

# St. Paul's Nursery School and Children's Centre



Part of the



## Safeguarding and Child Protection Policy

### Review

Review Cycle	Date of Current Policy	Author(s) of Current Policy	Review Date
Annual	September 2021	Robin Taylor	Sept 2022

### Ratification

Role	Name	Signature	Date
Chair of Governors	Prue Wilmot		
Head Teacher	Lucy Driver		

### Details of Policy Updates

Date	Details
01/09/21	See APPENDIX G for all updates

# Contents

---

## Part 1: Policy

1.1 <a href="#">Definitions</a>	3
1.2 <a href="#">Introduction</a>	3
1.3 <a href="#">Equalities Statement</a>	4
1.4 <a href="#">Overall Aims</a>	5
1.5 <a href="#">Professional expectations, roles and responsibilities</a>	6
1.6 <a href="#">Safeguarding Training for staff</a>	9
1.7 <a href="#">Safeguarding on the curriculum</a>	10
1.8 <a href="#">Safer Recruitment and Safer Working Practice</a>	10
1.9 <a href="#">Key Safeguarding Areas</a>	11

## Part 2: Procedures

2.1 <a href="#">Reporting Concerns</a>	12
2.2 <a href="#">Information Sharing</a>	13
2.3 <a href="#">Identifying and monitoring the needs of vulnerable learners.</a>	13
2.4 <a href="#">Multi Agency Working</a>	14
2.5 <a href="#">Exclusions and Commissioning of Alternative Provisions</a>	14
2.6 <a href="#">Children Missing from Education</a>	15
2.7 <a href="#">Respond to incidents of peer on peer harm.</a>	15
2.8 <a href="#">Allegations of abuse made against professionals</a>	18
2.9 <a href="#">Mental health and wellbeing.</a>	19

## APPENDICES

<a href="#">Appendix A Key Documentation</a>	21
<a href="#">Appendix B Reporting Concerns</a>	22
<a href="#">Appendix C Dealing with a Disclosure of Abuse</a>	27
<a href="#">Appendix D Types of Abuse and Neglect</a>	27
<a href="#">Appendix E Specific actions to take on topical safeguarding issues</a>	29
<a href="#">Appendix F – COVID 19 Addendum Policy in the event of lockdown.</a>	34

## PART 1: Policy

---

### 1.1 Definitions

**Safeguarding** is defined as:

- protecting children from maltreatment;
- preventing impairment of children's mental and physical health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care;
- and taking action to enable all children to have the best outcomes;

**Child Protection** is defined in the Children Act 1989 (s.47) as when a child is suffering, or is likely to suffer significant harm. Under statutory guidance and legislation action must be taken to safeguard and promote the child's welfare.

### 1.2 Introduction

At St. Paul's Nursery School and Children's Centre

- Safeguarding and promoting the welfare of children is **everyone's** responsibility. **Everyone** who comes into contact with children, their families and carers, has a role to play.
- In order to fulfil this responsibility effectively, all professionals should make sure their approach is child-centred. This means that they should consider, at all times, what is in the **best interests** of the child.
- We take an '**it can happen here**' approach where safeguarding is concerned.
- **Everyone** who comes into contact with children has a role to play in identifying concerns, sharing information and taking prompt action.
- Victims of harm should **never** be given the impression that they are creating a problem by reporting abuse, sexual violence, or sexual harassment. Nor should a victim ever be made to feel ashamed for making a report.

St. Paul's Nursery School and Children's Centre is committed to safeguarding and promoting the welfare of children by:

- The provision of a safe environment in which children and young people can learn;
- Acting on concerns about a child's welfare immediately;

- Fulfilling our legal responsibilities to identify children who may be in need of early help or who are suffering, or are likely to suffer, significant harm.

