volunteers, including supply staff, contractors and volunteers**

- Thomas Aveling recognises that allegations sometimes arise from a differing understanding of the same event, but when they occur they are distressing and difficult for all concerned. We also recognise that many allegations are genuine and there are some adults who deliberately seek to harm or abuse children.
- All staff and volunteers should feel able to raise concerns about poor or unsafe practice and such concerns will always be taken seriously by the senior leadership team.
- Thomas Aveling understands the duty to refer to the LADO where it is alleged that anyone working in the school has:
  - behaved in a way that has harmed a child, or may have harmed a child.
  - possibly committed a criminal offence against or related to a child.
  - behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children; or
  - behaved or may have behaved in a way that indicates they may not be suitable to work with children.
- In depth information regarding staff allegations can be found within our Procedures for Managing Allegations against Staff policy. This can be found in Appendix 2 and available in the staff room. All staff and volunteers should feel able to raise concerns about poor or unsafe practice and potential failures in the schools safeguarding regime. The leadership team at Thomas Aveling will takes all concerns or allegations received seriously.



- If staff have safeguarding concerns, or an allegation is made about another member of staff (including volunteers/supply staff/visitors) posing a risk of harm to children, then:
  - Allegations should be referred immediately to the Head Teacher or deputy in their absence who will first contact the Local Authority Designated Officer (LADO) to agree further action to be taken in respect of the child and staff member. Please refer to the Medway [LADO Leaflet](#) if you need further information.
  - In the event of allegations of abuse being made against the Headteacher then staff are advised that allegations should be reported to the Chair of Governors who will contact the LADO in the first instance.
  - Any member of staff or volunteer who does not feel confident to raise their concerns with the Headteacher or Chair of Governors should contact **the LADO directly on 01634 331065**.
  - The Headteacher or Chair of Governors will seek advice from the LADO within 24 hours of the alleged incident. No member of staff or the Governing Body will undertake further investigations before receiving advice from the LADO.
- Where headteachers are unsure how to respond, for example if the school is unsure if a concern meets the harm ‘thresholds’, advice will be sought via the Local Authority Designated Officer (LADO) Enquiry Line and/or the Education Safeguarding Service
- Thomas Aveling has a legal duty to refer to the [Disclosure and Barring](#) Service anyone who has harmed, or poses a risk of harm, to a child, or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left. The DBS will consider whether to bar the person. If these circumstances arise in relation to a member of staff at our school, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the LADO and/or HR.

### 17.1 Concerns that do not meet the ‘harms threshold’

- Thomas Aveling has policies and processes in place to deal with low-level concerns and allegations that don’t meet the ‘harm threshold’. We have a clear reporting procedures for children, parents and other people to report concerns or complaints, including abusive or poor practice. We also acknowledge that low-level concerns can arise in several ways from various sources, e.g. suspicion, complaint or a disclosure. Procedures in place for confidentially sharing, recording and handling of low-level concerns. Any concerns is raised on CPOMS and stored.



- A low-level concern is any concern (no matter how small, and even if no more than causing a sense of unease or a 'nagging doubt') that a member of staff has acted in a way that:
  - is inconsistent with the staff code of conduct, including inappropriate conduct outside of work
  - does not meet the allegations threshold or is not considered serious enough to refer to the local authority designated officer (LADO).
- Low-level concerns can exist on a wide spectrum, from the inadvertent and thoughtless, through to behaviour which is intended to enable abuse.
- Where low-level concerns are reported, the headteacher/principal should share or liaise with the LADO enquiries officer via the [LADO Enquiry Line](#).
- The Medway LADO policy states that all allegations, including low level are considered with the LADO, please communicate and engage with the LADO in relation to all low-level concerns.

