Safeguarding and Child Protection Handbook

2020/21

Practical guidelines for senior leadership teams and Designated Safeguarding Leads of maintained schools, academies and independent schools on Safeguarding Children, Promoting their Welfare and Child Protection.

Hackney
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Foreword from Annie Gammon, Director of Education and Head of Hackney Education

Safeguarding is the responsibility of everyone who works with children and young people. Schools, Settings, Children’s Centres, Colleges, and Hackney Education staff all have a vital role to play in ensuring the wellbeing of all Hackney children and young people, be they in Hackney or in settings outside of the borough.

In order to ensure that staff are knowledgeable in safeguarding procedures, signs, symptoms and indicators, Hackney Education provides training through the Safeguarding in Education Team. In addition to training, we have now revised the guidance that we provide to Schools and Settings, and I have pleasure in introducing the latest guidance document.

This handbook should provide a key piece of guidance to schools and settings, and confirms the principle that safeguarding is the responsibility of all staff. Those key issues around vulnerability and how to respond effectively when a child is identified as being in need of services or protection are all clearly identified within this latest version of the guidance.

The guidance is intentionally detailed and addresses all the key safeguarding issues and associated guidance that Designated Safeguarding Leads, Head teachers, Governing Bodies, and staff in Schools, Settings and Hackney Education would need in regard to our collective safeguarding responsibilities. This includes:

- The legislative and policy framework;
- The picture in Hackney;
- Managing schools and educational settings safely during Covid-19;
- School’s responsibilities for safeguarding children;
- Information on safeguarding issues;
- Model safeguarding policies;
- Information sharing and record keeping.

Hyperlinks are embedded in the guidance to enable access to all relevant safeguarding and child protection documents, and it is our intention that this guidance is not printed but is available via the Hackney Education Safeguarding Web Page. This will mean the guidance can continue to evolve and whenever new guidance or legislation is introduced, the guidance will be revised with the relevant legislative change and guidance embedded within. The Safeguarding in Education Team will ensure that this guidance is constantly updated in line with legislation and local practice, and will continue to advise Schools and Settings accordingly through the Schools Bulletin, Designated Safeguarding Leads Forum, training and audits.

I very much hope that you will find this guidance to be an essential and effective aid to your work to safeguard the children and young people of Hackney. Thank you for all you do in this regard.

Annie Gammon
Introduction: Safeguarding Children is Everyone’s Business

Everyone who comes into contact with children and their families has a role to play in safeguarding children. School and college staff are particularly important as they are in a position to identify concerns early and provide help for children, to prevent concerns from escalating. Schools and colleges and their staff form part of the wider safeguarding system for children. Schools and colleges should work with social care, the police, health services and others services to promote the welfare of children and protect them from harm.

Safeguarding and promoting the welfare of children is defined as:

Protecting children from maltreatment; preventing impairment of children’s health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes. Children includes everyone under the age of 18.

Keeping Children Safe in Education 2020

Schools and settings can play a vital role in helping children, including those who are abused or it is suspected they are being abused, to achieve positive outcomes by effectively monitoring and recording aspects of the child’s development, progress and behaviour in the school. This is particularly important when there has been no direct disclosure of abuse, or when a child has communication difficulties or is too young to give such information. Monitoring in schools is invaluable as teachers and other staff are in daily contact with children; they are uniquely placed to observe the behaviour of children and likely to know what is usual for that particular child.

The Purpose of this Document

The purpose of this document is to enable staff in schools and settings to discharge their statutory responsibilities in relation to safeguarding children; it will provide an overview of, and signposting to, the relevant legislative, statutory and advisory guidance framework that schools must make reference to in fulfilling their safeguarding duties. It will also offer practical guidance in relation to safeguarding policies, record keeping and referrals to Children and Families Service. All referenced documents can be found on Hackney Education’s ‘Safeguarding in Education’ webpages.

These guidelines cover:

- The legislative and policy framework;
- Information on the Hackney Wellbeing Framework (including Common Support Framework);
- Supporting children with additional needs;
- The role of Designated Safeguarding Lead;
- Record keeping (including child protection records);
- Auditing child protection files;
- Safeguarding and Child Protection Policy requirements;
- Information sharing;
- The wider safeguarding partnership.
The Legislative and Guidance Framework

The Children Act 1989

The Children Act 1989 places two specific duties on agencies (including schools) to cooperate in the interests of children:

Section 17 of the Act places a general duty on every local authority to:

- Safeguard and promote the welfare of children within their area who are in need;
- Promote the upbringing of children by their families by providing a range and level of services appropriate to children’s needs.

Section 47 of the Act relates to children who are suffering or likely to suffer significant harm:

- The authority shall make, or cause to be made, such enquiries as they consider necessary to enable them to decide whether they should take action to safeguard or promote the child’s welfare.

Children Act 2004

Section 11 of the Act places a duty on key persons and bodies to:

- Make arrangements to ensure that, in discharging their functions, they have regard to the need to safeguard and promote the welfare of children. Key people and bodies include local authorities, schools, police, probation, health services and youth justice.

Section 10 of the Act requires the local authority to:

- Make arrangements to promote co-operation between itself, relevant partners and other organisations who are engaged in activities relating to children.

Section 14B of the Act ensures Local Safeguarding Children Boards can require a school or college to:

- Supply information in order to perform its functions. All schools and colleges should allow access for Children and Families Service to conduct, or to consider whether appropriate to conduct, a section 17 or section 47 (of the Children Act 1989) assessment.

Education Act 2002

Section 175 of the Education Act 2002 places a duty on:

a) Local Authorities in relation to their education functions; and
b) The governing bodies of maintained schools and the governing bodies of further education institutions (which include sixth-form colleges) in relation to their functions relating to the conduct of the school or the institution to:

Make arrangements for ensuring that such functions are exercised with a view to safeguarding and promoting the welfare of children (in the case of the school or institution, being those children who are either pupils at the school or who are students under 18 years of age attending the further education institution).
Independent Schools

A similar duty applies to proprietors of independent schools (which include academies/free schools) by virtue of regulations made under sections 94(1) and (2) of the Education and Skills Act 2008.

Regulations made under Section 342 of the Education Act 1996, set out the requirements for a non-maintained special school to be approved and continue to be approved by the Secretary of State. It is a condition of approval and continuing approval that arrangements must be in place for safeguarding and promoting the health, safety and welfare of pupils and when making such arrangements, the Proprietor of the school must have regard to any relevant guidance published by the Secretary of State.

The Education (Independent School Standards) Regulations 2014 apply the same duty to proprietors of independent schools (which include Academies and free schools). The Education (Non-Maintained Special Schools) (England) Regulations 2011 oblige non-maintained special schools to comply with certain requirements as a condition of their approval and whilst approved by the Secretary of State. One condition of approval is that arrangements for safeguarding and promoting the health, safety and welfare of pupils must have regard to any guidance published on such issues and be approved by the Secretary of State and continue to be so in accordance with such approval For colleges, non-maintained special schools and independent schools: the definition of ‘children’ applies to the statutory responsibilities for safeguarding and promoting the welfare of all children under the age of 18.

Governing Bodies

Governing bodies and proprietors of all schools and colleges must also ensure that their safeguarding arrangements take into account the procedures and practice of the Local Authority as part of the inter-agency safeguarding procedures coordinated by City and Hackney Safeguarding Children Partnership (CHSCP).

Governing bodies and proprietors should ensure that a member of the governing body is nominated to liaise with the Local Authority and/or partner agencies on matters of child protection and in the event of allegations of abuse made against the Headteacher, Principal or Proprietor.

Governing bodies and Proprietors should appoint a member of staff to the school or college’s leadership team to undertake the role of Designated Safeguarding Lead (DSL) and ensure there is always cover for this role. The Designated Safeguarding Lead will lead on all safeguarding and child protection issues and liaise with the Local Authority and work with other agencies in line with the statutory guidance Working Together to Safeguard Children 2015.
Working Together to Safeguard Children 2018

This statutory guidance document issued by the Department for Education replaces previous iterations of Working Together to Safeguard Children and covers the legislative requirements and expectations on individual services (including schools) to safeguard and promote the welfare of children.

Local Authorities have overarching responsibility for safeguarding and promoting the welfare of all children and young people in their area. They have a number of statutory functions under the 1989 and 2004 Children Acts which make this clear, and this guidance sets these out in detail. This includes specific duties in relation to children in need and children suffering, or likely to suffer, significant harm, regardless of where they are found, under sections 17 and 47 of the Children Act 1989.

Whilst Local Authorities play a lead role, safeguarding children and protecting them from harm is everyone’s responsibility. Everyone who comes into contact with children and families has a role to play. Safeguarding and promoting the welfare of children is defined for the purposes of this guidance as:

- Protecting Children from maltreatment;
- Preventing impairment of children’s health or development;
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
- Taking action to enable all children to have the best outcomes.

All local agencies, including the police, health services, early years providers and schools, also have a duty to ensure that they consider the need to safeguard and promote the welfare of children when carrying out their functions and are required to cooperate with local authorities to promote the well-being of children. This cooperation should exist and be effective at all levels of the organisation, from strategic level through to operational delivery. Professionals working in agencies with these duties are responsible for ensuring that they fulfil their role and responsibilities in a manner consistent with the statutory duties of their employer.

Governing bodies, management committees or proprietors of the following schools have duties in relation to safeguarding and promoting the welfare of pupils:

- Maintained schools (including maintained nursery schools), further education colleges and sixth form colleges and Pupil Referral Units;
- Independent schools (including academy schools), free schools and alternative provision academies);
- Non-maintained special schools.

In order to fulfil their safeguarding duties these organisations should have in place arrangements that reflect the importance of safeguarding and promoting the welfare of children, including:

- A clear line of accountability for the commissioning and/or provision of services designed to safeguard and promote the welfare of children;
- A senior board level lead to take leadership responsibility for the organisation’s safeguarding arrangements;
- A culture of listening to children and taking account of their wishes and feelings, both in individual decisions and the development of services;
- Clear whistleblowing procedures, which are suitably referenced in staff training and codes of conduct, and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed;
• Arrangements which set out clearly the processes for sharing information, with other professionals and with the Local Safeguarding Children Board (LSCB);

• A designated safeguarding lead (or, for health provider organisations, named professionals). Their role is to support other professionals in their agencies to recognise the needs of children, including rescue from possible abuse or neglect. Designated professional roles should always be explicitly defined in job descriptions. Professionals should be given sufficient time, funding, supervision and support to fulfil their child welfare and safeguarding responsibilities effectively;

• Safe recruitment practices for individuals whom the organisation will permit to work regularly with children, including policies on when to obtain an appropriate DBS criminal record check;

• Appropriate supervision and support for staff, including undertaking safeguarding training;

• Employers are responsible for ensuring that their staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children and creating an environment where staff feel able to raise concerns and feel supported in their safeguarding role;

• Staff should be given a mandatory induction, which includes familiarisation with child protection responsibilities and procedures to be followed if anyone has any concerns about a child’s safety or welfare; and

• All professionals should have regular reviews of their own practice to ensure they improve over time.

Schools and colleges must also have regard to statutory guidance *Keeping Children Safe in Education 2020*, which provides further guidance as to how they should fulfil their duties in respect of safeguarding and promoting the welfare of children in their care.
Keeping Children Safe in Education 2020

This statutory guidance document issued by the Department for Education under Section 175 of the Education Act 2002, the Education (Independent School Standards) Regulations 2014 and the Education (Non-Maintained Special Schools) (England) Regulations 2011. Schools and colleges must have regard to it when carrying out their duties to safeguard and promote the welfare of children. Changes from the 2019 version are minor and can be found in Annex H or here Keeping Children Safe in Education 2020 changes.

Throughout the guidance, ‘school’ means all schools whether maintained, non-maintained or independent schools, including academies and free schools, alternative provision academies and pupil referral units. ‘School’ includes maintained nursery schools unless otherwise specified. ‘College’ means further education colleges and sixth-form colleges as established under the Further and Higher Education Act 1992, and relates to their responsibilities towards children under the age of 18, but excludes 16-19 academies and free schools (which are required to comply with relevant safeguarding legislation by virtue of their funding agreement).

This document contains information on what schools and colleges should do and sets out the legal duties with which schools and colleges must comply. It should be read alongside statutory guidance Working Together to Safeguard Children 2015 which applies to all the schools referred to above, and departmental advice What to do if you are worried a child is being abused 2015: Advice for practitioners.

Who this guidance is for:

- Governing bodies of maintained (including maintained nursery schools), non-maintained special schools, and colleges, proprietors of independent schools (including academies, free schools and alternative provision academies) and management committees of pupil referral units (PRUs), further education colleges and sixth form colleges.
- The above persons should ensure that all staff in schools and colleges read at least Part One and Annex A of this guidance.
- Follow this link for translations: https://www.lgfl.net/digisafe/kcsietranslate

What it covers:

Part One – Safeguarding Information for All Staff:

- Safeguarding information for all school staff;
- What school and college staff should know and do to discharge their safeguarding responsibilities effectively;
- Types of abuse and neglect.

Specific safeguarding issues with clickable links to further guidance on issues including:

- Abuse (DfE advice for practitioners);
- Bullying including cyberbullying (DfE advice for headteachers, staff and governing bodies);
- Criminal exploitation of children and vulnerable adults county lines (Home office guidance);
- Children missing education (DfE advice for schools);
- Child missing from home or care (DfE statutory guidance);
- Child sexual exploitation advice for practitioners (DfE advice for practitioners);
- Domestic abuse (Home Office advice);
- Drugs (DfE and ACPO advice for schools);
- Fabricated or induced illness (DfE, Department for Health and Home Office statutory guidance);
- Faith based abuse (national action plan);
• **Female genital mutilation** (multi agency statutory guidance) and **female genital mutilation** (Home Office advice);
• **Forced marriage** (Foreign and Commonwealth Office and Home Office advice);
• **Gangs and youth violence** (Home Office advice);
• **Gender based violence/violence against women and girls** (Home Office strategy) **gender-based violence/violence against women and girls** (Home Office information);
• **Educate against Hate** website;
• **Mental health** (DfE advice for schools);
• **Missing children and adults** (Home Office strategy);
• **Private fostering** (28 days or more- Children Act 1989- statutory guidance for local authorities);
• **Preventing radicalisation** (Home Office Statutory Prevent guidance);
• **Protecting children from radicalisation** (DfE Prevent advice for schools);
• **Relationship abuse** (Disrespect Nobody website)
• **Sexual violence and sexual harassment between children in schools and colleges** (DfE advice for schools and colleges)
• **Sexting** (UK Council for Child Internet Safety advice for schools and colleges)
• **Trafficking and modern slavery** (DfE and Home Office guidance)

**Part Two – The Management of Safeguarding:**

• The management of effective safeguarding processes;
• The responsibility of governing bodies and proprietors in meeting the duty to safeguard and promote the welfare of children as defined in the relevant legislation.

**Part Three – Safer Recruitment:**

• The creation of a ‘safer recruitment’ culture and procedures that help deter, reject and identify people who might abuse children;
• Recruitment, selection and pre-employment vetting;
• Types of check;
• Pre-appointment checks;
• Definition of ‘regulated activity’.

**Part Four – Dealing with Allegations Against Staff:**

• Allegations of abuse made against teachers and other staff;
• Duties as an employer and an employee;
• Initial considerations when managing allegations;
• Communication with the Local Authority Designated Officer;
• Supporting those the allegation is made against through the process;
• Managing the situation and exit arrangements;
• Definitions to be used when determining the outcomes of allegations investigations;
• Specific actions.
What to do if You’re Worried a Child is Being Abused 2015

This advisory guidance has been produced to help practitioners identify child abuse and neglect and take appropriate action in response; it replaces the previous version of ‘What to do if you’re worried a child is being abused’, published in 2006, and complements Working Together to Safeguard Children (2018) statutory guidance.

This advice is for anyone whose work brings them into contact with children and families, including those who work in early years, social care, health, education (including schools), the police and adult services. It is relevant to those working in the statutory, voluntary or the independent sector, and applies in relation to all children and young people irrespective of whether they are living at home with their families and carers or away from home.

Information Sharing: Advice for Practitioners Providing Safeguarding Services to Children, Young People, Parents and Carers 2018

This advice is non-statutory, and has been produced to support practitioners in the decisions they take when sharing information to reduce the risk of harm to children and young people. This guidance does not deal in detail with arrangements for bulk or pre-agreed sharing of personal information between IT systems or organisations other than to explain their role in effective information governance.

This advice is for all frontline practitioners and senior managers working with children, young people, parents and carers who have to make decisions about sharing personal information on a case by case basis. It might also be helpful for practitioners working with adults who are responsible for children who may be in need.
Ofsted

Ofsted have produced a range of useful publications for schools and others in relation to inspection requirements. A selection is printed below and a comprehensive list is available on Hackney Education’s ‘Safeguarding in Education’ webpages.

**Ofsted: Education Inspection Framework 2019**

The education inspection framework has been devised by Her Majesty’s Chief Inspector for use from September 2019. It sets out the principles that apply to inspection, and the main judgements that inspectors make when carrying out inspections of maintained schools, academies, non-association independent schools, further education and skills providers and registered early years settings in England.

The education inspection framework (‘the framework’) applies to the inspection of different education, skills and early years settings to ensure comparability when learners move from one setting to another. It supports consistency across the inspection of different remits. The framework reflects relevant legislation for each type of setting. It is accompanied by an inspection handbook for each of the four remits:

- early years;
- maintained schools and academies;
- non-association independent schools;
- further education and skills.

The framework sets out what inspectors must do and what schools can expect, and provides guidance for inspectors on making their judgements and makes specific reference to safeguarding arrangements and replaces the Common Inspection Framework 2016.
London Child Protection Procedures

The London Child Protection Procedures set out how agencies and individuals should work together to safeguard and promote the welfare of children and young people. The target audience is professionals (including unqualified staff and volunteers) and front-line managers who have particular responsibilities for safeguarding and promoting the welfare of children, such as Designated Safeguarding Leads, and operational and senior managers, in:

- Agencies responsible for commissioning or providing services to children and their families and to adults who are parents;
- Agencies with a particular responsibility for safeguarding and promoting the welfare of children.

Individual children, especially some of the most vulnerable children and those at greatest risk of social exclusion, will need early co-ordinated help from health agencies, schools and education services, LA, Children and Families Service, Children’s Centres, the private, voluntary, community and independent sectors, including youth justice services.

All agencies and professionals should:

- Be alert to potential indicators of abuse or neglect;
- Be alert to the risks which individual abusers, or potential abusers, may pose to children;
- Share and help to analyse information so that an assessment can be made of the child’s needs and circumstances;
- Contribute to whatever actions are needed to safeguard and promote the child’s welfare;
- Take part in regularly reviewing the outcomes for the child against specific plans;
- Work co-operatively with parents, unless this is inconsistent with ensuring the child’s safety.

City and Hackney Safeguarding Partnership

To achieve the best possible outcomes, children and families should receive targeted services that meet their needs in a coordinated way. The responsibility for this join-up locally rests with the three safeguarding partners who have a shared and equal duty to make arrangements to work together to safeguard and promote the welfare of all children in a local area.