All action taken by St. Paul's Nursery School and Children's Centre will be in accordance with:

- **Current legislation** (these are summarised within [Working Together to Safeguard Children: statutory framework](#))
- **Statutory, national and local guidance – this includes:**
  - **Working Together to Safeguard Children (2018)**, which sets out the multiagency working arrangements to safeguard and promote the welfare of children and young people and protect them from harm; in addition it sets out the statutory roles and responsibilities of schools.
  - **Keeping Children Safe in Education (2020)** is statutory guidance issued by the Department for Education which all schools and colleges must have regard to when carrying out their duties to safeguard and promote the welfare of children.
  - **Early Years Foundation Stage statutory framework (2021)** is statutory guidance which sets standards that school and childcare providers must meet for the learning, development, and care of children from birth to 5.
- **Local Guidance from the Local Safeguarding Partnership:** around particular safeguarding topics are available on the [Keeping Bristol Safe Partnership Website](#).
- **Government guidance issued in relation to COVID19.** The full collection is available on the [government website](#) St. Paul's Nursery School and Children's Centre have created an addendum to this document to reflect changes made during lockdown or in the event of a further lockdown. These are in Appendix F.
- **Specific topical safeguarding issues.** A collection of up-to-date guidance can be found on the Safeguarding in Education Team's guidance page. <https://www.bristolsafeguardingineducation.org/guidance/>

**This policy should be read in conjunction with the following policies:**

- Recruitment and Selection
- Whistleblowing and Public Interest Disclosure
- Code of Conduct for Staff
- Personal, Social and Emotional development Curriculum Core offer
- Behaviour (Including Peer on Peer harm and Conflict Resolution)
- E-Safety
- Policy on Supporting Children in Care
- Attendance (including the safeguarding response to children who go missing from education)

- Health and Safety
- SEND policy

## Equalities Statement

With regards to safeguarding we will consider our duties under the Equality Act 2010 and our general and specific duties under the Public Sector Equality Duty. General duties include:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

Details of our specific duties are published under St. Paul's Nursery School and Children's Centre's equality statement and measurable objectives. These are available on our website.

We adhere to both the [Bristol Equality Charter](#) and [Bristol Children's Charter](#) with a view to contribute towards the [One City Plan](#).

Staff are aware of the additional barriers to recognising abuse and neglect in children with Special Educational Needs and Disabilities (SEND). This will be in line with our Special Educational Needs and Disability Policy

St. Paul's Nursery School and Children's Centre also adheres to the principals of and promotes anti-oppressive practice in line of the [United Nations Convention of the Rights of the Child](#) and the [Human Rights Act 1998](#).

## 1.3 Overall Aims

This policy will contribute to the safeguarding of children at St. Paul's Nursery School and Children's Centre by:

- Clarifying safeguarding expectations for members of the education setting's community, staff, governing body, children and their families;
- Contributing to the establishment of a safe, resilient and robust safeguarding culture in the setting built on shared values; that learners are treated with

respect and dignity, taught to treat each other and staff with respect, feel safe, have a voice, and are listened to.

- Supporting contextual safeguarding practice recognising that the setting's site can be a location where harm can occur.
- Setting expectations for developing knowledge and skills within the setting's community (staff, children, parents/carers) to the signs and indicators of safeguarding issues and how to respond to them.
- Early identification of need for vulnerable learners and provision of proportionate interventions to promote their welfare and safety.
- Working in partnership with children, parents and other agencies in the Local Safeguarding Partnership.
- Ensuring all policies which address issues of power and potential harm, for example anti-bullying, equalities, use of reasonable force, positive behaviour, will be linked to ensure a whole school approach.

St. Paul's Nursery School and Children's Centre is named as a relevant agency in the Local Safeguarding Partnership. This policy sets out its statutory duty to co-operate, follow and comply with published arrangements as set out by the Keeping Bristol Safe Partnership.

## 1.4 Professional expectations, roles, and responsibilities

### Role of all staff

- All staff will read and understand Part 1 of statutory guidance Keeping Children Safe in Education (2020). Those working directly with children will also read Annex A.
- In addition to this all staff will be aware of the systems in place which support safeguarding including; reading this Safeguarding/Child Protection Policy; the Behaviour Policy; the Staff Code of conduct; safeguarding response to children who go missing from education; and the role of the Designated Safeguarding Lead (DSL).
- Know who and how to contact the DSL and any deputies, the Chair of Governors, and the Governor responsible for safeguarding.
- All staff will be able to identify vulnerable learners and take action to keep them safe. Information or concerns about learners will be shared with the DSL where it includes those:
  - who need a social worker and may be experiencing abuse or neglect
  - requiring mental health support,
  - may benefit from early help
  - where there is a radicalisation concern

- where a crime may have been committed
- Be clear as to the setting's policy and [procedures with regard to peer on peer abuse](#), children missing education and [those requiring mental health support](#), and the [impact of technology in relation to online safety](#).
- Be involved, where appropriate, in the implementation of individual plans to further safeguard and achieve best outcomes for learners.
- Record concerns appropriately and in a timely manner by using the setting's safeguarding systems.
- Are aware of the need to raise to the senior leadership team any concerns they have about safeguarding practices within the school.