## 17.2 Whistleblowing Procedure

- All members of staff are made aware of the school's Whistleblowing procedure and can be found [here](#) and that it is a disciplinary offence not to report concerns about the conduct of a colleague that could place a child at risk.
- Where a staff member feels unable to raise an issue with their employer, or feels that their genuine concerns are not being addressed, other whistleblowing channels may be open to them:
  - General guidance on whistleblowing can be found via: [Advice on Whistleblowing](#).
  - Staff can also access the [NSPCC whistleblowing helpline](#) if they do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 (8:00 AM to 8:00 PM Monday to Friday) or email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

## 18 Safeguarding Children with Special Educational Needs and Disabilities

- Thomas Aveling understands that children with special educational needs (SEN) and disabilities can face additional safeguarding challenges. These children may have an impaired capacity to resist or avoid abuse. The DSL will work closely with the SENDco (Raffaella Rosina) to plan support as required.
- All staff will ensure that children with SEN and disabilities will be able to overcome the barriers that exist for this group of children and specifically ensure that those with



communication difficulties will be supported to make sure that their voice is listened to and acted upon.

- It is important that all staff are aware that children with SEN and disabilities may not always outwardly display indicators of abuse and that some children can be disproportionately impacted by things like bullying without outwardly showing signs.
- All members of staff will be encouraged to appropriately explore possible indicators of abuse such as behaviour/mood change or injuries and not to assume that they are related to the child's disability and be aware that children with SEN and disabilities may not always outwardly display indicators of abuse. To address these additional challenges, our school will always consider extra pastoral support for children with SEN and disabilities.

## 19 Curriculum and Staying Safe

- Working Together to Safeguard Children (2018) states that the curriculum should ensure opportunities for “developing children’s understanding, awareness and resilience”.
- Schools play a pivotal and essential role in helping children to understand and identify the parameters of what is appropriate child and adult behaviour; what is ‘safe’; to recognise when they and others close to them are not safe; and how to seek advice and support when they are concerned.
- The school uses the PSHE and RSE curriculum to increase self-esteem, self-awareness and social and emotional understanding, assertiveness and decision making this ensures that our pupils/students have a range of strategies to ensure their own protection and that they are able to also protect others. Online safety is also integrated in to the curriculum
- Character Education (form time, assemblies, extracurricular) throughout the schools supports safeguarding essentials with key virtues of: Respect, Resilience, Creativity, Pride and Ambition.
- The school ensures that teachers that teach the PSHE curriculum have been trained and equipped to deliver high quality PSHE education in a safe way. For further information and training on Medway PSHE programs please follow the link: [School PSHE programmes](#)
- Children feel they can talk to a range of staff when they feel they are worried and can feedback about their school experience. Children at Thomas Aveling will be listened to, heard and their concerns will be taken seriously and acted upon as appropriate.

## 20 The Use of School Premises by Other Organisations

- Services or activities provided separately by another 41organisation from time to time may



seek to use the school premises. The Headteacher or Governing Body will seek written assurance that the organisations concerned have suitable policies and procedures in place with regard to safeguarding children and that relevant safeguarding checks have been made for all staff and volunteers.

- The governing body or proprietor will therefore seek assurance that the body concerned has appropriate safeguarding and child protection policies and procedures in place (including inspecting these as needed); and ensure that there are arrangements in place to liaise with the school or college on these matters where appropriate.
- Dan James Tennis has their own safeguarding policy which is ratified by the lawn and Tennis association. Rebekah Chew, DSL is named as link safeguarding staff.
- Without this assurance then an application to use the premises will be refused
- If Thomas Aveling receives an allegation relating to an incident that happened when an individual or organisation was on school premises for the purposes of running activities for children (for example community groups, sports associations, or service providers that run extra-curricular activities). Thomas Aveling will follow their safeguarding policies and procedures, including informing the LADO as they would with any safeguarding allegation.