The Safeguarding Partners

The safeguarding partners agree on ways to co-ordinate safeguarding services; act as a strategic leadership group in supporting and engaging others; and implement local and national learning. All safeguarding partners retain an equal and joint responsibility for local safeguarding arrangements. In situations that require a single point of leadership, safeguarding partners will decide on which partner will take the lead on relevant issues that arise. The safeguarding partners in the City of London and the London Borough of Hackney are:

- Hackney Council
- The City of London Corporation
- The City & Hackney Clinical Commissioning Group (CCG)
- The Metropolitan Police Service (MPS)
- The City of London Police

Relevant Agencies

Safeguarding partners are obliged to set out which agencies are required to work as part of the CHSCP’s arrangements to safeguard and promote the welfare of local children. These agencies are referred to as relevant agencies and have a statutory duty to cooperate with the CHSCP’s published arrangements.
A defined number of relevant agencies will meet regularly with safeguarding partners as the CHSCP Executive. Others will be invited when deemed necessary and/or be included in various CHSCP sub groups / thematic groups. Wider engagement events will also be facilitated through the City & Hackney Safeguarding Partnership which includes a much broader range of agencies, professionals and volunteers involved in safeguarding children and young people.

A schedule of relevant agencies as defined in part 4 of the Child Safeguarding Practice Review and Relevant Agency (England) Regulations 2018 is set out in the published arrangements. Safeguarding partners can also include any local or national organisation or agency in their arrangements regardless of whether they are named in the above regulations. The list of relevant agencies will be reviewed by the safeguarding partners as and when required and at least annually.

Effective safeguarding systems are those where:

- The child's needs are paramount, and the needs and wishes of each child, be they a baby or infant, or an older child, should be put first, so that every child receives the support they need before a problem escalates;
- All professionals who come into contact with children and families are alert to their needs and any risks of harm that individual abusers, or potential abusers, may pose to children;
- All professionals share appropriate information in a timely way and can discuss any concerns about an individual child with colleagues and local authority Children and Families Service;
- High quality professionals are able to use their expert judgement to put the child’s needs at the heart of the safeguarding system so that the right solution can be found for each individual child;
- All professionals contribute to whatever actions are needed to safeguard and promote a child’s welfare and take part in regularly reviewing the outcomes for the child against specific plans and outcomes.

Children have said what they need from adults and professionals with a responsibility to safeguard them:

- **Vigilance**: to have adults notice when things are troubling them;
- **Understanding and action**: to understand what is happening; to be heard and understood; and to have that understanding acted upon;
- **Stability**: to be able to develop an on-going stable relationship of trust with those helping them;
- **Respect**: to be treated with the expectation that they are competent rather than not;
- **Information and engagement**: to be informed about and involved in procedures, decisions, concerns and plans;
- **Explanation**: to be informed of the outcome of assessments and decisions and reasons when their views have not met with a positive response;
- **Support**: to be provided with support in their own right as well as a member of their family;
- **Advocacy**: to be provided with advocacy to assist them in putting forward their views.
The Picture in Hackney

This section describes the multi-agency response to safeguarding and promoting the welfare of children. It details the joint approach to identifying and supporting children with additional and/or complex needs through effective assessment and outcomes focused interventions.

The Children & Young Peoples Services Resource Guide for Professionals should be used in determining the level of need that a child may have and consequently ensure the appropriate response; this guide provides information on how health, early years, education, Children and Families Service, Young Hackney and Adult services should work together to promote and coordinate service delivery for children and families living in the borough.

Hackney Covid-19 guidance

Hackney Education, the City and Hackney Safeguarding Children Partnership and the Department for Education have provided detailed guidance for schools and educational settings.

The City and Hackney Standard Operating Procedure for Schools and Educational Settings details what actions to undertake to prevent infections and should there be suspected or confirmed cases.

The guidance is intended to keep your setting safe and enables you to know what to do in the event of symptomatic cases of coronavirus in your setting. The information aligns with national guidance, where possible, and includes frequently asked questions (FAQs). Individual/collective responsibilities and external support are described in easy to follow flowcharts and your queries will be directed to a centralised email service testandtrace@hackney.gov.uk, from where your queries will be answered within 24 hours by City and Hackney Public Health and other relevant teams during office hours. If your query is out of office hours please contact Public Health England London Coronavirus Response Cell via email LCRC@phe.gov.uk or telephone 0300 303 0450.

Further information can be found on the Department for Education's Guidance for Schools: Coronavirus webpages.

The Hackney Child Wellbeing Framework

The Hackney Child Wellbeing Framework focuses upon the needs and risk of harm to children and families within their environment or context. It is intended to support discussion about the levels of harm and the most appropriate response, rather than a threshold for particular services. The framework is displayed as followed:

1. Hackney Child and Family Wellbeing Framework - this relates to needs or risk of harm as they relate to individual or familial situations
2. Hackney Contexts Wellbeing Framework - this relates to needs or risk of harm within contexts - i.e. a peer group, school or location.

The Framework is intended to be used as one policy document, supporting the wider service partnership to respond consistently and appropriately to individual, family and context where there are needs or risk of harm.

Hackney is committed to the principle of working in partnership to ensure that administrative boundaries do not negatively affect the provision of appropriate services to children, young people and families.

The Hackney Child Wellbeing Framework focuses upon child and family need, not thresholds for services. It does, however, describe what might be an appropriate approach to responding to child and family need by defining three levels:

- **Universal** – a response by universal services, often working individually. Within an extra-familial scenario, this also includes ensuring safety for young people within universally available leisure and recreational provision.
• **Universal Plus and Universal Partnership Plus** – a response by universal services working together in universal settings and sometimes bringing additional targeted resources into a multiagency partnership plan to both assess and address concerns.

• **Complex and or high risk** – a response that requires multi-agency and/or specialist services, often governed by statutory frameworks, to take the lead role.

Some of the targeted services that can support universal services include family support services, First Steps, Young Hackney, SEN, behaviour and educational support, speech and language therapy, short breaks and transition, and voluntary and community services; all of which can be found in the Children and Young Peoples Resource Guide for Professionals (above) and the [Local Offer](https://www.hackney.gov.uk/services/local-offer).

When needs are sufficiently intense or numerous to require a Universal Plus or Universal Partnership Plus response, this will often require a written plan as part of the Common Support Framework, Key Worker Action Plan (step across) or a Child and Family Assessment (step down) so that the family and all workers involved are aware what outcomes we hope to achieve, who is responsible for the actions to achieve them and how we will know when we are successful.

When children and families have complex needs or are high risk, specialist support will sometimes be provided by Children and Families Service. These are often situations where the child is at risk because of deficits in parenting or carer capacity. Other specialist services include Young Hackney, Child and Adolescent Mental Health Services and specialist Disability Services (social care and/or health).

**Making a referral**

If you require support and advice on making a referral to Children and Families Service, please contact the First Access and Screening Team (FAST).

- Tel: 020 8356 5500
- Email: FAST@hackney.gov.uk
- Secure email: FAST@hackney.gov.uk.cjsm.net
- Out of hours: 020 8356 2710

For further information about the criteria for when a case should be referred to Children and Families Service for assessment and for statutory services, please refer to pages 35 – 39 of the threshold document published by the London Safeguarding Children Board:

[http://www.londoncp.co.uk/files/revised_guidance_thresholds.pdf](http://www.londoncp.co.uk/files/revised_guidance_thresholds.pdf)

This provides information on the criteria related to Section 47, Section 20, and Section 31 of the 1989 Children Act.

Referral to the Extra-Familial Risk Panel (EFRP) Hackney EFRP co-ordinates multi-agency interventions to minimise risk where a child or young person is:

- At risk or already experiencing significant harm caused by people outside their family and/or
- At risk of or already causing significant harm to young people outside their family

Please consider the ‘Context Wellbeing Framework’ in addition to the Hackney Wellbeing Framework below when making a referral to the Extra Familial Risk Panel, please send referrals to EFRP@hackney.gov.uk. Alternatively you can telephone 020 8356 5500 to make a referral or seek advice, call 020 8356 2710 if out of hours.

**Supporting Children with Additional Needs**
The majority of children and families will not require any additional formal support, but for those who do, a discussion at the school-based and led Multi-Agency Planning (MAP) and review forum would be the first step unless it is evident that there are child protection concerns which need an immediate referral to Children and Families Service.

Most schools refer to this school-led forum as their Multi Agency Planning (MAP) meeting. It is a process to support the Special Educational Needs Coordinator (SENCO) in managing the identification, coordination and review of support and interventions for pupils with additional needs.

The MAP is a high level planning meeting where the school and partners work together to prioritise, implement and review universal and targeted support arrangements. This is so the SENCO does not have to do this alone but with the benefit of other perspectives from representatives of key partner agencies. For some pupils the MAP will help to identify an intervention strategy. This will involve identifying which agency or agencies should come together to develop an action plan detailing who is to do what and when.

Often this will involve a Pastoral Support Plan (PSP) which is a school-based, young person-centred approach to address the inclusion of young people with challenging behaviour from a range of perspectives. They are designed to support young people who are at risk of permanent exclusion or young people who are at risk of becoming disaffected through repeated fixed-term exclusions.

Targets are set for both the young person and for the range of agencies involved with the young person. Key to this process is the regular review of the PSP that enables close monitoring of the young person within the school environment.

In most cases, following review, these interventions will be sufficient to make progress towards the identified outcomes. However, there are some children who because of personal, family or environmental factors will be unable to benefit from these early responses. Meeting their greater needs may require more comprehensive approaches and possibly more creative solutions. There is also a need to ensure that as more services are involved with a young person, different agency responses do not overlap, duplicate or conflict.

For primary aged children with additional needs, if after reviewing the interventions, the school believes the child needs additional support, they can refer, with parental consent, to a Multi-Agency Team (MAT) for under 5’s or Children and Young People’s Partnership Panel (CYPPP) for children 6 and above via a referral to the First Access and Screening Team. To refer, e-mail a Multi-Agency Information Form to fast@hackney.gov.uk. If you need to speak with someone about a referral to FAST, please call 020 8356 5500 and 020 8356 2710 if out of hours.

**Hackney Education Safeguarding in Education Team**

The Safeguarding in Education Team (SET) offer a range of supportive services to Schools and Colleges, Early Years settings and Childminders across the London Borough of Hackney.

**Safeguarding audits:**

SET staff can support school’s auditing function for the Local Safeguarding Children Partnership. There is a comprehensive Auditing Tool that is designed to help schools clearly articulate their arrangements to safeguard children and promote their welfare and drive improvements in practice.

**Safeguarding training:**
SET also offer safeguarding and child protection training for staff through our CPD offer. We currently offer training for school staff and Designated Safeguarding leads at both introductory and refresher levels. Please contact the CPD team at Hackney Education to book.

Safeguarding and child protection training is mandatory for all school staff and it is expected that this training takes place every two years; staff must also receive an update at least yearly (this can take the form of a training session, briefing or email update). The SET will issue a Safeguarding Update for DSLs at least once per term.

All training delivered by Hackney Education SET will be evaluated and effectiveness monitored.

Schools may choose to deliver training themselves. As a minimum Hackney Education would expect that the training is delivered by a suitably experienced and qualified trainer and covers the following:

- School’s statutory responsibilities to safeguard and promote the welfare of children;
- Definitions of safeguarding and child protection;
- Reference to statutory guidance including Keeping Children Safe in Education;
- A description of ‘significant harm’;
- The four categories of harm, including signs, symptoms and indicators;
- Information on Child Sexual Exploitation, Female Genital Mutilation, Children Missing Education, Online Safety and the Prevent Duty;
- Actions to be taken by staff;
- The role of the Designated Safeguarding Lead;
- Referral pathways to Children and Families Service and/or additional support;
- Reference to the school’s Safeguarding Policies;
- Safe practice and allegations against staff.

There is flexibility for schools in the duration of safeguarding training for school staff, however, Hackney Education would expect that the training is no shorter than 3 hours. There should be a culture of continuous learning and improvement across organisations that work together to safeguard and promote the welfare of children, identifying opportunities to draw on what works and promote good practice.

**Safeguarding and Child Protection policies:**

SET can help you develop and/or ensure your safeguarding policies are up to date with current legislation, guidance and good practice models. Our [Safeguarding in Education webpage](#) provides a Safeguarding and Child Protection Policy template schools can adopt and/or adapt.

**Safeguarding advice and guidance:**

The SET can offer advice regarding individual children and concerns schools may have prior making referrals to FAST. You may seek advice on any of these issues from the Safeguarding in Education Team on 020 8820 7325 / 7255 / 7276.

**Designated Safeguarding Lead Forums:**

SET provide a termly forum for DSLs as an opportunity to meet other DSLs and share best practice. Each forum has a number of presentations from partner agencies that describe their work and their referral pathways.

There is also an online DSL forum that has a news feed and a range of resources, reports and information regarding specific safeguarding issues. Please click the following link to access it or contact SET to become a member:
https://edmo.do/j/t482uz

**Education Safeguarding Consultant – Early Years: Nikki Baird**
Nikki.baird@learningtrust.co.uk  0208 820 7276

**Education Safeguarding Consultant - Schools and Colleges: James Sykes**
james.sykes@learningtrust.co.uk  0208 820 7285
School’s Responsibilities for Safeguarding and Child Protection

This section sets out specific expectations for schools in relation to discharging their safeguarding and child protection responsibilities. It will describe effective policies and procedures and provide links to the most up-to-date legislation, statutory and non-statutory guidance. There is practical guidance in relation to the production, keeping and transference of Child Protection files and a description of processes to ensure children get the right help at the right time.

The Role of the Governing Body

The Governing Body has a duty to ensure that the school meets its statutory responsibilities and ensure that the children and young people attending the school are safe. This applies to all school settings including maintained schools, academies and free schools.

Section 175 of the Education Act 2002 places a duty on the governing body of schools and regulations under section 157, about safeguarding pupils in Independent schools (which include academies) requires academy trusts to have arrangements in place to ensure they:

- Carry out their functions with a view to safeguarding and promoting the welfare of children; and
- Have regard to the statutory guidance issued by the Secretary of State in considering what arrangements they need to make for the purpose of that section.

In addition, the Education and Inspections Act 2006 places a duty on governing bodies of maintained schools to promote the wellbeing of pupils at the school, including protection from harm and neglect.

Governing Bodies must decide for themselves how they organise their strategic and monitoring functions, although a Named Governor for Safeguarding is expected. There is an expectation that all governing body members will undertake training in safeguarding children and child protection to ensure they have the relevant knowledge and skills to discharge their statutory responsibilities effectively.

The Role of the Headteacher

Headteachers and principals should ensure that the policies and procedures adopted by governing bodies and proprietors, particularly concerning referrals of cases of suspected abuse and neglect, are followed by all staff.

Headteachers must ensure that sufficient resources and time are afforded to Designated Safeguarding Leads and other staff to discharge their responsibilities, including taking part in Strategy Discussions and other inter-agency meetings including Child Protection Conferences and the contribution to the assessment of children.

The Role of the Designated Safeguarding Lead

The role of the Designated Safeguarding Lead (DSL) is defined in the statutory guidance Keeping Children Safe in Education 2020. Schools must ensure that an appropriately trained DSL and/or Deputy DSL is available at all times (for the purposes of this document both roles are now referred to as the DSL). This person should be given sufficient support, supervision, training and resources to provide support to other staff on child welfare and child protection issues.

Please see Appendix 1 for guidance for DSLs relating to what ‘safeguarding specific’ support and supervision should comprise of.

Responsibilities of the DSL Include (but are not limited to):

- Ensuring the London Child Protection Procedures and the school specific safeguarding & child protection policy and procedures are accessible to all staff, volunteers and parents;
- Keeping staff updated with current procedures and practice, ensuring all new and temporary staff receive the necessary training to enable them to carry out their safeguarding and child protection responsibilities;
- Referring any concerns as soon as the arise to Children and Families Service in line with the London Child Protection Procedures;
- Ensure that the social worker is informed of any concerns if the case is allocated;
- Monitoring the attendance and the development and wellbeing of children who are the subject of Child Protection Plans;
- Alerting senior management to any deficiencies which are identified in the schools arrangements to safeguard and promote the well-being of children;
- Being a source of advice and expertise on child protection matters to all staff at the point of need;
- Promoting good practice and effective communication internally between different sections, departments, disciplines and services and externally between agencies on all matters relating to the protection of children;
- Ensuring arrangements are in place for safeguarding & child protection for all involved in providing services to children and families and vulnerable adults who are parents and/or who may pose a risk to children;
- Ensuring that all staff are trained to be made aware of the definitions of abuse so that they will be sufficiently aware to identify children at risk of harm;
- Ensure that teachers, including head teachers, safeguard children’s wellbeing and maintain trust in the teaching profession as part of their professional duties;
- Inform the Designated Officer (DO) of any allegations in the absence of the head teacher;
- Maintain accurate and secure child protection records;
- Ensuring there are regular audits of child protection files to ensure records are up to date and that agreed action plans are being implemented; When a child transfers school, ensuring that complete records are sent to receiving school;
- Referring children who are missing from education, i.e. where a family has moved and no request for school records have been received. Any unexplained absences of 10 days or more to be referred to the Hackney Education School Attendance Service.

Please see Appendix 2 for a Knowledge and Skills Framework self-assessment for DSLs. This self-assessment tool will enable DSLs to explore their strengths and any areas for improvement in safeguarding knowledge and practice.

The Designated Safeguarding Lead and any deputies should undergo training to provide them with the knowledge and skills required to carry out the role. The training should be updated every two years. In addition to their formal training, their knowledge and skills should be updated, (for example via e-bulletins, meeting other Designated Safeguarding Leads, or taking time to read and digest safeguarding developments), at regular intervals, but at least annually, to keep up with any developments relevant to their role.

**DSL Annual Report to Governors**

The Annual Report to Governors is a statutory requirement and applies to maintained schools, academies and independent schools. The annual report should be compiled by the DSL with oversight from the Headteacher. It provides an opportunity for schools to monitor compliance with relevant legislation and statutory guidance, highlight issues and plan for improvements.

The report is an opportunity for the Governors to discuss safeguarding and child protection at a strategic level. After being scrutinised by the governing body a copy of the report should be filed with the minutes of the meeting. The report should include:

- The period covered;
- Name of the author and date presented to Governors;
- Names of the Designated Safeguarding Lead(s);
- Training record for all staff;
- Audit of relevant policies and review dates;
- Number of families referred for Early Help (including under the Common Support Framework);
- Number of referrals made to CSC (with information regarding the nature of the referral);
- Number of meetings attended by type: Strategy Meeting, Initial Child Protection Conference, Core Group Meeting, Child Protection Review Conference, Core Group Meeting, Multi Agency Team Meetings or Children and Young People Partnership Panel Meetings;
- Number of pupils subject to a Child Protection Plan;
- Number of pupils subject to a Child in Need Plan;
- Number of pupils in Local Authority Care;
- Number of allegations against staff and outcomes of investigations;
- Comparative analysis from previous years.

This report should facilitate an ongoing discussion across the school about continuous improvement in relation to safeguarding children and promoting their welfare.

**Safeguarding and Child Protection Policies**

Governing bodies and proprietors should ensure there is an effective Safeguarding and Child Protection Policy in place together with a staff behaviour policy (sometimes called the Code of Conduct) which should amongst other things include- staff/pupil relationships and communications including the use of social media.