## Role of the Designated Safeguarding Lead (DSL)

Duties are further outlined in *Keeping Children Safe in Education (2021, Annex C)*

### DSL Team

Lucy Driver	Head teacher
Robin Taylor	Assistant Head
Sarah Pocock	Birth to Three's Team Leader
Prue Wilmot	Safeguarding Governor

Details of our DSL and Deputy DSL's are available on the St. Paul's Nursery School and Children's Centre website, notice boards around the centre.

- The DSL is a senior member of staff who undertakes lead responsibility for safeguarding and child protection within the school.
- The DSL works with the Headteacher, and relevant strategic leads, taking lead responsibility for promoting educational outcomes by knowing the welfare, safeguarding and child protection issues that learners in need are experiencing or have experienced, and identifying the impact that these issues might be having on learner's attendance, engagement and achievement.
- Activities include the management of work undertaken by any Deputy DSLs.
- Manages early identification of vulnerability of learners and their families from staff through cause for concerns or notifications. This will ensure detailed, accurate, secure written records of concerns and referrals.
- Manages referrals to local safeguarding partners where learners with additional needs have been identified. These can include those –
  - who need a social worker and maybe experiencing abuse or neglect
  - requiring mental health support,
  - who may benefit from early help

- where there is a radicalisation concern
- where a crime may have been committed

The DSL will also:

- Work with others – acting as a point of contact for outside agencies with regard to safeguarding.
- Support and advise other staff in making referrals to other agencies
- When required, liaise with the case manager and the Local Authority Designated Officer (LADO) in relation to child protection cases which concern a staff member.
- Coordinate safeguarding training for all those in section 5, in line with section 6 of this document.
- Raise awareness and understanding to the school community around policies and practice in relation to safeguarding.
- Help promote educational outcomes by sharing information about vulnerable learners with relevant staff. This includes ensuring that staff:
  - know who these children are,
  - understand their academic progress and attainment and maintain a culture of high aspirations for this cohort;
  - are supported to identify the challenges that children in this group might face
  - provide additional support or make reasonable adjustments to help children who have or have had a social worker reach their potential.
- Ensure a prompt and successful transfer of the Safeguarding/Child Protection File when a learner moves on to a new setting within 5 days for in year transfer or the first 5 days of the start of a new term.
- Ensure appropriate safeguarding cover and availability during term time/ any out of hours/out of term activities managed by the school.

## **Role of the Governing Body –**

**Duties are further outlined in Keeping Children Safe in Education Part 2.**

- Ensure that safeguarding and child protection practice, process and policy (including online safety) is effective and is compliant with legislation, statutory guidance and local safeguarding arrangements.
- The appointed Safeguarding Governor will liaise with the Head Teacher and the DSL to produce an annual report for governors and complete the S. 175 (annual safeguarding) audit for the Keeping Bristol Safe Partnership;
- Ensure that the school remedies any deficiencies or weaknesses brought to its attention without delay;



- Ensure that this document is updated annually (or when there are significant updates)
- Ensure that the DSL is an appropriate senior member of setting's senior leadership team and ensure that they have adequate time, funding, training, resources, and support to carry out their role effectively.
- Ensure that the training and learning for the school community is robust and effective.
- Ensure that learners are taught about safeguarding including online safety, in line with statutory guidance [Early years foundation stage \(EYFS\) statutory framework - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/early-years-foundational-stage-statutory-framework)
- Prevent people who pose a risk of harm from working with children by ensuring that statutory checks are made on staff who work with children, in line with Part 3 of statutory guidance Keeping Children Safe In Education (2021).
- Ensure that there are procedures in place to manage safeguarding concerns or allegations against teachers, including supply teachers, other staff, volunteers and contractors who may not be suitable to work with or pose a risk to children, this includes having a process to manage low level concerns.
- Ensure that systems are in place for children to express their views and give feedback.
- Ensure that the setting has systems in place to prevent, identify and respond to peer on peer harm and mental health concerns, and review the effectiveness of the setting's online safety practices
- Appoint a designated teacher to promote the educational achievement for children in care and other care arrangements.