## 21 Security

- Thomas Aveling has a responsibility to provide a secure site that is controlled by clear management directives, but the site is only as secure as the people who use it. Therefore, all staff and people on the site have a responsibility for maintaining awareness of buildings and grounds security and for reporting concerns that may come to light. Staff will be expected to adhere to any safety arrangements should Covid-19 restrictions need to be reintroduced.
- Visitors and volunteers must only enter through the main entrance and after signing in at the office will be issued with a black school lanyard. School has a clear system of ensuring visitors are to be accompanied/supervised by [regulated staff member](#). **Pink** lanyards are given to visitors which have been DBS checked and staff and students know that 1:1 is appropriate and safe. Any individual on site who is not known or identifiable by a visitor's pass may be challenged by any staff member for clarification and reassurance. Visitors will be expected to adhere to any safety arrangements implemented should Covid-19 restrictions need to be reintroduced.
- Thomas Aveling will not tolerate or accept the behaviour of any individual (parent or other) that threatens school security or leads others (child or adult) to feel unsafe. This type of behaviour will be treated as a serious concern and may result in a decision to refuse access for that individual to the school site.





- Any individual on site who is not known or identifiable by a visitor's pass may be challenged by any staff member for clarification and reassurance.

## 22 Monitoring and Review

- All school staff (including temporary staff and volunteers) will have access to a copy of this policy. The policy will also be available to parents/guardians.
- This policy has been written in (September 2023) to reflect the new guidance and legislation issued in relation to safeguarding children and promoting their welfare.
- All staff should have access to this policy and sign to the effect that they have read and understood its contents. The DSL will review the policy following any child protection concerns (including following learning identified from serious case reviews) or allegations against staff to ensure that it reflects appropriate, accurate and up-to-date safeguarding practice.
- The policy forms part of our school development plan and will be reviewed annually.
- Governors and trustees will review the policy annually.

## 23 Local Support

- All members of Staff in **Thomas Aveling** are made aware of local support available.

If a child may be at risk of **imminent harm** you should call **Children's Services First Response Team on 01634 334466** and/or the **Police on 999**

- **Contact details for Education Safeguarding Officers (Education Safeguarding Service)**
  - Kate Barry (Education Safeguarding Officer – Nonworking day Wednesday)
  - 01634 331017
  - [kate.barry@medway.gov.uk](mailto:kate.barry@medway.gov.uk)
  - [educsafeguarding@medway.gov.uk](mailto:educsafeguarding@medway.gov.uk)
- **Education Safeguarding Officer**
  - Fiona Veitch (non-working day Friday)
  - 01634 331464
  - [Fiona.veitch@medway.gov.uk](mailto:Fiona.veitch@medway.gov.uk)



- **Contact details for the Safeguarding Service Manager and LADO Maisie Adkins:**
  - Telephone: 01634 331065
  - [Advice and resources for professionals](#)
  
- **Children’s Social Work Services**
  - First Response: 01634 334466 (Monday to Friday from 9am to 5pm)
  - Out of Hours: 03000 419 191
  
- **Education Lead in MASH – For MASH Related Enquiries only.**
  - Harriet Obrien
  - 01634 331025
  - [harriet.obrien@medway.gov.uk](mailto:harriet.obrien@medway.gov.uk)
  
- **Kent Police**
  - 101 (or 999 if there is an immediate risk of harm)
  
- **Medway Safeguarding Children Partnership (MSCP)**
  - [mscp@medway.gov.uk](mailto:mscp@medway.gov.uk)
  - 01634 336 329

## 24 National Support

### Support for staff

- Education Support Partnership: [www.educationsupportpartnership.org.uk](http://www.educationsupportpartnership.org.uk)
- Professional Online Safety Helpline: [www.saferinternet.org.uk/helpline](http://www.saferinternet.org.uk/helpline)

### Support for Pupils/students

- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- ChildLine: [www.childline.org.uk](http://www.childline.org.uk)
- Papyrus: [www.papyrus-uk.org](http://www.papyrus-uk.org)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- The Mix: [www.themix.org.uk](http://www.themix.org.uk)

### Support for adults

- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Crime Stoppers: [www.crimestoppers-uk.org](http://www.crimestoppers-uk.org)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)



- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- The Samaritans: [www.samaritans.org](http://www.samaritans.org)
- Mind: [www.mind.org.uk](http://www.mind.org.uk)
- NAPAC (National Association for People Abused in Childhood): [napac.org.uk](http://napac.org.uk)
- MOSAC: [www.mosac.org.uk](http://www.mosac.org.uk)
- Action Fraud: [www.actionfraud.police.uk](http://www.actionfraud.police.uk)

## APPENDIX 1

### Definitions of Forms of Abuse/Specific Safeguarding Issues

#### Definitions of Forms of Abuse

All school and college staff should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases, multiple issues will overlap with one another.

- **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. Children may be abused in a family or in an institutional or community setting 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 by another child or children.
- **Physical abuse:** a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Please click on the hyper link for further information, advice and guidance: [NSPCC Physical Abuse](#)

- **Emotional abuse:** the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child from participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.



Please click on the hyper link for further information, advice and guidance: [NSPCC Emotional Abuse](#)

- **Sexual abuse:** involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children is a specific safeguarding issue in education.

Please click on the hyper link for further information, advice and guidance: [NSPCC Sexual Abuse](#)

**Neglect:** the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy, for example, as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Please click on the hyper link for further information, advice and guidance: [NSPCC Neglect](#)

## Specific Safeguarding Issues

Please see below links to information and guidance about specific safeguarding issues. You will find further information in Annex B: Keeping Children Safe in Education 2023.

### Mental Health

- The department has published advice and guidance on [Preventing and Tackling Bullying](#), and [Mental Health and Behaviour in Schools](#).

In addition, Public Health England has produced a range of resources to support secondary school teachers to promote positive health, wellbeing and resilience among young people including its guidance [Promoting children and young people's emotional health and wellbeing](#). Its resources include social media, forming positive relationships, smoking and alcohol. See [Rise Above](#) for links to all materials and lesson plans.



- Mind: [www.mind.org.uk](http://www.mind.org.uk)
  - Moodspark: <https://moodspark.org.uk>
  - Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
  - We are with you (formerly Addaction): [www.wearewithyou.org.uk/services/kent-for-young-people/](http://www.wearewithyou.org.uk/services/kent-for-young-people/)
- Every mind matters <https://www.nhs.uk/oneyou/>

The department is providing funding to support costs of a significant training programme for senior mental health leads and the national rollout of the Link Programme. Training for senior

mental health leads, will be available to all state-funded schools and colleges by 2025, to help introduce or develop their whole school or college approach to mental health

### Support for Learning Disabilities

- Respond: [www.respond.org.uk](http://www.respond.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)

### Domestic Abuse

- Refuge: [www.refuge.org.uk](http://www.refuge.org.uk)
- Women's Aid: [www.womensaid.org.uk](http://www.womensaid.org.uk)
- Men's Advice Line: [www.mensadvice.org.uk](http://www.mensadvice.org.uk)
- Mankind: [www.mankindcounselling.org.uk](http://www.mankindcounselling.org.uk)

### Honour based Violence (FGM and Breast Ironing)

- Forced Marriage Unit: <https://www.gov.uk/guidance/forced-marriage>
- Information and resources <https://www.gov.uk/government/collections/female-genital-mutilation>
- Multi agency guidance <https://www.gov.uk/government/publications/multi-agency-statutory-guidance-on-female-genital-mutilation>
- National FGM Centre <http://nationalfgmcentre.org.uk/fgm/>

### Sexual Abuse and CSE

- Lucy Faithfull Foundation: [www.lucyfaithfull.org.uk](http://www.lucyfaithfull.org.uk)
- Stop it Now!: [www.stopitnow.org.uk](http://www.stopitnow.org.uk)
- Parents Protect: [www.parentsprotect.co.uk](http://www.parentsprotect.co.uk)
- CEOP: [www.ceop.police.uk](http://www.ceop.police.uk)