Both should be provided to all staff, including temporary staff and volunteers, on induction. The Child Protection Policy should describe procedures which are in accordance with government guidance and refer to locally agreed inter-agency procedures put in place by the LSCB, be updated annually, and be available publicly either via the school or college website or by other means.

Governing bodies and proprietors should put in place appropriate safeguarding responses to children who go missing from education, particularly on repeat occasions, to help identify the risk of abuse and neglect including sexual abuse or exploitation and to help prevent the risks of their going missing in future. Headteachers and principals should ensure that the policies and procedures adopted by Governing Bodies and Proprietors, particularly concerning referrals of cases of suspected abuse and neglect, are followed by all staff.

It is therefore essential that schools develop a robust and practically useful policy framework to assist staff in discharging their responsibilities and ensuring effective practice to safeguard and promote the welfare of children.

In developing a Safeguarding and Child Protection Policy, Hackney Education would expect, as a minimum, the policy covers:

- The schools ethos and approach to promoting the welfare of children and protecting them from harm;
- Definition of Safeguarding;
- Definition of Child Protection;
- Definitions of the categories of harm;
- The Prevent Duty;
- Children Missing Education;
- Child Sexual Exploitation;
- Female Genital Mutilation;
- Online Safety;
- The role of the Designated Safeguarding Lead;
- Actions for staff concerned about a child;
- Referral pathways;
• Managing allegations against staff, including allegations against the Headteacher;
• Managing allegations of abuse amongst pupils;
• Information sharing and confidentiality;
• Record keeping;
• The Hackney Wellbeing Framework;
• Safer Recruitment practice and the use of DBS checks;
• Access and egress including visitors to the school;
• Safeguarding messages to children and young people;
• Safeguarding messages to parents and carers;
• Reference to other safeguarding policies, including Attendance, Behaviour and Anti-Bullying policy;
• Reference to Keeping Children Safe in Education 2020, Working Together 2015, What to do if you’re Worried a Child is Being Abused 2015 and Information Sharing Guidance for Practitioners 2015.

See Appendix 3 for a Safeguarding and Child Protection Policy Checklist.

Schools are afforded some flexibility in setting out a Safeguarding and Child Protection Policy that is tailored for, and appropriate to, their specific needs and pupils. The Safeguarding in Education Team at Hackney Education can offer support and guidance in this area. Please see Hackney Education’s Safeguarding pages for a Model Policy that can be adopted by schools or used as a basis to draft a Safeguarding and Child Protection Policy.

Record Keeping and Child Protection Files

Record keeping is an integral part of effectively safeguarding and promoting the welfare of children. Accurate and up-to-date records are essential for a number of reasons:

• It helps schools identify causes for concern at an early stage;
• Often it is only when a number of seemingly minor issues are taken as a whole that safeguarding or child protection concerns become clear;
• It helps schools to monitor and manage its safeguarding practices;
• It will help to evidence robust and effective safeguarding practice in any Inspection or Serious Case Review.

Schools and colleges should have clear and explicit procedures that ensure they have accurate pupil records; the purpose of this is to ensure that all child protection information is kept in an appropriate, useful and secure manner. This guidance should be read in conjunction with the following documents:

• Children & Young People’s Services Resource Guide for Professionals;
• Keeping Children Safe in Education 2020;
• The London Child Protection Procedures (5th Edition);
• Working Together to Safeguard Children 2018;
• What to do if You’re Worried a Child is Being Abused (2015);
• Information Sharing: Advice for Practitioners Providing Safeguarding Services 2018.

New Learning from Serious Case Reviews (2012) identified the need for improved record keeping and information sharing, both within and between agencies. Poor practice highlighted by successive Serious Case Reviews includes:

• Failing to act on and refer the early signs of abuse and neglect;
• Failing to listen to the views of the child;
- Failing to re-assess concerns when situations do not improve;
- Poor record keeping;
- Sharing information too slowly;
- Lack of challenge to those who appear not to be taking action.

Good record keeping, is therefore essential in safeguarding and child protection work, particularly with regard to children who are subject to a Child Protection Plan or have been identified as having additional vulnerabilities including children with disabilities and those Looked After by the Local Authority.

**What Records Should be kept?**

Not all concerns about a child will result in a referral to Children and Families Service, however, a record should be made of any worry, suspicion or behaviour that gives staff cause for concern about a child.

Even if the information does not appear to be significant on its own, it could contribute to a ‘jigsaw’ picture of abuse that should not be ignored. If there hasn’t been a single incident that causes concern, be specific about what it is that makes you feel worried – What have you seen? What have you heard? What has been said to you? - when thinking about what information to record.

If a child has made a disclosure or allegation of harm, abuse and/or neglect a record must always be made. In such circumstances care must be taken to use the child’s own words in order to make as accurate a record as possible. Records should be factual, using clear and straightforward language; avoid using specialist or agency specific jargon which another agency may not understand. Professional opinion can be given, but needs to be supported by stating the facts and observations upon which the opinion is based.

Records of concerns/incidents must be made as soon as is practicably possible and certainly within 24 hours. They must contain the following information:

- Date and time of the incident;
- The location the incident took place;
- Name and date of birth of the child(ren) concerned;
- A factual account of what happened;
- As full account as possible of what the child said (include the words spoken by the child where possible);
- A record of any questions put to the child and their responses;
- The demeanour of the child;
- A note of any other people involved e.g. as witnesses;
- Action taken, and any future plans e.g. monitor/review, referral to Children and Families Service;
- Details of any other agencies informed;
- Date and time of the record being made;
- Job title of the person making the record;
- Printed name and signature of the person making the record.

It is recommended that a standardised forms be used by staff to record information/concerns as this can ensure that essential information is not overlooked and it is important to give as much detail as possible. Examples are included in this document:

- Appendix 4 Observation Form;
- Appendix 5 Cause for Concern Form;
- Appendix 6 Chronology Sheet.
Ideally, logs of incidents, disclosures and allegations should be typed. Any handwritten notes made immediately after the event should be clearly legible and written in ink, they should not be destroyed even if the details are later recorded more formally and securely attached to the Child Protection Concern Form used by the school.

**Child Protection Files**

A Child Protection File must be started for a child as soon as the school is aware of any child protection concerns about that pupil. This may arise in a number of ways:

- A member of staff raises a concern about the safety or welfare of a child;
- A child makes a disclosure or allegation;
- Information is passed to the school by a previous school attended by the pupil;
- The school is alerted by another agency (e.g. Police, Health or Children’s Social Care) of child protection concerns about a child.

Each Child Protection File must have a front sheet which records the child’s name, date of birth, address and information about family members, please see Annex 8 for an example. It is good practice to cross reference files to ensure consistency and accuracy.

If a child has more than one Child Protection File this should be noted on each file should be dated and the number of volumes should be indicated e.g. January 2010, Vol. 1 of 3.

The Child Protection File must contain:

- A record of any concerns raised by staff;
- Copies of any referrals by the DSL to Children and Families Service or another agency;
- Any child protection information received from the child’s previous school(s) or other agencies;
- Notes and minutes of any Child Protection Conferences and Core Group Meetings where the child is subject to a Child Protection Plan;
- A detailed chronology, updated on a regular basis.

All records of child protection concerns, disclosures or allegations must be treated as sensitive information and should be kept securely and separately from the child’s general school records.

Information can be treated as confidential by the school, meaning that staff working with the child, for example a teacher, teaching assistant or pastoral support worker can be informed if it is necessary for them to effectively support the child. Staff must be informed of the sensitive nature of the information and be mindful of confidentiality in any subsequent conversations.

**How to store Child Protection Files**

Each school must have a secure filing system for child protection records. The Child Protection File should contain all reports, notes and correspondence referring to a child and should be kept in one secure place, for example, a locked filing cabinet in the Headteacher or Principal’s office. Files on extended family members should be kept together and cross-referenced. This filing system should be maintained by, and accessed via, the Designated Safeguarding Lead.

An identifying note or symbol should be placed on the cover of the child’s school file, indicating that there is also a Child Protection File relating to the child. All staff who may need to consult a child’s school file should be made aware of what the symbol means, and to consult with the DSL if they see
this symbol. This should also serve as a reminder when transferring the Child Protection File to another school or college.

Child protection records may also be stored electronically. Schools must ensure any information is confidential by applying the appropriate privacy and password settings. The same principles apply to electronically stored records as written records. If any information is removed from a file this must be recorded. The record should indicate who removed it, the rationale for removing it and where that information is now stored. The DSL must be informed of any changes to a child protection record.

**Access to Child Protection Files**

Any child who has a Child Protection File has the right to access their personal record, unless there is a valid reason to withhold it, for example, if to do so would put the child at significant risk of harm, would affect their safety or well-being, or would be likely to prejudice an ongoing criminal investigation.

Parents/carers (those with parental responsibility in law) are also entitled to see their child’s Child Protection File, on behalf of their child, with the same exceptions as to the child’s right to access. If a parent makes a request to access the file on the child’s behalf, it must be done in writing to the Headteacher. An older child may be entitled to refuse access to their parents.

The school report to the Child Protection Conference should be shared with the parent(s) in consultation with the child’s social worker before the conference takes place unless this puts the child at further risk. The school should take advice about information sharing the file with parents/carers from Legal Services at London Borough of Hackney if they have particular concerns about doing so.

Access to the information on file for the school staff team should be on a 'needs to know' basis and this should be decided by the DSL. It would be unlikely that every member of staff needs to know the details of a case, however, the closer the day-to-day contact with the child a staff member has, the more likely they need to know an outline of the case in order for them to better support and safeguard the child. If a staff member is given information about a child in his/her professional capacity and the person giving that information believes it will be treated securely, and that belief is reasonable, then the recipient of the information will be under a duty to maintain confidentiality.

Care should be taken to ensure all identifying information of any third party is removed from the copy of the record to be shared. The names of any other children, other than the pupil who is the subject of the record, should be removed when disclosing records, unless consent is obtained from the individual/s concerned (or their parent/carer on their behalf).

Child protection information should not ordinarily be shared with agencies other than these statutory agencies e.g. information should not be released to solicitors. Where such a request is made, it is best to seek the advice of Legal Services at London Borough of Hackney or the school’s own legal adviser.

Conversations between Designated Safeguarding Leads at different schools (e.g. sharing concerns or asking for information about sibling groups) are acceptable. Where possible, consent from parents should be sought before a conversation takes place with any other agency.

**Auditing Child Protection Files Kept by the School**

The Designated Safeguarding Lead should, as good practice, carry out an audit of the school’s Child Protection Files to ensure that adequate records are being kept in an appropriate manner. This must happen at least once per academic year though good practice would be to undertake this function once per term.

The audit should cover the following:
- Facing sheet with name, address, DOB, family members’ names,
- Address and contact number of appropriate worker from Children’s Social Care (if the child is subject to a child protection plan this should include the allocated Social Worker);
- Identifying note or symbol on child’s regular school file;
- File cross-referenced with other family members, if appropriate;
- Cross reference to additional files, if appropriate (e.g. Pastoral Support Plan, Personal Education Plan);
- Chronology updated and complete;
- Records and notes typed or written in legible handwriting;
- Incident date (including year), time, place;
- Name, address and DOB of child(ren) concerned recorded on each form;
- Factual outline of incident/concern/allegation/disclosure;
- Opinion substantiated, if given;
- Clear names, job titles of all staff involved;
- Signature, printed name, job title of person making record;
- Note of action taken, and with whom information was shared;
- Note of any referral or contact made with Children and Families Service.

**Transferring Child Protection Files**

When a pupil transfers from one school to another, their Child Protection File must be forwarded to the new school without delay, in all cases this should take no longer than five school days.

When a file is to be transferred a ‘Record of Child Protection File Transfer’ sheet should be completed and attached to the Child Protection Files. Schools should keep a record that they had a child protection file for the child with a brief chronology.

Any Child Protection File should be sent, with the transfer sheet, in a sealed envelope separate from the regular school file. Care must be taken to ensure confidentiality is maintained at all times and the transfer process is as secure as possible. In all circumstances schools should use a recorded delivery service or a postal tracking service.

If a child leaves the school and you have not been informed where the child’s new school will be, contact your School Attendance Officer immediately as this might be a missing child or a Child Missing from Education. If the child is subject to a Child Protection Plan, or if there are current child protection concerns, contact Children and Families Service immediately.

Where a parent/carer elects for home education and there may be pre-existing safeguarding concerns they should be detailed on the Elective Home Education (EHE) pro forma and the Hackney Education Elective Home Education protocol followed.

If a child from a Traveller, Roma or migrant family has a Child Protection File, information from the Child Protection File must be passed to a named person within the Local Authority in which they are based if their whereabouts are known. If the child is missing from education, the Children Missing from Education Manager will need to be notified. If the child is subject to a Child Protection Plan, Children and Families Service should be notified immediately.

Where a pupil of 16+ years is known to transfer to an FE College, the file should be sent to that college. FE Colleges are strongly advised to contact the previous school if they have concerns about a young person and are not in receipt of a Child Protection File.
The Retention of Child Protection Files

When a child with a child protection file reaches statutory school leaving age, the last school or FE College attended should keep the Child Protection File until the child’s 25th birthday. Arrangements need to be made to ensure the secure storage of Child Protection Files for this period. It should then be securely and confidentially destroyed.

Schools should maintain records of which Child Protection Files have been destroyed and who authorised their destruction. This record should include:

- File reference (or other unique identifier);
- File title;
- A brief description;
- Number of files;
- The name of the authorising officer;
- Date action taken;
- This should be kept in a secure database.
Safeguarding Actions

If, as a result of their regular contact with a child or young person, a member of staff is concerned regarding the safety and/or welfare of a child, they have a responsibility to pass their concerns to the school’s Designated Safeguarding Lead (DSL) without delay. The DSL will need to make a professional judgement about what action needs to be taken, in accordance with the national and local guidance; it is also possible to consult with Hackney Education’s Safeguarding in Education Team. In deciding whether an incident and/or information should be recorded as a ‘note of concern’ or progressed as a child protection referral, advice can be sought from Children and Families’ First Access and Screening Team (FAST) on 0208 356 5500.

For all staff it is good practice to always consult with the DSL regarding child protection concerns, prior to contacting Children and Families Service, however, Working Together to Safeguard Children 2018 is clear that any member of staff can make a referral directly to Children and Families Service.

It is important to make it clear to pupils that any disclosure will be treated sensitively and that information may need to be shared with other professionals if it is considered necessary to protect the child or someone else from harm. It is good practice to provide this information to children when they start at the school and to reiterate this at the start of every academic year. An open approach to safeguarding responsibilities helps create a safe space for children and young people.

It is important to inform parents that a referral to Children and Families Service has been made, unless it is determined that by doing so it would place the child or a staff member at increased risk. The City and Hackney Safeguarding Children Partnership have produced a universally adopted referral form (please see Appendix 8 for a copy) and this should be used when making a written referral. A copy of the referral form must be kept by the school in the Child Protection File.

Information Sharing

Effective sharing of information between professionals and agencies is essential for effective identification, assessment and service provision.

Early sharing of information is the key to providing effective early help where there are emerging problems. In other circumstances sharing information can be essential in ensuring effective child protection services are in place and children are protected.

Fears about sharing information cannot be allowed to stand in the way of the need to promote the welfare and protect the safety of children. To ensure effective safeguarding arrangements:

- All organisations should have arrangements in place which set out clearly the processes and the principles for sharing information between each other, with other professionals and with the LSCP; and
- No professional should assume that someone else will pass on information which they think may be critical to keeping a child safe. If a professional has concerns about a child’s safety and/or welfare and believes they are suffering or likely to suffer harm, then they should share the information with local authority Children and Families Service.

Information Sharing: Advice for Practitioners Providing Safeguarding Services to Children, Young People, Parents and Carers 2018 supports frontline practitioners, working with children and young people, who have to make decisions about sharing personal information on a case by case basis. The advice includes the ‘Seven Golden Rules’ for sharing information effectively and can be used to supplement local guidance and encourage good practice.
The 7 Golden Rules for Information Sharing can be useful when making decisions:

1. Remember that the Data Protection Act is not a barrier to sharing information;
2. Be open and honest;
3. Seek advice;
4. Share with consent where appropriate;
5. Consider safety and well-being;
6. Is the information to be shared necessary, proportionate, relevant, accurate, timely and secure;
7. Keep a record.

Information Sharing Protocol – Sharing Personal Information Between School Staff

Sharing information is an intrinsic part of any frontline practitioners’ job when working with children and young people. The decisions about how much information to share, with whom and when, can have a profound impact on individuals’ lives. Information sharing helps to ensure that an individual receives the right services at the right time and prevents a need from becoming more acute and difficult to meet.

Fears about sharing information cannot be allowed to stand in the way of the need to safeguard and promote the welfare of children at risk of abuse or neglect. Every practitioner must take responsibility for sharing the information they hold, and cannot assume that someone else will pass on information, which may be critical to keeping a child safe.

In order to effectively discharge our statutory responsibility to safeguard and promote the welfare of children and young people. We (insert name of school) understand that the appropriate sharing of information amongst school staff is essential.

Information will be owned by the Designated Safeguarding Lead who may, on occasion, choose to share this with members of school staff. This decision will be made using common sense and professional judgement. As a guide, the closer the professional is to direct work with the child in question, the more information will need to be shared. This information remains confidential and cannot be shared by the person receiving it without the expressed permission of the DSL. The below recording form must be attached to the child’s ‘child in need’ or ‘child protection’ file.

<table>
<thead>
<tr>
<th><strong>Internal Information Sharing Form</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Description of information being shared</strong>: Insert brief description of the information being shared.</td>
</tr>
<tr>
<td><strong>Designated Safeguarding Lead</strong></td>
</tr>
<tr>
<td>I am sharing this information with the colleague specified below in order to effectively discharge our statutory responsibility to safeguard and promote the welfare of children and young people in our care.</td>
</tr>
<tr>
<td>Name (printed and signed):</td>
</tr>
</tbody>
</table>
Staff member (recipient)

I receive this information in the knowledge that I am unable to share this further, without the expressed permission of the Designated Safeguarding Lead. I acknowledge that this information is privileged and is shared with me with the intention of ensuring children are protected from harm and that their safety and welfare is promoted.

Name (printed and signed):

Dated:

Referrals to Hackney Children and Families’ Service

Any concerns that potentially require a safeguarding or child protection referral should be discussed initially within the school between the Designated Safeguarding Lead and the concerned member of staff. This conversation should consider thresholds for intervention as detailed in the Hackney Child Wellbeing Framework. The Safeguarding in Education Team at Hackney Education may also be consulted.

Following this conversation, a consultation and/or a referral may be required as a course of action, contact the First Access and Screening Team (FAST) directly. A qualified Social Worker or social work manager will discuss what action may be necessary to meet the child or young person’s needs. This conversation will determine what threshold is met and/or if signposting to another agency is required.

The content and quality of referrals is vital if children are to receive the right help at the right time; it is important to give as much information in order to inform decision making and to ensure that any assessment is as comprehensive and accurate as possible. All good referrals give an appropriate amount of information and context to secure an evidence based decision, which must be made within 24 hours of the initial referral to FAST.

Referrals can be made by telephone in the first instance but should also be followed up in writing via the Multi-Agency Referral Form (See Appendix 8). If the Common Support Framework tool was used or implemented a copy should be attached.