Head teachers should ensure that the above policies and procedures, adopted by governing bodies, are accessible, understood and followed by all staff.

## 1.5 Safeguarding training for staff

### All staff:

- Governing bodies will ensure that all staff members undergo safeguarding and child protection training at induction.
- Will receive appropriate safeguarding and child protection training, which is regularly updated.
- All staff must complete FGM awareness training and will understand their legal duty under the Mandatory Reporting Duty.
- All staff must complete PREVENT awareness training. This is to ensure that they are able to comply with the legal expectations under the PREVENT duty.

- In addition, **all** staff should receive safeguarding and child protection updates (for example, via email, e-bulletins and staff meetings), as required, but at least annually, to provide them with relevant skills and knowledge to safeguard children effectively (KCSIE, 2020).
- Staff training includes clear reference to internal whistleblowing policy and guidance for escalating concerns.

## **Training for DSLs and deputies:**

- Will undergo formal training to provide them with the knowledge and skills required to carry out the role. The training will be updated every two years.
- Deputies will be trained to the same level as the DSL.
- The DSL and any deputies will liaise with the Keeping Bristol Safe Partnership to ensure that their knowledge and skills are updated via e-bulletins, attend DSL network meetings and take time to read and digest safeguarding bulletins.

## **Other training considerations:**

- The governing body will ensure that at least one person on any appointment panel will have undertaken safer recruitment training, in line School Staffing (England) Regulations 2009.
- Members of the Senior Leadership Team will make themselves aware of and understand their role within the local safeguarding arrangements. This will ensure that those who have responsibility for the management of behaviour, inclusion, Special Educational Needs, attendance, and exclusions will carry out their duties with a safeguarding consideration.
- The Designated Teacher for Children in Care will undergo appropriate training to fulfil their role to promote the educational achievement of registered pupils who are in care.
- The mental health lead has access to appropriate training.
- Training around safeguarding topics in Annex A (including online safety) will be integrated, aligned and considered as part of the overarching safeguarding approach.
- Appropriate colleagues have received appropriate training in relation to use of reasonable force and positive handling.

## **1.6 Safeguarding in the curriculum**

St. Paul's Nursery School and Children's Centre is dedicated to ensuring that learners are taught about safeguarding, including online safety. This is part of an age appropriate broad and balanced curriculum.

This includes:

- Working within statutory guidance in respect to the [Early years foundation stage \(EYFS\) statutory framework - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/early-years-foundation-stage-eyfs-statutory-framework)
- Personal, Social, Emotional development (PSE) education, to explore key areas such as self-esteem, emotional literacy, assertiveness, conflict resolution and collaboration. (PSED Core Offer)
- Appropriate filters and monitoring systems are in place to ensure that 'over-blocking' does not lead to unreasonable restrictions as to what learners can be taught with regard to online teaching and safeguarding.
- The curriculum will be shaped to respond to safeguarding incident patterns in the setting identified by the DSL and safeguarding team (e.g., to respond to an increase in incidents).
- Providing engagement opportunities with parents and carers to consult on key aspects of the curriculum.
- Learners have the opportunity to inform the curriculum via facilitated discussions with their key person and key group.

## 1.7 Safer recruitment and safer working practice

### Safer recruitment

The school pays full regard to the safer recruitment practices detailed in 'Keeping Children Safe in Education' (2020)

- This includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job.
- It also includes undertaking appropriate checks through the Disclosure and Barring Service (DBS), the barred list checks and prohibition checks (and overseas checks if appropriate), dependent on the role and duties performed, including regulated and non-regulated activity.
- References are always obtained, scrutinised and concerns resolved satisfactorily before appointment is confirmed.
- All recruitment materials will include reference to St. Paul's Nursery School and Children's Centre's commitment to safeguarding and promoting the wellbeing of learners.

## Use of reasonable force

- 'Reasonable force' refers to the physical contact to restrain and control children using no more force than is needed'. The use of reasonable force is down to the professional judgement of the staff member concerned and will be determined by individual circumstances and the vulnerability of any child with Special Educational Needs or Disability (SEND) will be taken into account.
- The use of reasonable force will be minimised through positive and proactive behaviour support and de-escalation and will follow government guidance ([Use of Reasonable Force in Schools 2013](#); [Reducing the need for restraint and restrictive intervention, 2019](#)).
- There is robust recording of any incident where positive handling or restraint has been used. Further review of the incident is carried out to reflect on how the incident could be avoided. This will involve the child and their family.