- Marie Collins Foundation: [www.mariecollinsfoundation.org.uk](http://www.mariecollinsfoundation.org.uk)
- Internet Watch Foundation (IWF): [www.iwf.org.uk](http://www.iwf.org.uk)

## Drugs

- Drugs advice for Schools: [Gov.uk Drugs advice for schools](http://Gov.uk%20Drugs%20advice%20for%20schools)
- Talk to Frank <https://www.talktofrank.com/>

## Online Safety

- Childnet International: [www.childnet.com](http://www.childnet.com)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
- Parents Info: [www.parentinfo.org](http://www.parentinfo.org)
- Internet Matters: [www.internetmatters.org](http://www.internetmatters.org)
- Net Aware: [www.net-aware.org.uk](http://www.net-aware.org.uk)
- ParentPort: [www.parentport.org.uk](http://www.parentport.org.uk)
- Get safe Online: [www.getsafeonline.org](http://www.getsafeonline.org)
- LGFL '[Undressed](#)' provided schools advice about how to teach young children about being tricked into getting undressed online in a fun way without scaring them or explaining the motives of sex offenders.

## Radicalisation and hate

- Educate against Hate: [www.educateagainsthate.com](http://www.educateagainsthate.com)
- Counter Terrorism Internet Referral Unit: [www.gov.uk/report-terrorism](http://www.gov.uk/report-terrorism)
- True Vision: [www.report-it.org.uk](http://www.report-it.org.uk)

## APPENDIX 2

### Related Safeguarding Policies

This policy is one of a series in the school's integrated safeguarding portfolio and should be read in conjunction with the policies, handbooks and government guidelines as listed below: (to be read and followed alongside this document).

- Behaviour Management, linked to the Use of Physical Intervention
- Searching, screening and confiscation- Government guidelines [Searching, screening and confiscation \(publishing.service.gov.uk\)](http://Searching,%20screening%20and%20confiscation%20(publishing.service.gov.uk))
- Anti-Bullying



- Data Protection and Information Sharing
- Sex & Relationship Education
- Health and Safety
- Attendance
- Risk Assessments (e.g. school trips, use of technology)
- First Aid and Accidents
- Managing Allegations Against Staff
- Staff handbook/conduct
- Safer Recruitment
- Whistleblowing

The school may wish to hyperlink documents to ensure staff have easy access to the additional policies that should be read alongside this document.

### APPENDIX 3

#### Procedure for dealing with disclosures (the 6 R's – what to do if)

##### 1. Receive:

- Listen to what is being said without displaying shock or disbelief you display denial to a child, or show shock or disgust at what they are saying, the child may be afraid to continue and will shut down.
- Accept what is being said without judgement.
- Take it seriously.

##### 2. Reassure:

- Reassure the child, but only so far as is honest and reliable. Don't make promises that you can't be sure to keep, e.g. "everything will be all right now".
- Don't promise confidentiality – never agree to keep secrets. You have a duty to report your concerns.
- Tell the child that you will need to tell some people, but only those whose job it is to protect children.
- Acknowledge how difficult it must have been to talk and reassure them they have done the right thing.

##### 3. React:

- React to the student only as far as is necessary for you to establish whether or not you need to refer the matter, but do not interrogate for full details
- **Do not** ask leading questions; "Did he/she....?" Such questions can invalidate evidence.
- Do ask open "TED" questions; Tell explain describe
- Do not criticise the perpetrator; the student may have affection for him/her
- Do not ask the student to repeat it all for another member of staff



- Explain what you have to do next and who you have to talk to

#### 4. Record:

- Make some very brief notes at the time and write them up in detail as soon as possible.
- Do not destroy your original notes
- Record the date, time, place, words used by the child and how the child appeared to you – be specific. Record the actual words used by the child
- Record statements and observable things, not your interpretations or assumptions – keep it factual.

#### 5. Remember:

- Contact the designated member of staff
- The designated teacher may be required to make appropriate records available to other agencies

#### 6. Relax

- Get some support for yourself

