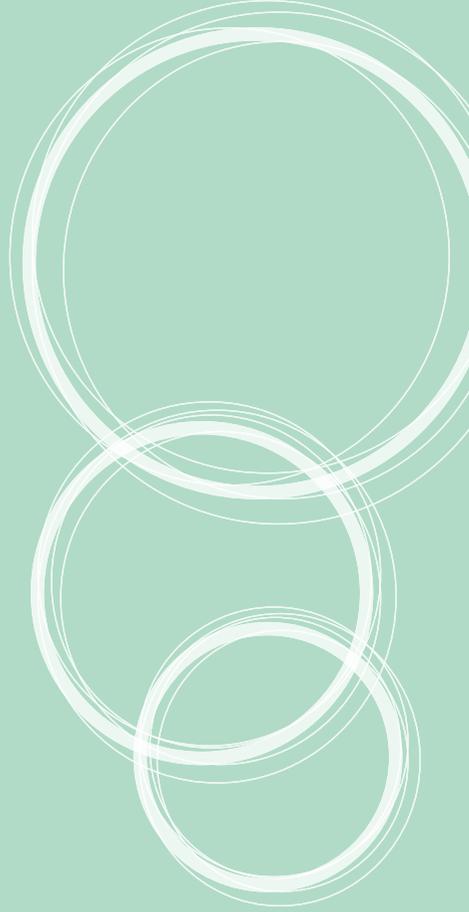


RUTLAND AND DISTRICT
SCHOOLS' FEDERATION



SAFEGUARDING IN EDUCATION

CHILD PROTECTION

This section provides an overview of child protection and your broad responsibilities while on the Federation site. All staff should read Part One and Annexe A of the Government legislation, Keeping Children Safe in Education September 2021.

All schools have a Designated Safeguarding Lead (DSL) and it is to this person or the Safeguarding Officers that you must promptly report in writing any concern about a child's safety or welfare.

Name of Designated Safeguarding Lead: **Kelly Jackson/Nikki Derry/Rachael Coyne**
Catmose College Link: **Valda Austin, Matt Sammy, Alice Beckwith, Claire Pugh**

Signs of abuse may be obvious and sudden such as:

- Evidence of non-accidental injury, bruising, scalding, finger marks.
- A child tells you they have been ill treated.
- A child tells you they are worried about another child or an adult shares their worry about a child.
- You learn a child is in a home where there is domestic violence.

Some signs emerge over a longer period:

- A child who is regularly dirty, hungry or unsuitably clothed.
- A child shows age inappropriate behaviour eg sexual activity, language.
- Deterioration in work, distancing from friends and family.
- Use of drugs, alcohol, self-harm.

What you should do:

- Report any concern in writing, dated and signed to your DSL within 15 minutes.
- Keep what has happened confidential and to as few people who need to know.
- Do not investigate, question or interrogate the child or talk to the parents.

If a child tells you about abuse:

- Treat it seriously, reassure the child.
- Do not promise confidentiality, as you will have to pass the information on.
- Write the child's own words as far as possible in the account you give to the DSL.

What happens next?:

- The DSL will take a view as to whether a referral to social services is necessary.
- If you feel you cannot report the concerns to the DSL or you are still worried about the safety of the child you must still take action – report to the head teacher if they are not the DSL or to Children's Duty on 01572 758 407.

Statutory duty:

- Federation Staff have a duty to report cases of female genital mutilation to the Police.

CATEGORIES OF CONCERN ABOUT A YOUNG PERSON'S WELFARE

The definitions are below.

Physical abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child, including by fabricating the symptoms of, or deliberately causing, ill health to a child.

Emotional abuse

Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person, age or developmentally inappropriate expectations being imposed on children, causing children frequently to feel frightened, or the exploitation or corruption of children.

Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include involving children in looking at, or in the production of, pornographic material, or encouraging children to behave in sexually inappropriate ways.

Neglect

Neglect is 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, including mental, or development, such as failing to provide adequate food, shelter and clothing, or neglect of, or unresponsiveness to, a child's basic emotional needs.

Warning signs/indicators of Child Sexual Exploitation and abuse are:

- They are regularly suffering from sexually transmitted infections
- They have unexplained physical injuries such as bruising
- Having mood swings or being emotionally volatile
- Self harm or suicide attempts

What is County Lines?

County lines is where illegal drugs are transported from one area to another, often across police and local authority boundaries, usually by children or vulnerable young people who are coerced into it by gangs. The 'County Line' is the mobile phone used to take the order of drugs.

What is Upskirting?

Upskirting refers to the act of taking a photograph (also known as a "creepshot"*) of underneath a person's skirt without their permission. Upskirting is an alarmingly common occurrence and is usually performed in a public place, which is often crowded, which makes it hard to spot people taking such images.

What is Female Genital Mutilation?

Ages 0–14. Female genital mutilation (FGM), also known as female genital cutting and female circumcision, is the ritual cutting or removal of some or all of the external female genitalia.

What is PREVENT?

Prevent is the Government's strategy to stop people becoming terrorists or supporting terrorism, in all its forms. Prevent works with individuals and communities by using voluntary early intervention to encourage them to challenge extremist and terrorist ideology and behaviour.

WHAT SHOULD I LOOK OUT FOR AS SIGNS OF INVOLVEMENT IN SERIOUS CRIME?