## Whistleblowing procedures

- Staff are aware of the following whistleblowing channels for situations where they feel unable to raise an issue with the senior leadership team or feel that their genuine concerns are not being addressed:
- General guidance can be found at: Advice on whistleblowing <https://www.gov.uk/whistleblowing>.
- The NSPCC whistleblowing helpline is available [here](#) for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 – line is available from 8:00 AM to 8:00 PM, Monday to Friday and Email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk).
- The above channels are clearly accessible to all staff (in the staff handbook, code of conduct, staff notice boards).

## 1.9 Key safeguarding areas

These topics are themes that can impact on children and families, there are specific areas of safeguarding that the setting has statutory responsibilities to address which are hyperlinked:

- Children in the court system
- [Children missing from education](#)
- Children affected by parental offending/imprisonment.

- [Child Exploitation](#) (including both Child Sexual Exploitation and Child Criminal Exploitation and county lines, modern day slavery and trafficking)
- [Domestic Abuse](#)
- Homelessness
- So-called Honour based Abuse including:
  - Female Genital Mutilation
  - and Forced Marriage,
- [Online Safety](#)
- [Mental health](#)
- [Peer on Peer/ child on child abuse](#):
  - Bullying and Cyberbullying,
  - Physical Abuse,
  - Sexual Violence, Sexual Harassment,
  - Sexting,
  - Up skirting.
  - Initiation and Hazing Type violence.
- [Preventing Radicalisation \(The Prevent Duty\)](#)
- [Serious Youth Violence](#)
- Substance Misuse
- [Private Fostering](#)
- [Young Carers](#)

Additional information about key safeguarding areas can also be found in Keeping Children Safe in Education (2021; Annex B); the [NSPCC website - Types of Abuse](#); And for localised resources for education settings [The Bristol Safeguarding in Education website](#).

## PART 2: Procedures

---

### 2.1 Reporting concerns

All staff are clear about recording and reporting concerns to the DSL and DSL deputies in a timely way. In the case a child is in immediate danger in staff should phone the police.

At St. Paul's Nursery School and Children's Centre learners can raise their concerns with their keyperson or any adult at the Centre and they will be treated seriously.

All staff are aware of and follow the procedures to respond to a concern about a child detailed in [Appendix B](#). This includes responses to peer on peer harm and children who present with a mental health need.

### 2.2 Information Sharing

St. Paul's Nursery School and Children's Centre is committed to have due regard to relevant data protection principles which allow for sharing (and withholding) personal information as provided for in the Data Protection Act 2018 and UK General Data Protection Regulations. This includes how to store and share information for safeguarding purposes, including information which is sensitive and personal and should be treated as 'special category personal data'.

Staff at the setting are aware that:

- That 'Safeguarding' and 'individuals at risk' is a processing condition that allows practitioners to share special category personal data.
- Practitioners will seek consent to share data where possible in line with [Information Sharing for Safeguarding Practitioners 2018](#).

There may be times when it is necessary to share information without consent such as:

- To gain consent would place the child at risk,
- by doing so will compromise a criminal investigation,
- It cannot be reasonably expected that a practitioner gains consent,
- or, if by sharing information it will enhance the safeguarding of a child in a timely manner but it is not possible to gain consent.

There are also times when St. Paul's Nursery School and Children's Centre will not provide pupil's personal data where the serious harm test under legislation is met, (by sharing the information the child may be at further risk). When in doubt St. Paul's Nursery School and Children's Centre will seek legal advice.

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

### 2.3 Identifying and monitoring the needs of vulnerable learners.

The DSL and DSL deputies will regularly review and monitor those students who have been identified as vulnerable. This can include reviewing attendance data, behaviour data, attainment data and safeguarding records.

This is to ensure that:

- Proportionate and early interventions can be taken to promote the safety and welfare of the child and prevent escalation of harm.
- Information about vulnerable learners is shared with teachers and school and college leadership staff to promote educational outcomes.
- Learners who currently have, or have had, a social worker will have their academic progress and attainment reviewed and additional academic support will be provided to help them reach their full potential.
- Reasonable adjustments are made in relation to school based interventions – for example responding to behaviour.