Helpful information to include when making a referral:

- Have you considered the levels of intervention? (see the Hackney Wellbeing Framework);
- Have you added telephone numbers of the families and professionals known to be involved, enabled timely access and organisation of visits being arranged?
- Are you aware if the family have any communication requirements either as a result of a disability, cognitive functioning, English as an additional language or literacy skills?
- Have you or colleagues undertaken any recent assessments in relation to the family, especially Common Support Framework (CSF) or single agency documents that could and should contribute to progressing the matter appropriately?
- Are all the families’ details including dates of birth, names, addresses and other household members recorded correctly?
- Are your contact details and any other relevant agencies clearly stated?
- Are you clear about what information and events have contributed to the making of this referral?
• Have you clearly outlined in your professional opinion what you think the risks and needs are that are presenting at this time?
• What strategies have you put in place to date to endeavour to resolve these issues, reducing need and mitigating against risk?
• Why do you think that a Children and Families Service referral is appropriate and required at this time in your professional opinion and do you have colleagues that agree?
• If you have an immediate concern have you recorded your evidence for this and why you think the child or young person is currently unsafe?
• Are you clear about the child or young person’s current location and can you describe what they were wearing when last seen and what they said when last spoken to?

Once a referral has been made it is essential that the DSL contact CSC within 3 working days if they have not received confirmation and/or feedback. If the referrer disagrees with a decision made by CSC they can refer to the City and Hackney Safeguarding Partnership’s Escalation Policy.

It is also important that schools re-refer children and families if concerns persist or escalate or if new information comes to light.

Please see Appendix 10 for a flowchart of actions to be undertaken when a child has been, or is likely to have been, significantly harmed.

**Children educated in Hackney who live ‘Out of Borough’**

The same principles apply to children living out of Hackney, however, referrals to children’s social care should be made to the Borough within which the child or children are resident in. It is good practice for DSLs to have an up to date list of children living out of Borough and contact details for CSC in those boroughs.
Child Protection Procedures once a referral has been made

This section describes the processes Children and Families Service follow in partnership with others if and when necessary. Further information can be found in Working Together to Safeguard Children 2018.

Emergency Protection Order (EPO)

An emergency protection order is an order from the court that allows the child to be removed from home if the child is in imminent danger, and grants parental responsibility to the local authority. The court must be satisfied that there are extremely persuasive reasons to make the order. An emergency protection order lasts up to eight days, but can be extended once, for a maximum of seven days.

Police Powers of Protection

Police powers of protection can used without reference to a court, and is only used in emergency situations where a delay in an EPO may put a child at risk.

Strategy Discussions and Meetings

When there are concerns that a child may be at risk of significant harm, Children and Families Service will talk to partner agencies about the child. CSC – together with the Police Child Abuse Investigation team – will decide if the threshold for a child protection investigation (see Section 47 below) has been met. If it has, they will also decide who should carry out the investigation – CSC and the police (joint agency) or the police alone (single agency). This may be done at a meeting or as telephone conversations, depending on the nature and urgency of the enquiries.

Section 47 Investigations

A Section 47 enquiry (refers to Section 47 of The Children Act 1989) means that CSC must carry out an investigation when they have ‘reasonable cause to suspect that a child who lives, or is found, in their area is suffering, or is likely to suffer, significant harm’. The enquiry will involve an assessment of the child’s needs and the ability of those caring for the child to meet them. The aim is to decide whether any action should be taken to safeguard the child. The child’s parents/carers will be interviewed, as well as the child (unless the child is too young). The assessment will also include information from the child’s school, doctor and other professionals.

This means that if you and your school:

- Are asked, by the police or CSC – as part of a Section 47 investigation – for information about a child or their family, you must share all relevant information;
- You and your school may also take part in the child protection processes, including taking part in meetings and conferences) and provide an important information sharing and monitoring role.

- **Initial Child Protection Conference**

A Child Protection Conference is convened when concerns exist that children are suffering, or may be at risk of suffering, significant harm. At such conferences information about the children and their parent’s capacity to safely care for them within the context of wider family support and their environment, will be shared and analysed. Judgments will be made about the likelihood of children suffering significant harm in the future and decisions will be made about what action is needed to safeguard and promote their welfare. This is a multi-agency meeting chaired by an independent, qualified and experienced social worker referred to as an Independent Chair.
The purpose of the conference is to:

- Share information;
- Assess if the child is likely to suffer significant harm, which category of harm, and whether the harm is due to the care they are receiving;
- Decide if the child needs a Child Protection Plan;
- Devise an outline multi-agency protection plan;
- Identify an allocated worker from within CSC and a core group of professionals from other agencies to work with the family to make detailed plans and to implement the plan.

The child’s parents will always be invited to attend, unless there is real risk of harm to those attending the conference. The child or young person should always be invited unless there are specific reasons not to, such as a risk of violence.

If you are invited to attend you need to prepare a verbal and written report on your involvement, if asked. This report should focus on the child, and identify the family’s strengths, difficulties and the areas of concern. At the conference you will be asked for your views on the need for a protection plan, and your comments will be recorded if they disagree with the view of the conference. Everyone present should receive minutes of the meeting. This is a confidential document and must be stored securely.

The Core Group

A Core Group is a team of key professionals and family members. They are responsible for developing the day-to-day details of the care plan produced by the conference, putting the plan into practice, allocating tasks as appropriate and reporting back to the next conference on progress made. They must meet within 10 days of the initial conference and at least every eight weeks after that. Core group meetings usually take place in the family home, children’s centre or the school, and all present should receive a record of the meeting. The meetings may include professionals from adult/other services, family members and the child if they have sufficient understanding.

Review Child Protection Case Conferences

Review child protection case conferences assess progress on the protection plan and may decide that there has been enough progress and a protection plan is no longer needed. The first review is held within three months of the initial conference and at least every six months after that. It is vital that you continue to attend these meetings as an involved professional, to ensure multi-agency decision-making.

Ending a Child Protection Plan

If CSC decide to end a Child Protection Plan at a review conference, they may still want to continue to offer services to the child and their family. In this case the child would need a Child in Need plan. These plans also involve agencies working together and are regularly reviewed. There is no statutory timeframe but best practice suggests a review every six months.

Ending Children and Families Service involvement

Sufficient progress on a child protection plan may mean that there is no longer a role for CSC. In this case a review conference will take place to determine ongoing support. CSC should inform partner agencies in writing. Partner agencies may continue to be involved and offer services using the Team Around the Child/Family process.
Safer Recruitment Practices

Vetting, Barring and DBS Checks

It is vital that schools and colleges create a culture of safe recruitment and, as part of that, adopt recruitment procedures that help deter, reject or identify people who might abuse children. Schools and colleges should have written recruitment and selection policies and procedures in place. The School Staffing Regulations require governing bodies of maintained schools to ensure that at least one person on any appointment panel has undertaken safer recruitment training.

Governing Bodies and proprietors must act reasonably in making decisions about the suitability of the prospective employee based on checks and evidence including: Disclosure and Barring Service checks, Barred List checks and Prohibition checks together with references and interview information.

For most appointments, an Enhanced DBS Certificate, which includes Barred List information, will be required as the majority of staff will be engaging in regulated activity. In summary, a person will be considered to be engaging in regulated activity if as a result of their work they:

- Will be responsible, on a regular basis in a school or college, for teaching, training instructing, caring for or supervising children; or
- Will carry out paid, or unsupervised unpaid, work regularly in a school or college where that work provides an opportunity for contact with children;
- Engage in intimate or personal care or overnight activity, even if this happens only once.

Disclosure and Barring Service (DBS) checks.

The DBS is responsible for administering three types of checks (see Appendix 11 for more information):

- **Standard**: a check of the Police National Computer (PNC) records of convictions, cautions, reprimands and warnings;
- **Enhanced**: a check of the PNC records as above, plus other information held by the police that is considered relevant by the police; and
- **Enhanced**: which will automatically include barred list information: for people working in regulated activity with children.

More information is available on the [DBS website](#).

The level of DBS check required, and whether a prohibition check is required, will depend on the role and duties of an applicant to work in a school or college. For most appointments, an enhanced DBS check with barred list information will be appropriate as the majority of staff will be engaging in regulated activity.

In a school or college, a supervised volunteer who regularly teaches or looks after children is not in regulated activity. The Department of Education has published separate [statutory guidance on supervision and regulated activity](#) which schools and colleges should have regard to when considering which checks should be undertaken on volunteers.

When the DBS has completed its check a DBS certificate is sent to the applicant. The applicant must show the certificate to their potential employer before they take up post or as soon as practicable.
afterwards. Alternatively, if the applicant has subscribed to it and gives permission, the school or college may undertake an online update check through the DBS Update Service.

If a school or college allows an individual to start work in regulated activity before the DBS certificate is available then it must ensure that the individual is appropriately supervised and that all other checks, including a separate barred list check, have been completed.

No further checks are required for any staff unless the person has a break in service of more than three months. However, a school or college may request an enhanced DBS check with barred list information should there be any concerns.

Prohibition orders prevent a person from carrying out teaching work in schools, sixth form colleges, 16 to 19 academies, relevant youth accommodation and children’s homes in England. A person who is prohibited from teaching must not be appointed to work as a teacher in such a setting.

An offer of appointment to a successful candidate, including one who has lived or worked abroad, must be conditional on satisfactory completion of pre-employment checks. Further information can be found in Keeping Children Safe in Education 2020.

**Contractors**

Schools and colleges should ensure that any contractor, or any employee of the contractor, who is to work at the school or college, has been subject to the appropriate level of DBS check. Contractors engaging in regulated activity will require an enhanced DBS certificate (including barred list information).

For all other contractors who are not engaging in regulated activity, but whose work provides them with an opportunity for regular contact with children, an enhanced DBS check (not including barred list information) will be required. In considering whether the contact is regular, it is irrelevant whether the contractor works on a single site or across a number of sites.

Under no circumstances should a contractor in respect of whom no checks have been obtained be allowed to work unsupervised, or engage in regulated activity. Schools and colleges are responsible for determining the appropriate level of supervision depending on the circumstances.

If a contractor working at a school or college is self-employed, the school or college should consider obtaining the DBS check, as self-employed people are not able to make an application directly to the DBS on their own account.

Schools and colleges should always check the identity of contractors and their staff on arrival at the school or college, adopt their usual checking-in procedure and ensure contractors have an identifying badge and/or lanyard.

If the school or college is engaging with sub-contractors they must receive the same assurances as described above though the responsibility to undertake DBS and/or barred list checks remains with the initial contactor. Schools must receive reassurances from the contractor that appropriate checks have been undertaken.
12 Steps to Safer Recruitment

Before you release your post:

1. Ensure that you have an up to date recruitment and selection policy that describes the process and roles before you begin;
2. Ensure that your school has a safeguarding and child protection policy and that a statement about the school's commitment to safeguarding is included in all recruitment and selection materials;
3. Ensure that you have an up to date job description and person specification for the role(s) you wish to recruit to, that have been agreed by the senior leadership team and HR;
4. Ensure that you have an appropriate advertisement prepared that contains all necessary information about the role, timetable for recruitment and your commitment to safeguarding;
5. Ensure that you have compiled a suitable candidate pack containing all the required information about the school, role recruitment timetable, safeguarding policy/statement and application form;

Before you interview:

6. Ensure that each application received is scrutinised in a systematic way by the shortlisting panel in order to agree your shortlist before sending invitations to interview;
7. Ensure that all appropriate checks have been undertaken on your shortlisted candidates including references and DBS checks;
8. Ensure that all shortlisted candidates receive the same letter of invitation to interview, supplying them with the necessary information;

Before you select your preferred candidate:

9. Ensure that a face-to-face interview is conducted for all shortlisted candidates based on an objective assessment of the candidate’s ability to meet the person specification and job description;
10. Ensure that all specific questions designed to gain required information about each candidate’s suitability have been asked, including those needed to address any gaps in information supplied on the application form;

Before you formally appoint:

11. Ensure that you are able to make a confident selection of a preferred candidate based upon their ability to demonstrate their suitability for the role;
12. Ensure that your preferred candidate is informed that the offer of employment (including volunteers) is conditional on receiving satisfactory information from all necessary checks, references and completion of a probationary period.

The City and Hackney Safeguarding Children Partnership has published a set of Safer Recruitment Minimum Expectations, applicable to all organisations. Schools should refer to this guidance. Further information on Safer Recruitment practices is also available in Towards Safer Organisations, published by the NSPCC.
The Single Central Record

Schools and colleges must keep a Single Central Record, it must log all safer recruitment check and must cover the following people:

- All staff (including supply staff, and teacher trainees on salaried routes) who work at the school: in colleges, this means those providing education to children and young people; and
- For independent schools, including academies and free schools, all members of the proprietor body;
- All staff who are employed to work in the school;
- All staff who are employed on a supply or casual basis, whether employed directly by the school or through an agency;
- All volunteers who have regular contact with children. This will include governors who work as volunteers;
- People brought into the school to provide additional teaching or instruction for pupils but who are not staff members, for example specialist sports coaches or music teachers.

The information that must be recorded in respect of staff members (including teacher trainees on salaried routes) is whether the following checks have been carried out and certificates obtained, and the date on which each check was completed/certificate obtained:

- An identity check;
- A barred list check;
- An enhanced DBS check;
- A prohibition from teaching check;
- Further checks on people living or working outside the United Kingdom;
- A check of professional qualifications;
- A check to establish the person’s right to work in the UK.

Details of the records that must be kept are contained:

- For independent schools, (including academies and free schools and alternative provision academies and free schools), under the Education (Independent School Standards) Regulations 2014;

If a school or college has concerns about an existing staff member’s suitability to work with children, it should carry out all relevant checks as if the person were a new member of staff. Similarly, if a person working at the school or college moves from a post that was not regulated activity into work which is regulated activity, the relevant checks for the regulated activity must be carried out. Apart from these circumstances, the school or college is not required to request a DBS check or barred list check. The only requirement for those appointed before March 2002 is that they must have been Barred List checked.

Managing Allegations against Staff Members

Governing bodies and proprietors should ensure there are procedures in place to handle allegations against members of staff and volunteers. Such allegations should be referred to the designated officer(s) at the local authority. There must also be procedures in place to make a referral to the
Disclosure and Barring Service (DBS) if a person in regulated activity has been dismissed or removed due to safeguarding concerns, or would have been had they not resigned. **This is a legal duty and failure to refer when the criteria are met is a criminal offence.**

There are three identifiers in respect of all cases in which it is alleged that a teacher or member of staff (including volunteers) in a school or college that provides education for children under 18 years of age has:

- Behaved in a way that has harmed a child, or may have harmed a child;
- Possibly committed a criminal offence against a child or related to a child; or
- Behaved towards a child or children in a way that indicates he or she would pose a risk of harm to children.

Employers have a duty of care to their employees. They should ensure they provide effective support for anyone facing an allegation and provide the employee with a named contact if they are suspended. It is essential that any allegation of abuse made against a teacher or other member of staff or volunteer in a school or college is dealt with very quickly, in a fair and consistent way that provides effective protection for the child and at the same time supports the person who is the subject of the allegation.

In the first instance, the Headteacher or principal, or where the Headteacher or principal is the subject of an allegation, the chair of governors, chair of the management committee or proprietor of an independent school (the ‘case manager’) should immediately discuss the allegation with the Local Authority Designated Officer (LADO). The purpose of an initial discussion is for the LADO and the case manager to consider the nature, content and context of the allegation and agree a course of action.

The LADO may ask the case manager to provide or obtain relevant additional information, such as previous history, whether the child or their family have made similar allegations previously and the individual’s current contact with children.

There may be situations when the case manager will want to involve the police immediately, for example if the person is deemed to be an immediate risk to children or there is evidence of a possible criminal offence. Where there is no such evidence, the case manager should discuss the allegations with the DO in order to help determine whether police involvement is necessary.

For further information in relation to managing allegations against staff schools must refer to **Keeping Children Safe in Education 2020** and follow the **guidance issued by London Child Protection Procedures and City and Hackney Safeguarding Children Board**.

**Whistleblowing**

Hackney Education is committed to working in open, honest and with integrity, to this end the **London Borough of Hackney’s Whistleblowing Policy** has been adopted.

Whistleblowing is the disclosure of information which relates to suspected wrongdoing or dangers at work. This may include:

- Criminal activity;
- Miscarriages of justice;
- Danger to health and safety;
- Damage to the environment;
- Failure to comply with any legal or professional obligation or regulatory requirements;
- Bribery;
- Financial fraud or mismanagement;
- Negligence;
- Breach of our internal policies and procedures (including the Council’s Codes of Conduct for Employees and Members, Standing Orders, Regulatory Framework, Financial Regulations);
- Unauthorised disclosure of confidential information; or
- The deliberate concealment of any of the above matters.

A whistle blower is a person who raises a genuine concern relating to any of the above. If you have any genuine concerns related to suspected wrongdoing or danger affecting any of our activities (a whistleblowing concern) you should report it under this policy. All staff should be aware that whistleblowing comes with a high level of legal protection and can be used when there are concerns about the safety and welfare of children and young people accessing educational provision.
Further Safeguarding Information

**Looked After Children**

The Children and Families service in Hackney looks after approximately 250 children and young people at any one time. About 7 out of 10 children go home within six months. Children are mainly looked after if there are serious concerns for their welfare and cannot live with their birth families. The local authority are not responsible for bringing up children and do not provide care requested because of disagreements between parents and their children.

Most children looked after are in foster care or with other members of their extended family. For a small number of young people their needs are best met in specialist residential care.

For younger children in care for whom there is little or no prospect of them returning home, adoption will be considered. In all cases where children are looked after by the local authority, care and permanency arrangements are matched to the child’s individual needs.

For more information see [fostering](#), [adoption](#) and [residential care](#)

Other local authorities sometimes place their looked after children in foster homes within Hackney. Whenever another local authority does this they must inform us. All notifications of looked after children placed in Hackney should be sent to: [fast@hackney.gcsx.gov.uk](mailto:fast@hackney.gcsx.gov.uk)

More information on [services available to looked after children placed in Hackney](#) [pdf, 363.93Kb]

**Leaving Care service**

This service is available to young people aged 18 plus who have been looked after by the Local Authority for a certain amount of time. Help is given to the young person with independent living skills, career advice and training and educational opportunities. The leaving care worker keeps in touch with the young person and especially when they have no family members to help and support them. For young people who go on to full time education, support can be given until they are 25yrs, if appropriate.

**Online Safety**

Online safety is defined as being safe from risks to personal safety and wellbeing when using all fixed and mobile devices that allow access to the internet, as well as those that are used to communicate electronically.

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. An effective approach to online safety empowers a school or college to protect and educate the whole school or college community in their use of technology and establishes mechanisms to identify, intervene and escalate any incident where appropriate.

The breadth of issues classified within online safety is considerable, but can be categorised into five areas of risk: content, contact, conduct, commercialisation and communities

**Content is defined as:**

- Exposure to illegal, inappropriate or harmful material including online pornography; ignoring ages ratings in games (exposure to violence, often associated with racist language); substance abuse and ‘revenge porn’;
- Lifestyle websites, for example pro-anorexia, self-harm or suicide sites;
- Extremist sites;
• Content validation: how to check authenticity and accuracy.