Vulnerability Indicators:

Home environment

- A child who comes from an unstable family environment or where there is conflict between parents/siblings.
- Has suffered neglect, maltreatment, physical or sexual abuse.
- Absence of any parental attachment to the child and a lack of emotional care.
- Whose parent(s) do not provide positive role model behaviours; are unable to communicate effectively with the child; provide poor discipline; do not give guidance or set proper boundaries.
- Whose parents replace positive discipline with uncaring harsh or violent punishment.
- Has a parent(s) who has alcohol, substance, drug or mental health issues.
- Has witnessed domestic violence or violent conflict.
- Comes from a broken home, is separated from a parent or has a parent in prison.
- Lives with a gang member or who has family members involved in gang activity and criminality.
- Is exposed to violent media.
- Personal issues.
- Who has suffered traumatic life experiences.
- Has a low academic achievement, significant levels of truancy and unauthorised absences; has a poor attendance record or is regularly excluded from school (school exclusion is a high vulnerability factor).
- Is within the care system; and/or is historically involved with social services.
- Has a history of going missing (research shows that the peak ages of running away and becoming involved with gangs are the same - 15 years).
- Feels socially isolated; is bullied or bullies others.
- Has learning disabilities or difficulties.
- Has mental health issues, depression or behavioural problems.
- Is vulnerable to peer pressure and intimidation.
- Has poor self-esteem.
- Has a lack of ethnic identity or feels socially isolated with no support.
- Is unable to regulate own emotions and behaviour, displays anger and resentment towards society or demonstrates physical violence and aggression.
- Has alcohol or drug issues.

Community

- Lives in an area with high gang activity.
- Has become involved in antisocial and criminal behaviour early, which has led to persistent offending and juvenile convictions.
- Associates with friends, peers who are involved in antisocial and aggressive behaviour.
- Lives in an area where drugs are readily available; or is exposed to drug use.
- Lives in areas with high levels of poverty, unemployment, social housing and crime.
- Comes from communities who have experienced war situations prior to arrival in the UK or groups more likely to tolerate crime.
- Has no positive role models in the community.
- Comes from an area which lacks diversionary activities (e.g. youth services).
- Lacks aspirations, has little or no job prospects, is likely to become unemployed.
- Attends a school where gang recruitment is known to occur.
- Has no or little of access to productive social activities and opportunities.
- Has disengaged from support services.

SAFER WORKING PRACTICE

This section summarises some key points from the Government endorsed document 'Guidance for Safer Working Practice for those who work with Children and Young People in Education Settings' (October 2015) You should read the whole document. This is your code of conduct or staff behaviour policy.

Breaches of the guidance could result in criminal or disciplinary action being taken.

Definitions

Staff includes all adults working with children in whatever capacity or setting, paid or unpaid.

Children includes children and young people in education settings under 18 and safeguarding guidance also applies to students who have reached the age of 18 in these settings.

Underpinning principles – Staff should:

- Be aware that the welfare of the child is paramount.
- Understand their responsibilities to safeguard and protect children.
- Be responsible for their own actions and behaviour, and avoid any conduct which could lead any reasonable person to question their motives and intentions.
- Apply the same professional standards regardless of age, disability, race, colour, ethnic or national origin, gender, religion or belief, sexual orientation, marital status or trade union membership.

Safe working practices:

- Staff must treat information about children and their families discretely and not disclose confidential matters.
- Staff should be careful not to misuse their power and influence over children.
- Staff should ensure their behaviour remains professional at all times, including their dress, use of language and online communication which is or could become publicly seen.
- Physical intervention should never be inappropriately used, should follow relevant guidelines and be clearly recorded and reported.
- Physical contact should be minimal, time limited, age appropriate and able to be justified.
- Intimate care and first aid should only be administered according to relevant procedures.
- Staff should not offer lifts to children outside agreed requirements eg transport to a sports event. Any impromptu or emergency arrangement of lifts should be recorded and should be able to be justified.
- Staff should not receive gifts other than small tokens of appreciation.
- Staff should not give gifts other than as part of an agreed reward system or given to all children equally.
- Staff should not engage in personal email or telephone communication with children. This includes texting, messaging, video chat, social networking sites etc.
- Staff should ensure that the site is appropriate and safe at all times. Any concerns must be reported immediately.
- Any out of school contact should be planned and agreed with senior staff and parents. Appropriate social contact (eg when a teacher and parent are part of the same social circle) will be easily recognised and openly acknowledged.
- Only authorised areas of the curriculum should contain any sexual or other sensitive material. Senior staff should be consulted if there is any chance of misinterpretation.
- Internet use should be according to school policy and inappropriate content must not be accessed.
- There should be no unauthorised photography of children. Photographs of children should be the property of the school and not retained on personal equipment.
- Staff should guard against young people developing an infatuation with them and report any such concerns to senior staff.
- Staff should be mindful of situations where a pupil or parent comes to depend on them for support outside their role and discuss this promptly with a senior member of staff.
- Staff are in a position of trust and should never engage in any sexual relationship with pupils in or out of school. Communication must never be sexually suggestive.

Concerns about the conduct of a member of staff:

- Any concern that indicates that a member of staff or volunteer may be a risk to children must be reported to the Executive Principal immediately. Reports of what has been said or noticed have to be put in writing, dated and signed.
- If you become aware that a colleague has breached the guidance for Safer Working Practice, you must report this immediately to the head teacher.
- If the concern is about the Executive Principal you must report it to the Chair of Directors, or in their absence contact the Allegations Manager as soon as possible on 0116 305 7597.
- Keep the matter confidential.
- Do not alert the person you are concerned about as this could compromise any future investigation.
- Follow procedures but you have a duty to ensure matters are taken forward and can contact the Allegation Managers yourself.

Contacts

Rutland (for those children living in Rutland)
Allegations Manager (Leicestershire)

01572 722577 ext 8407
0116 305 7597

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