### 2.4 Multi-agency working

St. Paul's Nursery School and Children's Centre is a relevant agency in the Keeping Bristol Safe Partnership and will work together with appropriate agencies to safeguard and promote the welfare of children including identifying and responding to their needs. This is in compliance with statutory guidance [Working Together to Safeguard Children 2018](#).

Occasions that warrant a statutory assessment under the Children Act 1989:

- If the child is in need under s.17 of the Children Act 1989 (including when a child is a young carer and or subject to a private fostering arrangement);
- or if the child is in need of protection under s.47 of the Children Act 1989 where they are experiencing significant harm, or likely to experience significant harm.

Referrals in these cases should be made by the DSL (or Deputy DSLs) to Children's Social Care in the local authority in which that child resides. The list of safeguarding contact and other key agencies are listed in [Appendix B](#).

Where the child already has a social worker, the request for service should go immediately to the social worker involved or, in their absence, to their team manager. If the child is a child in care, notification should also be made to the Hope Virtual School.

We will co-operate with any statutory safeguarding assessments conducted by children's social care: the setting will ensure representation at appropriate inter-agency meetings such as integrated support plan meetings initial and review child protection conferences and core group meetings.

### **Additional considerations:**

- Where a child and/or their family is subject to an inter-agency child protection plan or a multiagency risk assessment conference (MARAC) meeting, the setting will contribute to the preparation, implementation and review of the plan as appropriate.
- In situations where a child in care may be put on to part time timetable, the school will consult with the Hope Virtual School and complete the pro-forma found at <https://www.bristol.gov.uk/schools-learning-early-years/resources-professionals/attendance-and-exclusions>
- If a crime has been suspected or committed that involved the bringing of an offensive weapon on to the school site, the setting will liaise with the Local Authority Violence Reduction Unit (Safer Options) who will consider a proportionate response.
- If there is a risk of harm, the police should be called via 999. For other concerns of criminality the non-statutory guidance ['When to Call the Police' from the NCPCC](#) can be helpful or contact the local PCSO/School Police Beat Officer/School Officer.
- In the rare event that a child death occurs or a child is seriously harmed, St. Paul's Nursery School and Children's Centre will notify the Keeping Bristol Safe Partnership as soon as is reasonably possible.



## **2.5 Suspensions, Exclusions and commissioning of Alternative Provisions**

When the school is considering excluding a child, (either fixed term or permanently), where additional vulnerability is identified it is important that the child's welfare is a paramount consideration.

St. Paul's Nursery School and Children's Centre will exercise their legal duties in relation to their interventions. This includes:

- whether a statutory assessment should be considered in line with the principles of [Children Act 1989](#),
- that decisions are made in an anti-discriminatory manner in line with the [Equality Act 2010](#) (including having regard to the [SEND Code of Practice](#))
- and takes into consideration the learner's rights under the [Human Rights Act 1998](#).
- Interventions will be consistent with statutory guidance [School suspensions and permanent exclusions - GOV.UK \(www.gov.uk\)](#)

Actions to be taken :

- An assessment of risk should be undertaken with multi-agency partners with a view to mitigate any identified risk of harm.
- If the child is subject to a child protection plan or where there is an existing child protection file, we will call a multiagency risk-assessment meeting prior to making the decision to exclude.
- In the event of a one-off serious incident resulting in an immediate decision to exclude, the risk assessment *must* be completed prior to convening a meeting of the governing body.

In the event where St. Paul's Nursery School and Children's Centre commissions an Alternative Provision they will follow the [Bristol City Council Alternative Learning Provision Hub](#) and follow local guidance [Commissioning Alternative Learning Provision – Advice for schools, Commissioners, and Alternative Providers \(2019\)](#) to ensure clear agreement of roles and responsibilities to maintain safeguarding arrangements for learners who are not taught on site.

## **2.6 Children Missing from Education**

Although the children attending St. Paul's Nursery School and Children's Centre are below statutory school age we recognise that a child going missing from education is a potential indicator of abuse or neglect and could be a missed opportunity for timely supportive intervention or early help support.

Staff should follow the setting's procedures for unauthorised absence and for dealing with children that go missing from education, particularly on repeat occasions. These should be reported to the DSL and reviewed in line with [2.3 Identifying and monitoring the needs of vulnerable learners](#)

## **Elective Home Education**

St. Paul's Nursery School and Children's Centre will notify the Local Authority of every learner where a parent has exercised their right to educate their child at home. Safeguarding files should be shared with the Local Authority Elective Home Education service and consideration of whether additional support from children's social care should be made in line with the Children Act 1989.