**Contact includes:**

• Being subjected to harmful interaction with other users;
• Grooming;
• Online bullying in all forms;
• Identity theft, including hacking social networking profiles and sharing passwords.

**Conduct is defined as:**

• Personal online behaviour that increases the likelihood of, or causes, harm;
• Privacy issues, including disclosure of personal information;
• Digital footprint and online reputation;
• Health and wellbeing (amount of time spent online);
• Sexting (making, sending and receiving personally intimate images, also referred to as self-generated indecent images);
• Copyright (regard for intellectual property and ownership including film and music).

**Commercialisation is defined as:**

• The influences that access to online commercialised products can have on children and young people. For example, the early normalisation of sexualised behaviour.

**Communities is defined as:**

• Communities of like-minded individuals with a mutual interest in specific issues. For example, On-line Gaming. The pre-existing mutual interest in such activity often creates a strong sense of rapport and can facilitate or accelerate grooming under the guise of friendship.

It is therefore important for schools to develop mechanisms that develop children’s resilience to managing these issues safely and effectively.

This means ensuring that children and young people are protected from harm and supported to achieve the maximum benefit from new and developing technologies without risk to themselves or others. This includes personal computers, laptops, mobile phones and games consoles such as Xbox, Playstation and Wii.

The aim of promoting online safety is to protect young people from the adverse consequences of access or use of electronic media, including from bullying, inappropriate sexualised behaviour or exploitation.

Ofsted issued an inspection briefing for schools in 2014; here online safety is described as the schools ability to:

• Protect and educate pupils and staff in their use of technology, and;
• Have the appropriate mechanisms to intervene and support any incident where appropriate.

The framework for inspection is grounded in the Byron Review and concentrates of three main areas of risk for children – Content, Contact and Conduct.

Good practice in relation to online safety includes:
All staff have a shared responsibility for online safety and it is seen as a key priority across the staff team;

Online safety issues are taught in an age-appropriate way across the curriculum, including taught time and assemblies;

A strong curriculum plan for online safety is in place;

Senior leaders, governors, staff, children and families are all involved in writing and reviewing online safety policies;

Managed systems including effective monitoring and filtering are maintained by the school;

Online safety training is made available for staff and it is monitored for impact;

Effective and consistent recording and reporting mechanisms are maintained.

A useful self-assessment tool is the 360 Safe by South West Grid for Learning. Many schools have used this to great effect when developing and embedding safer practices for children and staff accessing online content.

Filters and Monitoring

Governing bodies and proprietors should be doing all that they reasonably can to limit children’s exposure to the above risks from the school or colleges IT system. As part of this process governing bodies and proprietors should ensure their school has appropriate filters and monitoring systems in place. Whilst considering their responsibility to safeguard and promote the welfare of children, and provide them a safe environment in which to learn, governing bodies and proprietors should consider the age range of their pupils, the number of pupils, how often they access the schools IT system and the proportionality of costs vs risks.

The appropriateness of any filters and monitoring systems are a matter for individual schools and colleges and will be informed in part by the risk assessment required by the Prevent Duty. The UK Safer Internet Centre has published guidance as to what “appropriate” might look like:

- UK Safer Internet Centre: appropriate filtering and monitoring

Guidance on e-security is available from the National Education Network. Whilst filtering and monitoring are an important part of the online safety picture for schools and colleges to consider, it is only one part. Governors and proprietors should consider a whole school approach to online safety. This will include a clear policy on the use of mobile technology in the school. Many children have unlimited and unrestricted access to the internet via 3G and 4G in particular and the school and college should carefully consider how this is managed on their premises.

Whilst it is essential that governing bodies and proprietors ensure that appropriate filters and monitoring systems are in place, they should be careful that “over blocking” does not lead to unreasonable restrictions as to what children can be taught with regards to online teaching and safeguarding.

Staff training Governors and proprietors should ensure that as part of the requirement for staff to undergo regularly updated safeguarding training and the requirement to ensure children are taught about safeguarding, including online, that online safety training for staff is integrated, aligned and considered as part of the overarching safeguarding approach. Information and support.

There is a wealth of information available to support schools and colleges to keep children safe online. The following is not exhaustive but should provide a useful starting point:

- www.thinkuknow.co.uk
- www.disrespectnobody.co.uk
- www.saferinternet.org.uk
- www.internetmatters.org
Hackney Education has developed a range of supporting materials and Acceptable Use Policy templates, please see Annex 15 for further information.

The Prevent Duty: What it Means for Schools

In order for schools to fulfil the Prevent duty, it is essential that staff are able to identify children who may be vulnerable to radicalisation, and know what to do when they are identified. Protecting children from the risk of radicalisation should be seen as part of schools' and childcare providers' wider safeguarding duties, and is similar in nature to protecting children from other harms (e.g. drugs, gangs, neglect, sexual exploitation), whether these come from within their family or are the product of outside influences.

Schools can also build pupils' resilience to radicalisation by promoting fundamental British values and enabling them to challenge extremist views. It is important to emphasise that the Prevent duty is not intended to stop pupils debating controversial issues. On the contrary, schools should provide a safe space in which children, young people and staff can understand the risks associated with terrorism and develop the knowledge and skills to be able to challenge extremist arguments.

The Prevent duty is entirely consistent with schools' existing responsibilities and should not be burdensome. Ofsted’s revised Common Inspection Framework for Education, Skills and Early Years, which came into effect on 1 September 2015, makes specific reference to the need to have safeguarding arrangements to promote pupils' welfare and prevent radicalisation and extremism. The associated handbooks for inspectors set out the expectations for different settings. The Education Inspection Framework and handbooks are available on GOV.UK. The statutory guidance on the Prevent duty summarises the requirements on schools and childcare providers in terms of four general themes: risk assessment, working in partnership, staff training and IT policies. Online Prevent training is available to all staff, volunteers and parents/carers.

Channel Process

Channel is an early intervention multi agency panel designed to safeguard vulnerable individuals from being drawn into extremist or terrorist behaviour. Channel works in a similar way to existing multi-agency partnerships for vulnerable individuals. It is a voluntary process allowing the individual to withdraw from the programme at any time. Channel is for individuals of any age who are at risk of exploitation by extremist or terrorist ideologues.

The Channel Panel is chaired by the local authority Head of Safer Communities, and includes the Police, statutory partners, where appropriate to collectively assess the risk to an individual and decide whether an intervention is necessary. Lead safeguarding professionals will be invited on a case by case basis. If a Channel panel is required, the Panel works with local partners to develop an appropriate individualised support package to reduce risks to the individual and reduce the risk of extremism.

Anyone can make a referral to Channel. Each referral is screened for suitability via a preliminary assessment undertaken by the Police Channel Coordinator and local authority. If suitable, the case is discussed with all relevant partners to decide if an intervention is necessary.

If you have concerns that a child/young person you are working with is becoming radicalised or groomed into violent extremism please contact one of the following:
Make a direct referral to Children and Families Service via the First Access & Screening Team FAST@hackney.gov.uk or telephone 020 8356 5500/4844.

Alternatively the following individuals can provide guidance and support in making the most appropriate referral:

Lisa Aldridge, Head of Safeguarding and Learning. Children and Family Service: Lisa.Aldridge@hackney.gov.uk or 020 8356 6164.

Brendan Finegan, Service Manager, Youth Justice: Brendan.Finegan@hackney.gov.uk or 020 8356 1107.

James Sykes, Education Safeguarding: james.sykes@learningtrust.co.uk or 020 8820 7285.

For consultations about referrals to the Channel process please contact Tracey Thomas, Prevent Coordinator: Tracey.Thomas@hackney.gov.uk or 020 8356 8104.

Online Channel Process training is available to all staff, volunteers and parents/carers.

**Peer on Peer Abuse**

Peer-on-peer abuse is any form of physical, sexual, emotional and financial abuse, and coercive control, exercised between children and within children’s relationships (both intimate and non-intimate). Peer-on-peer abuse can take various forms, including: serious bullying (including cyber-bullying), relationship abuse, domestic violence, child sexual exploitation, youth and serious youth violence, harmful sexual behaviour, and/or gender-based violence.

**Sexual violence and sexual harassment between children in schools and colleges**

Sexual violence and sexual harassment can occur between two children of any sex. They can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment. Sexual violence and sexual harassment exist on a continuum and may overlap, they can occur online and offline (both physical and verbal) and are never acceptable. It is important that all victims are taken seriously and offered appropriate support. Schools and colleges should consider the following:

- It is more likely that girls will be the victims of sexual violence and more likely that sexual harassment will be perpetrated by boys. Schools and colleges should be aware of the importance of:
  - Make clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up and that making and distributing of sexual images of children (including ‘upskirting’) are illegal;
  - Not tolerating or dismissing sexual violence or sexual harassment as “banter”, “part of growing up”, “just having a laugh” or “boys being boys”; and
  - Challenging behaviours (which are potentially criminal in nature), such as grabbing bottoms, breasts, vaginas and penises. Dismissing or tolerating such behaviours risks normalising them.

Children with Special Educational Needs and Disabilities (SEND) can be especially vulnerable. Disabled and deaf children are three times more likely to be abused than their peers. Additional barriers can sometimes exist when recognising abuse in SEND children.
When, as a school, you consider issues of sexual violence and harassment between children you should consult the governmental guidance and seek support from Children and Families Service partners.

**Child Sexual Exploitation**

Child sexual exploitation is a crime with devastating and long lasting consequences for its victims and their families. Childhoods and family life can be ruined and this is compounded when victims, or those at risk of abuse, do not receive appropriate, immediate and on-going support. The first response to children, and support for them to access help, must be the best it can be from social workers, police, health practitioners and others who work with children and their families.

Child sexual exploitation is a form of child sexual abuse. Sexual abuse 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 clothing. It may include non-contact activities, such as involving children in the production of sexual images, forcing children to look at sexual images or watch sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse (including via the internet).

The definition of child sexual exploitation is as follows:

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Child sexual exploitation is a complex form of abuse and it can be difficult for those working with children to identify and assess. The indicators for child sexual exploitation can sometimes be mistaken for ‘normal adolescent behaviours’. It requires knowledge, skills, professional curiosity and an assessment which analyses the risk factors and personal circumstances of individual children to ensure that the signs and symptoms are interpreted correctly and appropriate support is given. Even where a young person is old enough to legally consent to sexual activity, the law states that consent is only valid where they make a choice and have the freedom and capacity to make that choice. If a child feels they have no other meaningful choice, are under the influence of harmful substances or fearful of what might happen if they don’t comply (all of which are common features in cases of child sexual exploitation) consent cannot legally be given whatever the age of the child.

Child sexual exploitation is never the victim’s fault, even if there is some form of exchange: all children and young people under the age of 18 have a right to be safe and should be protected from harm.

One of the key factors found in most cases of child sexual exploitation is the presence of some form of exchange (sexual activity in return for something); for the victim and/or perpetrator or facilitator.

Where it is the victim who is offered, promised or given something they need or want, the exchange can include both tangible (such as money, drugs or alcohol) and intangible rewards (such as status, protection or perceived receipt of love or affection). It is critical to remember the unequal power dynamic within which this exchange occurs and to remember that the receipt of something by a child/young person does not make them any less of a victim. It is also important to note that the prevention of something negative can also fulfil the requirement for exchange, for example a child who engages in sexual activity to stop someone carrying out a threat to harm his/her family.

Whilst there can be gifts or treats involved in other forms of sexual abuse (e.g a father who sexually abuses but also buys the child toys) it is most likely referred to as child sexual exploitation if the
‘exchange’, as the core dynamic at play, results in financial gain for or enhanced status of, the perpetrator. Where the gain is only for the perpetrator/facilitator, there is most likely a financial gain (money, discharge of a debt or free/discounted goods or services) or increased status as a result of the abuse. If sexual gratification, or exercise of power and control, is the only gain for the perpetrator (and there is no gain for the child/young person) this would not normally constitute child sexual exploitation, but should be responded to as a different form of child sexual abuse.

**Multi-Agency Sexual Exploitation Meetings**

The Hackney Multi-Agency Sexual Exploitation (MASE) Group has been established to develop a detailed overview of both child sexual exploitation (CSE) and harmful sexual behaviour (HSB) within the borough and to use this profile to inform multi agency work priorities including the development of appropriate prevention and intervention strategies.

The MASE focuses primarily on young people under the age of 18 years; however the group will also consider cases of young people up to the age of 25 years who are care leavers or young people with learning difficulties receiving services from Young Hackney.

The group will aim to reduce the risk to children and young people at risk of, or experiencing sexual exploitation or at risk of demonstrating harmful sexual behaviour, by building an understanding of the links between victims and perpetrators, identifying emerging themes and trends, and using these to inform diversionary measures and interventions.

CHSCP have produced supplementary information to guide working practices in the borough regarding Child Sexual Exploitation.


**Harmful Sexual Behaviour**

It is recognised that sexual exploration and experimentation are a normal part of childhood development and as such these procedures recognise that some children do engage in age-appropriate behaviours as part of natural childhood sexual development; such sexual activity is essentially characterised by mutuality and consent and it is not intended that such behaviours fall within the remit of these procedures. For further guidance on healthy, concerning/problematic or harmful sexual behaviours (HSB) please refer to the Brook Traffic Light Tool.

Work with children and young people who abuse others, including those who sexually abuse/offend, should recognise that such children are likely to have considerable needs themselves, and that they may pose a significant risk of harm to other children. Evidence suggests that children who abuse others may have suffered considerable disruption in their lives, been exposed to violence within the family, may have witnessed or been subject to physical or sexual abuse, have problems in their educational development and may have committed other offences.

Such children and young people are likely to be children in need, and some will, in addition, be suffering, or at risk of suffering, significant harm, and may themselves be in need of protection. Children and young people who abuse others should be held responsible for their abusive behaviour, while being identified and responded to in a way that meets their needs as well as protecting others.

The London Borough of Hackney have produced guidance regarding Multi-agency Planning (MAP) Meetings for children and young people who present a risk of demonstrating harmful sexual behaviour.
Child Criminal Exploitation

As set out in the Serious Violence Strategy, published by the Home Office, criminal exploitation is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18 into any criminal activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial or other advantage of the perpetrator or facilitator and/or (c) through violence or the threat of violence. The victim may have been criminally exploited even if the activity appears consensual. Child criminal exploitation does not always involve physical contact; it can also occur through the use of technology.

County Lines

As set out in the Serious Violence Strategy, published by the Home Office, County Lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas within the UK, using dedicated mobile phone lines or other form of ‘deal line’. They are likely to exploit children and vulnerable adults to move and store the drugs and money, and they will often use coercion, intimidation, violence (including sexual violence) and weapons.

Criminal exploitation of children is a geographically widespread form of harm that is a typical feature of county lines criminal activity: drug networks or gangs groom and exploit children and young people to carry drugs and money from urban areas to suburban and rural areas, market and seaside towns. Key to identifying potential involvement in county lines are missing episodes, when the victim may have been trafficked for the purpose of transporting drugs and a referral to the National Referral Mechanism should be considered.

Like other forms of abuse and exploitation, county lines exploitation:

- Can affect any child or young person (male or female) under the age of 18 years;
- Can affect any vulnerable adult over the age of 18 years; 95 national crime agency human-trafficking Draft for consultation;
- Can still be exploitation even if the activity appears consensual;
- Can involve force and/or enticement-based methods of compliance and is often accompanied by violence or threats of violence;
- Can be perpetrated by individuals or groups, males or females, and young people or adults; and
- Is typified by some form of power imbalance in favour of those perpetrating the exploitation. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, cognitive ability, physical strength, status, and access to economic or other resources.

Contextual Safeguarding

Contextual Safeguarding is an approach to understanding, and responding to, young people’s experiences of significant harm and risk beyond their families. It recognises that the different relationships that young people form in their neighbourhoods, schools and online can feature violence and abuse. Parents and carers have little influence over these contexts, and young people’s experiences of extra-familial abuse can undermine parent-child relationships.

Therefore Children and Families Service practitioners and school staff need to engage with individuals and sectors who do have influence over/within extra-familial contexts, and recognise that assessment of, and intervention with, these spaces are a critical part of safeguarding practices. Contextual
Safeguarding, therefore, expands the objectives of child protection systems in recognition that young people are vulnerable to abuse in a range of social contexts.

If, as a school, we are concerned a child is being exploited in an extra-familiar context, as previously outlined, we will follow the procedures set out in this document and consult or refer to Children and Families Service.

Hackney’s approach to addressing extra-familial risk can be found here:


**Female Genital Mutilation**

Female Genital Mutilation (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. Professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a girl being at risk of FGM, or already having suffered FGM.

**Actions**

If staff have a concern they should activate local safeguarding procedures, using existing national and local protocols for multi-agency liaison with police and Children and Families Service. When mandatory reporting commenced in October 2015 these procedures remained when dealing with concerns regarding the potential for FGM to take place. Where a teacher discovers that an act of FGM appears to have been carried out on a girl who is aged under 18, there is a statutory duty upon that individual to report it to the police, or CSC if FGM is suspected.

**Mandatory Reporting Duty**

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 social workers and healthcare 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. Those failing to report such cases will face disciplinary sanctions. It will be rare for teachers to see visual evidence, and they should not be examining pupils, but the same definition of what is meant by “to discover that an act of FGM appears to have been carried out” is used for all professionals to whom this mandatory reporting duty applies.

**So-called ‘honour-based’ violence (HBV)** encompasses incidents or crimes which have been committed to 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. It is important to be aware of this dynamic and additional risk factors when deciding what form of safeguarding action to take. All forms of HBV are abuse (regardless of the motivation) and should be handled and escalated as such. If in any doubt, staff should speak to the designated safeguarding lead (or deputy). Professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a child being at risk of HBV, or already having suffered HBV.

**Forced marriage** is a crime in England and Wales. A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats or any other form of coercion is used to cause a person to enter into a marriage. Threats can be physical or emotional and psychological. A lack of full and free consent can be where a person does not consent or where they cannot consent (if they have learning disabilities, for example). Nevertheless, some communities use religion and culture as a way to coerce a person into marriage. Schools and colleges can play an important role in safeguarding children from forced marriage.
The Forced Marriage Unit has published Multi-agency guidelines, with pages 32-36 focusing on the role of schools and colleges. School and college staff can contact the Forced Marriage Unit if they need advice or information: Contact: 020 7008 0151 or email fmu@fco.gov.uk.

**Domestic Abuse and Violence**

The cross-government definition of domestic violence and abuse is:

any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:

- Psychological;
- Physical;
- Sexual;
- Financial;
- Emotional.

**Controlling behaviour**

Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

**Coercive behaviour**

Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim. This is not a legal definition.

**What is MARAC?**

A Multi-Agency Risk Assessment Conference or MARAC as its commonly known is a meeting where information is shared on the highest risk domestic abuse cases between representatives of local police, probation, health, child protection, housing practitioners, Independent Domestic Violence Advisors (IDVAs) / Domestic Abuse Prevention Advocates (DAPAs) and other specialists from the statutory and voluntary sectors. The primary focus of the MARAC is to safeguard the adult victim. After sharing all relevant information they have about a victim, the representatives discuss options for increasing the safety of the victim and turn these into a coordinated action plan involving all necessary agencies. The victim does not attend the meeting but is represented by an IDVA or DAPA who speaks on their behalf.