## **2.7 Respond to incidents of peer on peer harm.**

(There is flow diagram in [Appendix B](#) that illustrates this section)

All staff recognise that children are capable of harming their peers. Issues of learners hurting other learners have traditionally been dealt with under processes outlined in settings' behaviour policies. It is important that peer on peer harm should be considered as a safeguarding issue.

We recognise that it is important to respond proportionately and in a timely way to all incidents with consideration to the children's age, understanding and experience. We recognise that a child's behaviour is a form of communication and that they may be being impacted by the peer on peer harm being experienced by older family members.

Our aim is to consider the vulnerabilities of whole family when responding to incidents of peer on peer harm. We recognise that older family members may be vulnerable to the harms detailed below and we aim to sign post to appropriate support agencies.

These harms can include (but is not limited to): abuse within intimate partner relationships; bullying (including cyberbullying); sexual violence and sexual harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexting and initiation/hazing type violence and rituals.

Incidents are taken seriously. These will never be tolerated or passed off as 'banter', just having a laugh' or 'part of growing up'.

- Banter and teasing can and should be acknowledged and recognised as bullying behaviour and may require proportionate intervention.
- It is understood that peer on peer harm may reflect equality issues in terms of those who may be targeted are more likely to have protected characteristics.

It is important that incidents of harm are treated under safeguarding policy and process and records will be kept on the child's safeguarding/child protection file.

St. Paul's Nursery School and Children's Centre is committed to undertaking the following:

- Early identification of vulnerability to peer on peer harm by reviewing attendance, behaviour, attainment and safeguarding records at least on a termly basis.
- Securing the immediate safety of learners involved in an incident and sourcing support for other young people affected.
- If a disclosure is made – staff will listen carefully to the child, being non-judgmental, being clear about boundaries and how the report will be progressed, not asking leading questions and only prompting the child where necessary with open questions – where, when, what, etc;
- Those who experience abuse will never be given the impression that they are creating a problem by reporting, nor will those who experience abuse ever be made to feel ashamed for making a report.
- The child's wishes are taken into consideration in any intervention and any action is taken to ensure safety of the target and other members of the wider peer cohort.
- The need to not promise confidentiality should be considered as it is very likely that information will need to be shared with others.
- When an incident of sexual violence and sexual harassment occurs, reference to Part 5 of Keeping Children Safe In Education 2020 and guidance [Sexual violence and sexual harassment between children in schools and colleges 2018](#) should be made in relation to taking protective action. These incidents must be reported immediately to the DSL/ Deputy DSL who will undertake further assessment of what action should be taken proportionate to the factors that have been identified. [The Brook - Sexual Behaviours Traffic Light Assessment Tool](#) should be utilised to inform assessment of risk and what actions to subsequently take. This may include seeking specialist advice and guidance from [Be Safe](#).
- DSLs/Deputies will consider whether a case can be managed internally, through early help, or should involve other agencies as required in line with the section [2.4 - Multi-Agency Working section](#).

- When the children involved require a statutory assessments either under s.17 or s. 47 of the Children Act 1989 a referral to social care should be undertaken.
- Where the report includes an online element, being aware of searching, screening and confiscation advice (for schools) and UKCCIS sexting advice (for schools and colleges). The key consideration is for staff not to view or forward illegal images of a child. The highlighted advice provides more details on what to do when viewing an image is unavoidable.
- If the incident constitutes towards a criminal offence, the setting will liaise with the police. If this this may also involve the Lighthouse team (Safeguarding Unit) of Avon and Somerset Police.
- Risk assessments will be developed for individual children who have been involved in an incident. This should be reviewed every 3 months or every time there is an occurrence of an incident. These should involve the child and parents/carers.
- DSL and Deputy DSL(s) will liaise with staff to ensure reasonable adjustments are made and develop ways to support achieving positive educational outcomes.

## **Contextual safeguarding approach to peer on peer harm:**

St. Pauls Nursery School and Children's Centre will minimise the risk of peer on peer abuse by taking a contextual approach to safeguarding by increasing safety in the contexts of which harm can occur – this can include the school environment itself, peer groups and the neighbourhood.