A young person should be referred to the Hackney MARAC if they are aged 16 or over, reside in Hackney and are at high risk of domestic violence from their partner, ex-partner or family member, regardless of gender or sexual orientation. If the person is 16 or 17 you must copy the MARAC referral to Children and Young People Services at fast@hackney.gov.uk.cjsm.net / fast@hackney.gov.uk

**MAPPA**

These multi-agency meetings are designed to protect the public, including previous victims of crime, from serious harm by sexual and violent offenders. They require the local criminal justice agencies and other bodies dealing with offenders to work together in partnership in dealing with these offenders. They were established by Criminal Justice Act 2003 which provides for the establishment of Multi-Agency Public Protection Arrangements (‘MAPPA’) in each of the 42 criminal justice areas in England and Wales.
Multi-Agency Public Protection Arrangements (MAPPA) are a set of statutory arrangements to manage the risk posed by the most serious sexual and violent offenders. The responsible agencies for MAPPA are the police, prison and probation services in each local area. These agencies have a statutory duty to ensure the effective risk assessment and management of identified offenders and to share information for MAPPA purposes.

A number of other agencies have a duty to co-operate including:

- Local Authority Social Services;
- Primary Care Trusts, other NHS Trusts and Strategic Health Authorities;
- Jobcentre Plus;
- Youth Offending Teams;
- Registered Social Landlords who accommodate MAPPA offenders;
- Local Housing Authorities;
- Local Education Authorities;
- United Kingdom Borders Agency;
- Electronic Monitoring providers.

Reducing Parental Conflict

Since 2019 the DWP has supported local authorities to address Parental Conflict as an issue for residents to improve outcomes for children. Parental conflict is defined as frequent, intense and poorly resolved conflict between parents regardless of whether they are together or separated. Destructive conflict behaviours which put children’s mental health and long-term life chances at risk include aggression, non-verbal conflict or ‘the silent treatment’. According to the DWP children in workless families are up to 3 times more likely to experience Parental Conflict. Financial difficulties impact on mental health which can increase conflict. Early Help referrals are encouraged vis FAST if you are concerned about parental conflict.

RPC training can be accessed via the City and Hackney Safeguarding Partnership.

Wellbeing and Mental Health in Schools (WAMHS)

The Wellbeing and Mental Health in Schools (WAMHS) project is an initiative led by the CAMHS Alliance with the support of the Children and Young People’s Integrated Commissioning work stream in City & Hackney.

This innovative service aims to improve mental health and wellbeing support for children and young people in schools, colleges, specialist and alternative provision education settings in City & Hackney.

The WAMHS project started with a one year pilot phase in September 2018 and was initially piloted for 15 months in 50% of state maintained schools in City & Hackney (39 schools participated in the pilot phase).

The impact of the pilot phase was evaluated by Public Health City and Hackney, and the results of the evaluation were used to support extending the offer to remaining eligible schools in both boroughs.

In September 2019 the Universal WAMHS Offer was approved by the commissioning board and a further 30 schools became part of the WAMHS project. From April 2020 there will be 69 schools out of the total 80 in City & Hackney who will be part of the WAMHS project.

To contact the WAMHS Team email elft.wamhs@nhs.net
**Children Missing Education**

All children, regardless of their circumstances, are entitled to a full time education which is suitable to their age, ability, aptitude and any special educational needs they may have. Local authorities have a duty to establish, as far as it is possible to do so, the identity of children of compulsory school age who are missing education in their area.

A child going missing from education is a potential indicator of abuse or neglect. School and college staff should follow the school’s or college’s procedures for dealing with children that go missing from education, particularly on repeat occasions, to help identify the risk of abuse and neglect, including sexual exploitation, and to help prevent the risks of their going missing in future.

Schools should put in place appropriate safeguarding policies, procedures and responses for children who go missing from education, particularly on repeat occasions. It is essential that all staff are alert to signs to look out for and the individual triggers to be aware of when considering the risks of potential safeguarding concerns such as travelling to conflict zones, FGM and forced marriage. The law requires all schools to have an admission register and, with the exception of schools where all pupils are boarders, an attendance register.

All pupils must be placed on both registers. All schools must inform Hackney Education Pupils Out of School Team of any pupil who is going to be deleted from the admission register where they:

- Have been taken out of school by their parents and are being educated outside the school system e.g. home education;
- Have ceased to attend school and no longer live within reasonable distance of the school at which they are registered;
- Have been certified by the school medical officer as unlikely to be in a fit state of health to attend school before ceasing to be of compulsory school age, and neither he/she nor his/her parent has indicated the intention to continue to attend the school after ceasing to be of compulsory school age;
- Are in custody for a period of more than four months due to a final court order and the proprietor does not reasonably believe they will be returning to the school at the end of that period; or,
- Have been permanently excluded.

Hackney Education must be notified when a school is to delete a pupil from its register under the above circumstances. This should be done as soon as the grounds for deletion are met, but no later than deleting the pupil’s name from the register. It is essential that schools comply with this duty, so that local authorities can, as part of their duty to identify (Regulation 4 of the Education (Pupil Registration) (England) Regulations 2006 9 Regulation 12(3) of the Education (Pupil Registration) (England) Regulations 2006) children of compulsory school age who are missing education, follow up with any child who might be in danger of not receiving an education and who might be at risk of abuse or neglect.

All schools must inform Hackney Education of any pupil who fails to attend school regularly, or has been absent without the school’s permission for a continuous period of 10 school days or more, at such intervals as are agreed between the school and the local authority (or in default of such agreement, at intervals determined by the Secretary of State).

**Elective Home Education**

Elective Home Education (EHE) is the term used by the Department for Education to describe parents’ decisions to provide education for their children at home instead of sending them to school. This is
different to home tuition provided by a Local Authority or education provided by a Local Authority other than at a school. It is recognised that parents may choose home education for a variety of reasons.

Parents are responsible for ensuring that their children receive a suitable education. Hackney Education recognises that parents have the right to choose to educate their child at home rather than at school. Where parents choose to home educate, Hackney Education consider it to be desirable for parents and the LA to work together, recognising each other’s rights and responsibilities and establish and maintain a positive dialogue in the interests of the child to ensure that a high quality education is received and children are safeguarded. The LA supports positive engagement through identifying a range of opportunities for families to access via their website.

Many families make a pro-active decision to home educate. Such families usually provide an extremely high standard of education for their children. However, some families may feel that electing for home education is the only available option when it appears that school issues cannot be resolved or where personal circumstances mean that attending school regularly is problematic. The Local Authority EHE team aims to support families in these situations to ensure families understand the implications of the child no longer being on a school roll, for example having to take qualifications as an external candidate, and the lack of school places for young people during GCSEs.

Where young people are entering EHE during Key Stage 4, particular attention will be given to ensuring appropriate learning pathways are discussed with relevant parties. There is an expectation that clear plans will be in place for achieving recognised qualifications at age 16 and securing progression to post 16 learning or employment with training, and, recognising the vulnerability of becoming NEET (“not in education, employment or training”) for young people who exit school at this late stage. This might include opportunities to continue to take examinations in school.

**Schools and Elective Home Education**

If parents inform schools they are considering home education, it is important that schools and parents are fully appraised of the expectations and implications of home educating before committing to making this important decision. Hackney Education recommends that parents are given contact details and advised to seek advice from the Hackney Education’s EHE Team before formally asking the school to remove the child from the school roll.

Schools must not seek to persuade parents to educate their child at home, nor would it be recommended for parents to elect to educate their children at home as a way of solving a perceived or ongoing problem for a school.

In these situations both the school and parents should be able to obtain advice and support from Hackney Education’s EHE Team where families are considering home education as means of addressing wider unmet needs or unresolved issues. Hackney Education hopes that the schools will explain to the family that delegated funding from the school may be used to pay for ‘Alternative Provision’ as long as the young person remained on roll, however there is no funding once a child or young person is removed from the school roll.

Parents need to be aware that where there are places available at FE colleges for home educated 14-16 places; whilst these places are limited in number, they are funded directly by the Education Funding Agency therefore do not require funding from the school.

When parents are opting to home educate due to a breakdown in relations between the school and family, there should be a presumption that mediation will be explored prior to a final decision being made on whether to remove the child from the school roll and that the LA can be engaged in that process.

The LA would expect all Hackney schools to have had a discussion with parents, signposting them to support and guidance before making any formal decision.
To contact the Elective Home Education Team please email:

ElectiveHomeEducation@learningtrust.co.uk or 0208 820 7284

Improving Educational Outcomes for Young Black Men

The Council, Hackney CVS and other local agencies have worked with young people and parents to launch an ambitious plan to improve life chances for young black men. Young black men tend to fare worse than their peers in many ways, from poorer educational results to higher rates of offending. This has been a problem for many years and public bodies and the community have tried many different approaches to dealing with it, but none have had the desired impact.

Strategic vision 2018-22

The programme is now in its third year. Following reflections on lessons learnt, progress made based on the initial theory of change and consultation with the community and key stakeholders a new strategic direction for the programme has been established for 2018-2022.

- summary of programme
- 3 page summary
- strategy 2018-2022
- Data Digest March 2019

Our approach

Rather than tackling individual problems, our approach involves local people, the voluntary and community sector and the public sector in shaping and delivering the solutions, with young people at its heart.

The work is championed by Cllr Bramble, lead cabinet member for children and young people. We’re aiming to improve life chances for future generations of young men as well as coordinate support and opportunities for those who are 18-25 now. There are many black boys, young black men and black families that are succeeding in Hackney. It’s vital that this work doesn’t stereotype black men or the black community or treat them as problems. The focus of this programme is on harnessing successful young black men’s potential, increasing their visibility, and tackling inequalities where they exist. The Hackney Education contact is Orlene Badu – Orlene.badu@learningtrust.co.uk

Licensing for Children Taking part in Performances and Regulated Child Employment

The child performance licensing and activities legislation sets out the arrangements that must be made to safeguard children when they take part in certain types of performances, paid sport or paid modelling.

The legislation sets out what the law requires of people responsible for putting on performances with children, or engaging them in paid sport or paid modelling (in the rest of this document paid sport and paid modelling are referred to as ‘activities’). The relevant primary legislation is Part II of the Children and Young Persons Act 1933 and Part II of the Children and Young Persons Act 1963.

Streamlined and simplified regulations, the Children (Performances and Activities) (England) Regulations 2014, came into force on 6 February 2015. The regulations are self-explanatory, so the government does not intend to set out detailed explanation of each of the provisions.

In accordance with the legislative framework under the Children and Young Person Act 1963/S47, under section 37 of the 1963 act, a licence must be obtained before a child can take part in certain types of performance and activity. The Child Performance and Activities licensing legislation 2014 is a new
framework for the hours children can perform and outlines the breaks they must have, the regulations revoke and replace the Children (performances) regulations 1968.

Please see Appendix 17 for an application form for children involved in performances and employment.
Appendix 1: Designated Safeguarding Lead Supervision Guidance

This guidance has been written by Hackney Education Safeguarding in Education Team to aid schools and academies in fulfilling their responsibilities under the statutory guidance Working Together to Safeguard Children (2018) and Keeping Children Safe in Education (2020) alongside Ofsted: Inspecting Safeguarding in Schools (2015) and a recommendation from a Serious Case Review undertaken by City and Hackney Safeguarding Children Partnership in providing supervision to Designated Safeguarding Leads.

There is a statutory expectation that supervision is provided to all staff that are working directly and regularly with children whose safety and welfare are at risk, including all those in maintained schools, non-maintained schools and independent schools. For practitioners involved in day-to-day work with children and families, effective supervision is important to promote good standards of practice and to support individual staff members. Supervision should help to ensure that practice is soundly based and consistent with the LSCB and organisational procedures.

Lessons from Serious Case Reviews have found that ‘Supervision is essential to help practitioners cope with the emotional demands of work with children and their families which has an impact at all levels of intervention’ (DCSF: 2008).

Vanessa George and the events at Little Ted’s Nursery

On 1st October 2009, Vanessa George admitted to taking hundreds of photographs of herself abusing infants whilst she was working as a nursery nurse in Little Ted’s nursery. George had been working at the nursery since September 2006, was the deputy SENCo and was considered to be a trusted member of staff. She had worked in childcare in various roles for 10 years and had not come to the attention of police or other statutory agencies prior to her arrest.

Following her conviction, a Serious Case Review was carried out. The report found that there were 22 members of staff who worked at the nursery at the time of George’s arrest though none of them formally raised any issues of concern about her practice or the management of the setting, despite staff becoming increasingly concerned about a change in Vanessa George’s behaviour and her increasingly sexualised references. An absence of proper staff supervision meant they did not have a formal opportunity in which they could raise these concerns: ‘Supervision by a competent supervisor may have provided a forum where, within a safe environment, these feelings could have been aired.’ (Plymouth Safeguarding Children Board. March 2010).

What is ‘supervision’?

Formal supervision has been around for many years in Social Work, therapy and counselling; it is a regular, planned and accountable two-way process which offers support to develop the knowledge, skills and values of an individual, group or team. Its purpose is to develop professional practice and to help staff to improve the quality of the work they do, thus improving outcomes for children as well as achieving agreed objectives.

Supervision in relation to safeguarding children is distinct from performance management as it provides an opportunity to discuss sensitive issues, any concerns raised and develop a supportive environment. Formal supervision of this nature should facilitate oversight and pooling of the schools knowledge in relation to particular children and ensure effective coordination of responses. Bringing information from a range of sources within the school together can help identify patterns and reduce the risk of multiple identifiers being seen in isolation.
Who benefits from supervision?

The main beneficiary of supervision should be the children who attend your school and their families. Effective supervision ensures the delivery of efficient and safe care through regular professional support and case discussion. It supports staff to be consistent in their approach, vigilant and effective in their practice to safeguard children. This should translate into a safe and supported environment for children.

For the employee, supervision provides professional one to one or group support mechanism and a ‘safe space’ away from the direct work environment to discuss case concerns, workload, progress, their professional role and the emotional impact of working with safeguarding cases. The supervisory relationship should develop trust which will allow for free and open discussion and learning without the fear of being criticised. Employees should receive constructive feedback about their work, with concerns being challenged sensitively and honestly whilst successes are acknowledged on a regular basis. This hopefully increases the feeling of being valued by management at the school which in turn, increases job satisfaction and professional efficacy. It also supports increased staff retention which ensures continuity of care for children.

For the employer, communication between staff and management is improved, allowing for full discussion of the school’s responsibilities and priorities. Effective supervision helps develop motivated, confident employees who understand the principles of safe practice and can mentor and support each other more effectively in the school. Staff are more focussed and efficient, knowing their individual priorities which increases productivity. Staff are clear about their responsibilities, what policies and procedures should be followed including when they have concerns about either their own or others’ practice including responding to allegations against staff members.

Qualities of a ‘good’ supervisor

Supervision is most effective and positive for individuals and organisations if it is carried out by the ‘right’ person. Supervisors should be competent, perhaps gaining skills through a management training programme, specific supervision training or shadowing a more experienced supervisor. They need to be clear about their role and responsibilities and on where to access additional advice when they need it.

Supervisors are often line managers of staff. Traditionally a supervisor will have responsibility for the day to day oversight of staff and the work they do, as well as conducting regular supervision meetings and yearly appraisals with the staff members they supervise. However, it is vital that school management give careful consideration to how a supervisory mechanism would work best; it may be that group supervision would work best with DSL and deputies meeting as a team. It is also important to consider ‘matching’ who is the most appropriate person to supervise each member of staff. For example, if there are known tensions between individual members of staff, it is going to be difficult to achieve a positive, trusting supervision relationship for either member of staff.

Some of the skills of a ‘good’ supervisor are:

Honesty; accountability; challenging; trustworthy; supportive; diplomatic; empathic; reliable; competent; good time keeping skills; interested; responsible; non-judgemental.

The aim of supervision is to allow staff and their supervisors to:

- Discuss and challenge concerns, issues or difficulties;
- Identify solutions to address concerns and issues;
- Be coached in tackling issues as they arise and plan future action;
- Review work and workload;
• Explore feelings and emotional impact;
• Develop practice and competencies, including training needs;
• Explore the understanding of school philosophy, policy and practice;
• Ensure every child’s safety and wellbeing;
• To maintain an accurate and agreed record of professional progress.

The Rights and Responsibilities of a Supervisee:

• To receive effective and sensitive supervision;
• To be treated in an anti-discriminatory manner;
• To have their feelings and opinions recognised;
• To raise issues of concern about their own practice and that of their colleagues;
• To learn from mistakes and seek advice if they are unsure;
• To be listened to and receive appropriate professional support;
• To be briefed about changes;
• To commit to regular supervision and understand its value.

Supervision Contracts:

Every supervisor should make a written contract/agreement with their supervisees taking into account:

• Frequency of supervision sessions;
• Approximate length of sessions;
• Location of sessions;
• Main areas for discussion/agenda items;
• Confidentiality issues;
• Agreement regarding notes, when they will be produced and by whom;
• Procedure for complaints and/or reconciling differences.

Why should Supervision be recorded?

• To record what was discussed and actions agreed;
• To record any differences or disagreements;
• To benchmark and audit the quality of supervision;
• To evidence staff development.

At the end of each session, or as soon as possible thereafter, both supervisor and supervisee should sign and date the supervision notes to confirm its accuracy and both should keep a copy. The supervisor’s copy may be kept in a supervision file or personal staff file.

Confidentiality

It is important for staff to be comfortable in discussing all aspects of their work but there needs to be clarity as to what will happen to information discussed if it raises concerns about the practice of a particular member of staff or a child. Accordingly, any supervision policy must be compatible with the safeguarding children, allegations against staff and confidentiality policies within the school.
Supervision Checklist

General Issues

- Do you have a supervision policy?
- Does your supervision policy include:
  - Frequency;
  - Location;
  - Duration;
  - Who will write the records;
  - Where the supervision record be kept;
  - What to do in the event of a disagreement.

For each supervision session

- Agenda - what needs to be discussed and actions from the previous supervision session;
- Ensure you have suitable paperwork on which to write a record;
- Check whether there are going to be any unavoidable interruptions – this should be avoided if at all possible to ensure the supervisee benefits as much as possible from the sessions;
- Any future dates for supervision should be agreed so both the supervisor and supervisee are aware in advance.

Supervision Record:

Date of supervision ..........................................................................................................................
Name of Supervisor .........................................................................................................................
Name of Supervisee ..........................................................................................................................
Date and time agreed for next meeting ..............................................................
Agenda standing items ..................................................................................................................
Specific additional agenda items:
Supervisor .................................................................................................................................
Supervisee ...................................................................................................................................
Both the supervisor and supervisee should sign and date the end of this record to confirm its accuracy.

AGENDA ITEM ACTION(ED BY)
Appendix 2

Knowledge and Skills Framework for Designated Safeguarding Leads – Self Assessment

In completing this self-assessment, Designated Safeguarding Leads are advised to consider all current and previous experience when considering their ratings. The completed self-assessment should be discussed and completed with the Line Manager and used for personal and professional development in the role. Following this discussion, key learning needs should be agreed. These learning needs (where the rating is 3 or less) should be included in the Professional Development Plan (PDP) detailing how these needs will be met.

<table>
<thead>
<tr>
<th>Identities:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Name of Designated Safeguarding Lead:</td>
<td>Other roles:</td>
</tr>
<tr>
<td>Name of Line Manager:</td>
<td>School:</td>
</tr>
<tr>
<td>Date of Self-Assessment:</td>
<td>Date of Review:</td>
</tr>
</tbody>
</table>

Ratings guide – there are two areas to rate yourself, level of Confidence and Competence:

<table>
<thead>
<tr>
<th>Confidence Scoring:</th>
<th>Competence Scoring:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. I need to focus a lot here</td>
<td>1. Novice</td>
</tr>
<tr>
<td>2. Feel I need to pay more attention here</td>
<td>2. Requires improvement</td>
</tr>
<tr>
<td>3. Feel ok in less complex situations</td>
<td>3. Steady progression</td>
</tr>
<tr>
<td>4. Feel comfortable without excelling</td>
<td>4. Capable</td>
</tr>
<tr>
<td>5. Happy with progression</td>
<td>5. Good</td>
</tr>
<tr>
<td>6. Fully confident</td>
<td>6. Outstanding</td>
</tr>
</tbody>
</table>

Statement 1: Relationships and effective direct work

<table>
<thead>
<tr>
<th>How able are you able in establishing effective relationships with children, young people and families?</th>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>How able are you to use your professional capacity to enable meaningful participation of others?</th>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>How able are you at gathering the information to address the relevant risk factors to inform your direct work with families?</th>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
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</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>How well can you assist children and families in times of transition or difficulty, recognising and responding to the different reasons why this may be happening?</th>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
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</tr>
</tbody>
</table>
### Statement 2: Communication

<table>
<thead>
<tr>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
</tbody>
</table>

Are you able to speak and listen to children of all ages and abilities in a range of different circumstances including through observing and understanding the meaning of their behaviours?

<table>
<thead>
<tr>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
</tbody>
</table>

How able are you at allowing the voice of the child, young person and the family members to remain central throughout intervention?

<table>
<thead>
<tr>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
</tbody>
</table>

How able are you to remain professional and respectful when responding to others who may be angry, hostile and resistant?

<table>
<thead>
<tr>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
</tbody>
</table>

How able are you in adapting your approach when interacting with parents, carers and family members to promote their insight into the child/ young person’s needs and to encourage changes to their own behaviour?

<table>
<thead>
<tr>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
</tbody>
</table>

How skilful are you in producing well written, evidenced and jargon free reports and case recordings which provides clear analysis and actions that are accessible (where appropriate) to both families and professionals?

<table>
<thead>
<tr>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
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</tbody>
</table>

### Statement 3: Child Development

<table>
<thead>
<tr>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
</tbody>
</table>

How able are you to observe and talk to children in different settings to understand the quality and context of their different relationships?

<table>
<thead>
<tr>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
</tbody>
</table>

How skilled are you in identifying the typical age-related child development when working with children and young person with a wide range of differing care needs?

<table>
<thead>
<tr>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
</tbody>
</table>

How skilled are you at understanding the social, cultural environment and system that the children and young person is placed within?

<table>
<thead>
<tr>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
</tbody>
</table>

What is your ability to promote the resilience of children and young people when taking into consideration adversity factors which can act as barriers for them? (This includes the effect of different parenting styles, loss, change and parental lifestyle issues)

<table>
<thead>
<tr>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
</tbody>
</table>

How able are you at adapting your practice in response to issues that may impact upon a child’s development and engagement? (Including communication difficulties, ill health and/or disability)

<table>
<thead>
<tr>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
</tbody>
</table>
### Statement 4: Adult mental health, substance misuse, domestic abuse, physical ill health and disability

<table>
<thead>
<tr>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
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<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
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<td>1 2 3 4 5 6</td>
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<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
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</tbody>
</table>

### Statement 5: Abuse and neglect

<table>
<thead>
<tr>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
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<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
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</tbody>
</table>
### Statement 6: Child and family assessment

<table>
<thead>
<tr>
<th>Question</th>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>How able are you to carry out family assessments of children with particular emphasis on parental capacity?</td>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
<tr>
<td>What is your level of skill in using evidence based tools to inform your analysis and decision making in assessments? (Such as observations, PEPs, IEPs and Behaviour Management)</td>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
<tr>
<td>How able are you at taking into account individual child and family history, and how this might affect the ability of adults and children to engage with services and to change?</td>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
<tr>
<td>How able are you to hold an empathic position when exploring and writing about the difficult social circumstances of families so that your practice and that of others does not stigmatise or isolate these families?</td>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
<tr>
<td>What is your level of skill in dealing with those who may be resistance to change, ambivalent or selective with their cooperation to ensure next steps can be taken to protect children?</td>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
</tbody>
</table>

### Statement 7: Analysis, decision making, planning and review

<table>
<thead>
<tr>
<th>Question</th>
<th>Confidence</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>How able are you to establish the seriousness of different risk factors and any harm already suffered by a child to predict future harm?</td>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
<tr>
<td>How skilful are you at providing solutions to children and/or families to help resolve the difficulties they face and to achieve successful change?</td>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
<tr>
<td>What is your level of expertise in testing out multiple hypotheses about what is happening in families and to children while being open to continued challenge or changes in evidence?</td>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
<tr>
<td>What is your level of skill in producing smart, child centred care plans with multi-disciplinary input?</td>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
<tr>
<td>How skilful are you in ensuring that alternative interventions are identified and plans reviewed in a timely manner?</td>
<td>1 2 3 4 5 6</td>
<td>1 2 3 4 5 6</td>
</tr>
</tbody>
</table>
### Appendix 3

**Safeguarding and Child Protection Policy Checklist:**

In developing a Safeguarding Children and Child Protection Policy Hackney Education would expect the following as a minimum.

<table>
<thead>
<tr>
<th>Subject:</th>
<th>Policy includes:</th>
<th>Actions:</th>
</tr>
</thead>
<tbody>
<tr>
<td>KCSiE 2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Safeguarding definition</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Child Protection definition</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Significant Harm definition</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Definitions of categories of harm</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prevent Duty</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Children Missing Education</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Child Sexual Exploitation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female Genital Mutilation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Online Safety</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Role of Designated Safeguarding Lead</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actions for staff</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Referral pathways</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Messages to CYP</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Messages to Parents/Carers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Allegations against staff</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Allegations against Head</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Allegations against pupils</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hackney Wellbeing Framework</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Safer Recruitment and DBS Checks</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reference to other policies including Attendance, Behaviour, Bullying and Online</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Visitors to school/setting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Managing contractors</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Schools have the opportunity to develop a policy that is tailored to their setting and must adhere to local guidance from [CHSCP](https://www.chscp.org.uk) and the statutory guidance [Keeping Children Safe in Education 2020](https://www.gov.uk/government/publications/keeping-children-safe-in-education).
### Appendix 4

**Observation Form:**

<table>
<thead>
<tr>
<th>Your Name:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Incident date and time:</td>
<td></td>
</tr>
<tr>
<td>Location:</td>
<td></td>
</tr>
<tr>
<td>Pupil name:</td>
<td></td>
</tr>
<tr>
<td>Others present:</td>
<td></td>
</tr>
</tbody>
</table>

What happened? What did you see? What did you hear? Make sure you include context, behaviours and full names (not initials):

<table>
<thead>
<tr>
<th>Signature:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Date:</td>
<td></td>
</tr>
</tbody>
</table>
## Appendix 5

### Cause for Concern Form:

<table>
<thead>
<tr>
<th>Name of child:</th>
<th>Date of incident:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class and year:</td>
<td>Time of incident:</td>
</tr>
<tr>
<td>Location of incident:</td>
<td>Date of record:</td>
</tr>
<tr>
<td>Name of person reporting:</td>
<td>Time of record:</td>
</tr>
</tbody>
</table>

**Concern/Incident** – Describe your concern using clear, straightforward language:

---

Opinion: How does this fit with what you know about the child?
## Appendix 6

### Chronology Sheet:

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Comment</th>
<th>Action</th>
<th>Initial</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>
## Appendix 7

Child Protection File Front Sheet (Example provided by New Regents College)

### Pupil Information

<table>
<thead>
<tr>
<th>Pupil name</th>
<th>Date of birth</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Any other name by which child is known:

<table>
<thead>
<tr>
<th>Home address:</th>
<th>Current address (if different):</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Postcode:  
Telephone:

Family members: parents/carers/siblings:

<table>
<thead>
<tr>
<th>Name</th>
<th>Relationship</th>
<th>Address</th>
<th>School details</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
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</tr>
</tbody>
</table>

Date file started:

Are records held in school relating to other connected children?
### Contact details of other professionals:

<table>
<thead>
<tr>
<th>Name</th>
<th>Agency</th>
<th>Address/email/phone</th>
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Appendix 8
Agency referral to Hackney Children and Families Service

PLEASE NOTE THAT A WRITTEN REFERRAL FORM IS REQUIRED IN ALL CASES. WHERE A TELEPHONE REFERRAL HAS BEEN MADE BECAUSE OF THE URGENCY OF A SITUATION THIS MUST BE FOLLOWED UP WITHIN 48 HOURS BY A COMPLETED REFERRAL FORM UNLESS AGREED OTHERWISE.

<table>
<thead>
<tr>
<th>Name and contact details of person making the referral</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name:</td>
</tr>
<tr>
<td>Name of agency/organisation:</td>
</tr>
<tr>
<td>Address:</td>
</tr>
<tr>
<td>Telephone Number:</td>
</tr>
<tr>
<td>Fax Number:</td>
</tr>
<tr>
<td>Email Address:</td>
</tr>
<tr>
<td>Date written referral is being made:</td>
</tr>
<tr>
<td>Date telephone referral made (if applicable) and to whom:</td>
</tr>
<tr>
<td>Relationship of person making the referral to the child/family:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>NAME(S) and DATE(S) OF BIRTH of the child(ren) being referred (please list here all children in the family):</th>
</tr>
</thead>
</table>

| Child(ren)’s preferred language if not English speaking: |

| Ethnic origin and Nationality if known: |

| Details of wider social and professional network (e.g. significant family / friends, GP, health visitor, schools, professionals working with members of the household) |

<table>
<thead>
<tr>
<th>Name</th>
<th>Role/ Relationship</th>
<th>Address</th>
<th>Telephone number</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
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</tr>
</tbody>
</table>
Name of parent(s)/carer(s) with whom child(ren) live(s):

Parent(s)/Carer(s) preferred language if not English speaking:

Address:

Telephone number(s):

Any other relevant family details:

Why is a referral being made? What are the concerns? (Please be as specific as possible, giving dates, examples of incidents etc):

Is the referral for information only?

Is there evidence that any children in the family are being subject to significant harm?

If ‘YES’ please specify:
**Actions taken by referring agency/involvement with the family:**


- Please outline your involvement with the child/family and any ongoing support that is being provided. Detail any past concerns or known involvement of statutory agencies. If a CAF or other assessment document has been completed please attach a copy to this referral.

**What outcomes are anticipated by the referral?**


- Does the person with parental responsibility know that a referral to Children and Families Service has been made?

  - If 'No' please explain why:

  - If yes, does the person with parental responsibility consent for members of the family’s network to be contacted to obtain further information?

  - Any other information that would be helpful in deciding the priority of the referral and/or understanding the actions Children and Families Service is being asked to take in respect of the child(ren) being referred?

Please e-mail this form to cscreferrals@hackney.gov.uk for the attention of the Referral Manager. If you need to send it to a secure email address please send to cscreferrals@hackney.gov.uk.cjsm.net or to cscreferrals@hackney.gcsx.gov.uk.

If you have difficulties sending this by email please fax it to 020 8356 5516/7.

Should you need any assistance in completing this form or wish to follow up your referral please call the First Response Service on 020 8356 5500.

If your referral has not been acknowledged by Children and Families Service within three working days please make contact to confirm it has been received.

*Please ensure that you have sent a copy of this referral to the safeguarding children lead for your agency.*
Appendix 9

Flow chart 1: Action taken when a child is referred to local authority children’s social care services

CHILD’S CASE IS REFERRED TO LOCAL AUTHORITY (LA) CHILDREN’S SOCIAL CARE

Social worker, acknowledges receipt of referral and decides on next course of action within one working day

- Assessment required: section 17 or section 47 of the Children Act 1989
  - Concerns about child’s immediate safety
    - See flow chart 2 on immediate protection
  - No further LA children’s social care involvement at this stage: other action may be necessary e.g. onward referral, early help assessment / services
    - See flow chart 3 on assessment and flow chart 4 on strategy discussion

Feedback to referrer on next course of action

Provide help to child and family from universal and targeted services
Appendix 10

Flow chart 2: Immediate protection

Decision made by an agency with statutory child protection powers (the police, the local authority (LA) or NSPCC) that emergency action may be necessary to safeguard a child

Immediate strategy discussion between LA children’s social care, police, health and other agencies as appropriate, including NSPCC where involved

Relevant agency seeks legal advice and outcome recorded

Immediate strategy discussion makes decisions about:
1. Immediate safeguarding action; and
2. Information giving, especially to parents.

Relevant agency (taking emergency action) sees child and outcome recorded

No emergency action required

Appropriate emergency action taken

Strategy discussion and section 47 enquiries initiated

With family and other professionals, agree plan for ensuring child’s future safety and welfare and record decisions, and act on it

Child in need

See flow chart 3

See flow chart 4
Appendix 11

FLOWCHART OF DISCLOSURE AND BARRING SERVICE CRIMINAL RECORD CHECKS AND BARRIED LIST CHECKS

**New Staff**
e.g. teacher or support staff in regulated activity

Is the person transferring from a similar position without a break in service of more than three months?

- **YES**
  - There is no legal requirement to obtain a new enhanced DBS certificate (with barred list check) but one may be obtained. A barred list check must be obtained.

- **NO**
  - An enhanced DBS certificate (with barred list check) must be obtained.

**New Volunteer**
e.g. parent or author

Is the activity* carried out for the purposes of the school and does it provide the opportunity for contact with children?

- **YES**
  - Supervised
  - This is not regulated activity. There is no legal requirement to have to obtain a DBS certificate, but an enhanced DBS certificate may be obtained.

- **NO**
  - The person is not in regulated activity, but an enhanced DBS check may be obtained.

**Contractor’s staff**
e.g. builder or driver

Is the activity* carried out under a contract for the purposes of the school and does it provide the opportunity for contact with children?

- **YES**
  - An enhanced DBS certificate (with barred list check) must be obtained.

- **NO**
  - No DBS check is required and there is no legal entitlement to obtain one.

**Trainee teachers (student teachers)**

Trainee teachers sometimes undertake regulated activity; an enhanced DBS certificate and barred list check must be obtained when they engage in regulated activity.

**Supply teachers**
And other temporary staff supplied by an agency

An agency should determine whether an enhanced DBS check (with barred list check) is required based on whether the supply activity is regulated activity, the school should obtain written confirmation from the agency that it has carried out the appropriate checks.

*Activities listed under the guidance’s definition of regulated activity and which are carried out frequently.*
Appendix 12

Flow chart 4: Action following a strategy discussion

1. Strategy discussion is convened by LA children's social care to decide whether to initiate section 47 enquiries. Decisions are recorded.
2. Decision to initiate section 47 enquiries.
3. Social worker leads assessment under section 47 of the Children Act 1989 and other practitioners contribute. Assessments follow local protocol based on the needs of the child within 45 working days of the point of referral.
4. With family and other practitioners, agree plan for ensuring child's future safety and welfare and record and act on decisions.
5. Concerns about child not substantiated but child is a child in need.
6. Concerns substantiated but child not likely to suffer significant harm.
7. Agree whether child protection conference is necessary and record decisions.
8. Yes or No
9. Social worker leads completion of assessment.
10. With family and other practitioners, agree plan for ensuring child's future safety and welfare and record and act on decisions.
11. Child likely to suffer significant harm.
12. Child is subject of child protection plan; outline child protection plan prepared; core group established – see flow chart 5.
13. Further decisions made about on-going assessment and service provision according to agreed plan.
Appendix 13

Flow chart 5: What happens after the child protection conference, including the review?

- **Child is subject of a child protection plan**
  - **Core group meets within 10 working days of initial child protection conference**
  - **Registered social worker completes multi-agency assessment in line with local protocols for assessment**
  - **Core group members commission further specialist assessments as necessary**

- **Child protection plan developed by lead social worker, together with core group members, and implemented**

- **Core group members provide/commission the necessary interventions for child and/or family members**

- **First child protection review conference is held within three months of initial conference**

- **Review conference held**
  - **No further concerns about significant harm**
    - Child no longer the subject of child protection plan and reasons recorded
    - Further decisions made about continued service provision
  - **Some remaining concerns about significant harm**
    - Child remains subject of a child protection plan which is revised and implemented
    - Review conference held within six months of initial child protection review conference. Decisions required in the best interest of the child
Appendix 14

Hackney Education Safeguarding Statement

Keeping children safe in Hackney is everybody’s responsibility and Hackney Education is committed to working with partner agencies to ensure that children are protected and safe from harm. All staff must be aware that there is a clear duty for everyone supporting or working with children and young people to safeguard and promote the welfare of every child. Each individual employee is expected to carry out their responsibilities in such a way as to minimise risk of harm to children or young people and promote their welfare in accordance with the Children Act 2004 and Working Together to Safeguard Children Statutory Guidance. This duty applies to all staff in Hackney Education and to Early Years providers.

Section 175 of The Education Act 2002 places a duty on local authorities as well as schools and college governing bodies to make arrangements with a view to safeguarding and promoting the welfare of children. Proprietors of independent schools (including academies and city technology colleges) also have a duty to safeguard and promote the welfare of children under Section 157 of Education Act 2002 and The Education (Independent School Standards) Regulations 2003.

All publicly-funded schools in England are required by law to teach a broad, balanced curriculum promoting the spiritual, moral, social and cultural development of pupils.

Schools must also promote community cohesion. Independent schools set their own curriculum, but these must comply with the Independent Schools Standards, which includes an explicit requirement to promote fundamental British values as part of a broader requirement to promote the spiritual, moral, social and cultural development of pupils. These standards also apply to academies, including free schools.

Furthermore, schools have a duty of care to their pupils and staff which includes safeguarding them from the risk of being drawn into terrorism. “Schools should be safe spaces in which children and young people can understand and discuss sensitive topics, including terrorism and the extremist ideas that are part of the terrorist ideology and learn how to challenge these ideas”.

All staff should carry out their functions and duties to support and enable Hackney Education to fulfil their statutory obligations with regard to keeping children and young people safe and protecting them from abuse or neglect, getting the right support in place as early as possible and creating an environment which promotes their wellbeing and life opportunities. Professional curiosity plays an integral part in keeping children safe – professionals should never accept statements regarding vulnerable children and young people without questioning and testing perceptions.

Hackney Education will also take steps to understand and work closely with other agencies in supporting all children including those in other settings in their area and take appropriate and proportionate steps to ensure that children attending such settings are properly safeguarded (which should include considering whether children attending such settings are at risk of being drawn into extremism or terrorism).

Everyone delivering services to children and young people has a role to play in improving outcomes for children and ensuring they are safe.

Hackney Education is an active member of the City and Hackney Safeguarding Children Partnership which has signed up to the London Child Protection Procedures. These procedures set out how professionals should work together to safeguard and promote the welfare of children. All Hackney Education staff have a statutory duty to report concerns to a senior member of staff who will consider whether the matter should be reported to Hackney Children and Young People’s Service (CYPS) or other agencies.
It is important that children and young people are listened to and taken seriously should a disclosure be made. In the case of a child who makes a disclosure against a professional or adult working with children these allegations must be referred to the Designated Officer (DO) and guidance is referenced below.

**Hackney Education Safeguarding in Education Team**

The team offer a range of supportive services to Early Years settings and schools across the London Borough of Hackney.

**Safeguarding audits:**
SET staff can support auditing function. There is a comprehensive CHSCP Self Assessment Auditing Tool that is designed to help schools clearly articulate their arrangements to safeguard children and promote their welfare.

**Safeguarding training:**
SET also offer safeguarding and child protection training for staff in a range of settings and at a range of levels. Safeguarding and Child Protection training is mandatory and the minimum requirement is for school and/or LA staff to receive refresher training every 2 years.

**Safeguarding policies:**
SET can help you develop and/or ensure your safeguarding policies are up to date with current legislation, guidance and good practice models. Please see Appendix 1 for a model policy template that can be adopted by schools.

**Safeguarding advice and guidance:**
The SET can offer advice regarding individual children and concerns schools may have prior making referrals to FAST. You may seek advice on any of these issues from the Safeguarding in Education Team on 020 8820 7325 / 7255 / 7276.
Appendix 15

Online Safety Policy Documents

Hackney Education has prepared online safety documents in-line with best practice, using guidance from London Grid for Learning and with generous support from London Borough of Islington’s Education Team.

Schools can download copies of the documents and amend them to suit their needs. The following features represent good and outstanding practice:

- Rigorous e-safety policies and procedures are in place, written in plain English, contributed to by the whole school, updated regularly and ratified by governors
- The e-safety policy should be integrated with other relevant policies, such as behaviour, safeguarding and anti-bullying
- The e-safety policy should incorporate an Acceptable Use Policy that is understood and respected by pupils, staff and parents

Hackney Education has developed this guidance to adhere to Ofsted’s guidelines.

Schools roles and responsibilities

<table>
<thead>
<tr>
<th>Role</th>
<th>Key responsibilities</th>
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<tbody>
<tr>
<td>Head teacher</td>
<td>• takes overall responsibility for online safety provision</td>
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<td></td>
<td>• take overall responsibility for data and data security</td>
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<td></td>
<td>• to ensure the school uses an approved, filtered Internet Service, which adheres to best practice and recommendations</td>
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<td></td>
<td>• to be responsible for ensuring that staff receive suitable training to carry out their online safety roles and to train other colleagues, as relevant</td>
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<td></td>
<td>• to be aware of procedures to be followed in the event of a serious online safety incident.</td>
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<td></td>
<td>• to receive regular monitoring reports from the Online Safety Co-ordinator</td>
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<td></td>
<td>• to ensure that there is a system in place to monitor and support staff who carry out internal online safety procedures (e.g. network manager or IT support company)</td>
</tr>
<tr>
<td>Online Safety Co-ordinator / Designated Safeguarding Lead</td>
<td>• takes day to day responsibility for online safety issues and has a leading role in establishing and reviewing the school online safety policies / documents</td>
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<td>• promotes an awareness and commitment to e-safeguarding throughout the school community</td>
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<tr>
<td></td>
<td>• ensures that online safety education is embedded across the curriculum</td>
</tr>
<tr>
<td></td>
<td>• liaises with school ICT technical staff</td>
</tr>
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<td></td>
<td>• To communicate regularly with SLT and the designated e-safety Governor / committee to discuss current issues,</td>
</tr>
</tbody>
</table>
| Governors | To ensure that the school follows all current online safety advice to keep the children and staff safe  
To approve the E-Safety Policy and review the effectiveness of the policy. This will be carried out by the Governors / Governors Sub Committee receiving regular information about e-safety incidents and monitoring reports. A member of the Governing Body has taken on the role of E-Safety Governor  
To support the school in encouraging parents and the wider community to become engaged in e-safety activities  
The role of the E-Safety Governor will include:  
o regular review with the E-Safety Co-ordinator / Officer (including: e-safety incident logs, filtering / change control logs ) |
| Computing curriculum leader | To oversee the delivery of the e-safety element of the Computing curriculum  
To liaise with the e-safety coordinator regularly |
| Network Manager / Technician | To report any e-safety related issues that arise, to the e-safety coordinator.  
To ensure that users may only access the school’s networks through an authorised and properly enforced password protection policy, in which passwords are regularly changed  
To ensure that provision exists for misuse detection and malicious attack, e.g. keeping virus protection up to date  
To ensure the security of the school ICT system  
To ensure that access controls / encryption exist to protect personal and sensitive information held on school-owned devices  
the school’s policy on web filtering is applied and updated on a regular basis |
<table>
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<tr>
<th>Role</th>
<th>Responsibilities</th>
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<tbody>
<tr>
<td>Data Manager</td>
<td>To ensure that all data held on pupils on the school office machines have appropriate access controls in place</td>
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<tr>
<td>Teachers</td>
<td>To embed e-safety issues in all aspects of the curriculum and other school activities</td>
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<td>To supervise and guide pupils carefully when engaged in learning activities involving online technology (including, extra-curricular and extended school activities if relevant)</td>
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<td>To ensure that pupils are fully aware of research skills and are fully aware of legal issues relating to electronic content such as copyright laws</td>
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<tr>
<td>All staff</td>
<td>To read, understand and help promote the school’s e-safety policies and guidance</td>
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<td></td>
<td>To read, understand, sign and adhere to the school staff Acceptable Use Agreement / Policy</td>
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<td></td>
<td>To be aware of e-safety issues related to the use of mobile phones, cameras and hand held devices and that they monitor their use and implement current school policies with regard to these devices</td>
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<td></td>
<td>To report any suspected misuse or problem to the e-safety coordinator</td>
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<td></td>
<td>To maintain an awareness of current e-safety issues and guidance e.g. through CPD</td>
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<tr>
<td></td>
<td>To model safe, responsible and professional behaviours in their own use of technology</td>
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<tr>
<td></td>
<td>To ensure that any digital communications with pupils should be on a professional level and only through school based systems, never through personal mechanisms, e.g. email, text, mobile phones, social networking sites, etc.</td>
</tr>
<tr>
<td>Pupils (may not all be relevant to EYFS)</td>
<td>Read, understand, sign and adhere to the Student / Pupil Acceptable Use Policy (NB: at EYFS and KS1 it would be expected that parents / carers would sign on behalf of the pupils)</td>
</tr>
<tr>
<td></td>
<td>to understand the importance of reporting abuse, misuse or access to inappropriate materials</td>
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</tbody>
</table>
- to know what action to take if they or someone they know feels worried or vulnerable when using online technology.
- have a good understanding of research skills and the need to avoid plagiarism and uphold copyright regulations
- to know and understand school policy on the use of mobile phones, digital cameras and hand held devices.
- To know and understand school policy on the taking / use of images and on cyber-bullying.
- To understand the importance of adopting good e-safety practice when using digital technologies out of school and realise that the school’s E-Safety Policy covers their actions out of school, if related to their membership of the school
- To take responsibility for learning about the benefits and risks of using the Internet and other technologies safely both in school and at home
- to help the school in the creation/ review of e-safety policies

**Parents/carers**

- to support the school in promoting e-safety and endorse the Parents’ Acceptable Use Agreement which includes the pupils’ use of the Internet and the school’s use of photographic and video images
- to read, understand and promote the school Pupil Acceptable Use Agreement with their children
- to access the school website / on-line pupil records in accordance with the relevant school Acceptable Use Agreement.
- to consult with the school if they have any concerns about their children’s use of technology

**External group**

- Any external individual / organisation will sign an Acceptable Use Policy prior to using any equipment or the internet within school
Appendix 16

Children Missing Education

In January 2016, The Department for Education launched a consultation with all Local Authorities in regard to Children Missing Education.

As a result of this consultation, changes will be made to guidance for Local Authorities with effect from September 2016.

Changes are encompassed within the Education (Pupil Registration) (England) (Amendment) Regulations 2016: http://www.legislation.gov.uk/uksi/2016/792/contents/made

The proposals affect all non-standard transitions; this is whenever a child of compulsory school age leaves a school before completing the school’s final year or joins the school after the start of the first year. Under the proposals set out, schools (including independent schools) would be required to:

- Inform their LA when they are about to delete a pupil’s name from the admission register under all fifteen grounds5;
- Record details of the pupil’s residence, the name of the person with whom they will reside, the date from which they will reside there, and the name of the destination school (where they can reasonably obtain this information);
- Inform their LA of the pupil’s destination school and home address if the pupil is moving to a new school; and
- Provide information to their LA when registering new pupils within five days, including the pupil’s address and previous school (where they can reasonably obtain this information).

The proposals will also give LAs the discretion to require the same information on children leaving or joining the school at standard transition points, which occur when a child of compulsory school age begins school at the start of the first year or leaves at the end of the final year of that school. In addition, there are two other proposed amendments relating to sections 8(1)(f)(iii) and 8(1)(h)(iii) of the Regulations which will require ‘reasonable enquiries’ to identify a pupil’s whereabouts to be performed collaboratively between the school and LA where there is continuous absence after a grant of leave.
Appendix 17 Child Licencing

Standard Child Performance and Activities Licence Application Form (England)

Note: this form should be completed and submitted to the licensing authority not less than 21 days before the first performance or activity for which the licence is requested, since the licensing authority may otherwise refuse to grant a licence.

Part 1: Information to be provided by the applicant about the performance or activities

<table>
<thead>
<tr>
<th>Title:</th>
<th>Name:</th>
</tr>
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<tbody>
<tr>
<td>Job title:</td>
<td>Company:</td>
</tr>
<tr>
<td>Address:</td>
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<tr>
<td>Tel:</td>
<td>Mobile:</td>
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<td>Email:</td>
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</tbody>
</table>

Does your organisation have a child protection or safeguarding policy? When was this last updated? Please insert a link or attach a copy.

Note: it is best practice that organisations that involve children in performances, paid modelling or paid sport have or develop a child protection policy, regularly review and update it, and ensure that all staff and volunteers are familiar with it.

| Name and nature of the performances or activities in respect of which the licence is requested: |
| Please provide as full a description as you can about what the child will actually be required to do. Include information about the environment they will be asked to do it in, and any other contextual information that may help us in assessing the potential risks, physical, emotional or psychological, to the child. |
| If you have completed a risk assessment please attach it to this application. See the sector led best practice guidance for further information about risk assessments. |
| Place of activities, performances and rehearsal for which the licence is requested, including any periods on location: |
| The dates of activities, performances or rehearsals for which the licence is requested: |

1 Schedule 2 Part 2 of The Children (Performances and Activities) (England) Regulations 2014 sets out the information to be provided by the applicant about the performance or activities.
2 E.g. theatrical, musical, dancing, filming, sport, modelling
3 It should not be necessary to provide a script – the description of the activity and context is more important.
<table>
<thead>
<tr>
<th>Information Requested</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>If the dates are not known at this time, please provide the number of days and the period during which it is requested that a child may take part in activities, performances or rehearsals.</td>
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</tr>
<tr>
<td>The expected total running time or duration of activities or performances (including any rehearsal) in respect of which a licence is requested:</td>
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</tr>
<tr>
<td>The approximate duration of the child’s appearance in the performance or activity:</td>
<td></td>
</tr>
<tr>
<td>The amount of night work (if any) for which approval is being sought and please state:</td>
<td></td>
</tr>
<tr>
<td>- the approximate number of days:</td>
<td></td>
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<tr>
<td>- the approximate duration on each day:</td>
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<tr>
<td>- the reason that the performance must take the form of night work:</td>
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<tr>
<td>The sums to be earned by the child in taking part in the performance or activity:</td>
<td></td>
</tr>
<tr>
<td>The name, address and description of the person to whom or to which the sums are to be paid (if not to the child in question):</td>
<td></td>
</tr>
<tr>
<td>Where a licence is requested in respect of a performance, the proposed arrangements for any rehearsals prior to the first performance for which a licence is requested. For each rehearsal please state the date, the place, and the approximate time and duration:</td>
<td></td>
</tr>
<tr>
<td>The days or half days on which leave of absence from school is requested to enable the child to take part in the performance, rehearsals or activity:</td>
<td></td>
</tr>
</tbody>
</table>

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4 This might be because the filming schedule cannot be fixed in advance, or the activity is dependent on weather conditions. See paragraph 1.7.2 of the advice issued by the Department for Education.

5 For these purposes any performance taking place after midnight and before the earliest permitted hour counts as an extension to the previous day. E.g. if the child performs on Tuesday and then performs after midnight, in the early hours of Wednesday, that counts as one day (Tuesday).

6 The local authority may want assurance that there is a good reason why the child is asked to take part in a performance or activity at night.

7 i.e. if it is an individual what is their relationship to the child, or is it a company or organisation and if so, what is their relationship to the child?
| Proposed arrangements (if any) for the education of the child during the period for which the licence is requested stating - |
| Where the education is to be provided by a school, name and address of the school: |
| Where the education is to be provided other than by a school: (i) name, address and qualification of the proposed teacher; (ii) the place where the child will be taught; (iii) the proposed course of study; (iv) the number of other children to be taught at the same time by the same teacher and the sex and age of each child; (v) whether the child is to receive the amount of education in accordance with regulation 13(3)(e) of the Children (Performances and Activities) (England) Regulations 2014 |
| The name and address of the proposed chaperone, or the name and address of the parent or teacher who will have care of the child: |
| The name of the local authority or (in Scotland) the education authority (if any) which has previously approved the appointment of the chaperone: |
| The number of children to be in the charge of the chaperone during the time when the chaperone will be in charge of the child and the sex and age of each child: |
| The address of any accommodation where the child will live, if different from the place where the child would ordinarily live, the number of other children and details of the chaperone (if any) who will live in the same accommodation: |
| Approximate length of time which the child will spend travelling to and from the place of performance, rehearsal or activity each day: |
| Arrangements (if any) for transport there: |
| Arrangements (if any) for transport back: |
The name of any other local authority, or in Scotland, any education authority to which an application has been made for another child to take part in performances or activities to which the application relates (if not known at the time of application, to be provided when known):

Note: this will help the relevant local authorities to take a consistent approach.

**Part 2: Information to be provided by the applicant in relation to the child**

Note: the applicant will usually need to obtain this information from the child’s parent, and a parent of the child needs to sign the completed form, but the form should be submitted by the applicant (unless the parent is also responsible for organising the activity or production). See regulation 4 of the Children (Performances and Activities) (England) Regulations 2014.

<table>
<thead>
<tr>
<th>Child’s name:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child’s home address:</td>
</tr>
<tr>
<td>Child’s date of birth:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Name and address of the school the child currently attends: OR</th>
</tr>
</thead>
<tbody>
<tr>
<td>If the child is not attending school, the name and address of the child’s private teacher:</td>
</tr>
<tr>
<td>Details of each licence in relation to the child granted during the twelve months preceding the date of the application by any local authority, or in Scotland, any education authority, other than the licensing authority to which this application is made(^8), stating -</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>The name of the authority:</th>
</tr>
</thead>
<tbody>
<tr>
<td>The date the licence was granted:</td>
</tr>
<tr>
<td>The dates and nature of performances or activities:</td>
</tr>
</tbody>
</table>

\(^8\) This will only be relevant if the child has moved between authorities in the last 12 months.
<table>
<thead>
<tr>
<th>Details of each application in relation to the child for a licence refused by any other authority in the last 12 months, other than the licensing authority to which this application is made, stating -</th>
</tr>
</thead>
<tbody>
<tr>
<td>The name of the local authority or education authority:</td>
</tr>
<tr>
<td>The reasons (if known) for the refusal to grant a licence:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Details of any performances for which a licence was not required(^9) in which the child took part during the previous 12 months, stating -</th>
</tr>
</thead>
<tbody>
<tr>
<td>The date of the performance:</td>
</tr>
<tr>
<td>The number of days of performance:</td>
</tr>
<tr>
<td>The title of the performance:</td>
</tr>
<tr>
<td>The name and address of the person responsible for the production:</td>
</tr>
<tr>
<td>Dates (if any) on which the child has been absent from school during the twelve months preceding the date of the application by reason of taking part in a performance or activity:</td>
</tr>
</tbody>
</table>

| Amount of any monies earned by the child during the last twelve months, stating whether the monies earned were in respect of performances or activities for which a licence was granted or a performance for which a licence was not required: |

---

**Medical declaration to be completed by child's parent**

<table>
<thead>
<tr>
<th>Does your child have:</th>
<th>If yes please provide details including any treatment or medication:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asthma</td>
<td></td>
</tr>
<tr>
<td>Any allergies</td>
<td></td>
</tr>
<tr>
<td>Any skin conditions</td>
<td></td>
</tr>
<tr>
<td>Hearing impairment</td>
<td></td>
</tr>
<tr>
<td>Visual impairment</td>
<td></td>
</tr>
<tr>
<td>Any learning disability</td>
<td></td>
</tr>
<tr>
<td>Any physical disability</td>
<td></td>
</tr>
<tr>
<td>Any medical conditions?</td>
<td></td>
</tr>
<tr>
<td>Taking any regular medication(s)?</td>
<td></td>
</tr>
</tbody>
</table>

---

\(^9\) By virtue of section 37(3) of the Children and Young Persons Act 1963
Been to see or had a referral to a hospital consultant in the last 6 months?

I confirm that I have parental responsibility\textsuperscript{10} for this child.

Signature of parent:

Print Name:

Postal Address (if different from child)

Parents Email Address

Parents Telephone No.

I certify that to the best of my knowledge the details in this application are correct. I hereby apply for a licence under section 37 of the Children and Young Persons Act 1963:

Signature of applicant:

Date:

I attach the following:

(a) A copy of the child’s birth certificate (scanned copies are acceptable – please do not send original hard copies)\textsuperscript{11};

(b) Two identical prints (un-mounted) of a photograph of the child taken during the last 6 months or an electronic likeness (e.g. a jpeg file)\textsuperscript{12};

(c) A copy of the contract, draft contract or other documents (where they exist) containing details of the agreement regulating the child’s participation in the performance or activity to which this application relates.

Notes:

1) Electronic versions of this form and electronic documentation are acceptable, including signatures.

2) You should ensure that the parent/guardian and the chaperone are given a copy of the whole completed form, which you submit to the local authority.

3) Any person who fails to observe any condition subject to which a licence is granted or knowingly or recklessly makes any false statement in or in connection with an application for a licence is liable to a fine not exceeding £1000 (level 3 on the standard scale) or imprisonment for a term not exceeding three months or both (section 40 of the Children and Young Persons Act 1963).

\textsuperscript{10} As defined within section 3 of the Children Act 1989, ‘parental responsibility’ means all of the rights, duties, powers, responsibilities and authority which by law a parent of a child has in relation to the child and his property.

\textsuperscript{11} In the exceptional circumstance where the child’s birth certificate cannot be provided as part of the application (e.g. because they don’t have one) the licensing authority may accept alternative evidence.

\textsuperscript{12} The image must not be altered or enhanced in anyway. It should be a full head shot taken in good light.