Following any incidents of peer on peer harm, the DSL/Deputies will review and consider whether any practice or environmental changes can be made in relation to any lessons learned. This can include making changes to staffing and supervision, making changes to the physical environment and considering the utilisation and delivery of safeguarding topics on the curriculum.

## **2.8 Responding to allegations of abuse made against professionals.**

Staff must report any concerns or allegations about a professional's behaviour (including supply staff, volunteers, and contractors) that indicate that they may pose a risk of harm if they continue to work in regular or close contact with children in their present position, or in any capacity with children in a setting.

Examples of this include where they may have:

- behaved in a way that has harmed a child, or may have harmed a child;
- possibly committed a criminal offence against or related to a child;
- behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children; or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children.

**Immediate action must be taken – do not speak to the individual it concerns.**

- Allegations or concerns about colleagues (including supply staff) and visitors must be reported directly to the Head Teacher/Principal.
- If the concern relates to Head Teacher/Principal it should be reported to the Chair of Governors, who will liaise with the Local Authority Designated Officer (LADO) and they will decide on any action required.
- If there is a conflict of interest which inhibits this process of reporting, staff can report directly to the LADO.
- In the event that allegations are regarding a member of supply staff, the school will take the lead and progress enquiries with the LADO, whilst continuing to engage and work with the employment agency.

St. Pauls Nursery School and Children's Centre will follow guidance in **KCSIE 2020 - Part four: Allegations of abuse made against teachers and other staff.**

- Allegations regarding foster carers or anyone in a position of trust working or volunteering with children should be referred to the LADO on the day that the allegation is reported. The allocated social worker should also be informed on the day. The school should not undertake any investigation unless the LADO advises this.

**Low level concerns**

This should be read in conjunction with the staff code of conduct and Keeping children Safe in Education (2021, Part 4). A low level concern is not insignificant. This process should be used in events where a concern about professional conduct does not meet the threshold set out at the beginning of this section.

- Reports should be made to the DSL/Deputy DSL (or the head teacher/principal if it is regarding the DSL). St. Paul's Nursery School and Children's Centre creates an environment where staff are encouraged and feel confident to self-refer where they have found themselves in a situation.

- The DSL will address unprofessional behaviour and support the individual to correct it at an early stage providing a responsive, sensitive, and proportionate handling of such concerns when they are raised.
- Review and correct any deficits in the setting's safeguarding system.

## 2.9 Mental health and wellbeing.

(A flow diagram is available in [Appendix B](#) to illustrate this section)

Schools and colleges have an important role to play in supporting the mental health and wellbeing of their learners. Mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.

St. Paul's Nursery School and Children's Centre will commit to undertake the following.

- Early identification of vulnerability to mental health problems by reviewing attendance, behaviour, attainment and safeguarding records at least on a termly basis.
- Ensure that learners can report and share concerns in line with section [2.1 Reporting a concern](#) of this policy.
- Staff will follow a safeguarding process in terms of reporting concerns outlined in [Appendix B](#) so the DSL and deputy DSLs can assess whether there are any other vulnerabilities can be identified.
- Staff will ensure the immediate health and safety of a learner who is displaying acute mental health distress. This may require support from emergency services via 999 if the learner is at risk of immediate harm.
- DSLs/Deputies will consider whether a case can be managed internally, through early help, or should involve other agencies as required in line with section [2.4 - Multi-Agency Working](#).
- The setting will communicate and work with parents to ensure that interventions are in the best interests of the child.
- DSLs will liaise with staff to ensure reasonable adjustments are made and develop ways to support achieving positive educational outcomes.
- Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem – DSLs and the senior leadership team should be able to access specialist advice through targeted services or through their locality [Primary Mental Health Specialists from Child and Family Consultation Services](#).

## Contextual safeguarding approach to mental health

St. Pauls Nursery School and Children's Centre will ensure that preventative measures in terms of providing safeguarding on the curriculum will provide opportunities for learners to identify when they may need help, and also to develop resilience.

The setting will take a 'whole school approach' to:

- deliver high quality teaching around mental health and wellbeing
- having a culture that promotes mental health and wellbeing
- having an environment that promotes mental health and wellbeing
- making sure pupils and staff are aware of and able to access a range of mental health services
- supporting staff wellbeing
- being committed to pupil and parent participation

## 2.10 Online Safety

Online safety is an integrated and interwoven theme with other safeguarding considerations. The DSL takes a lead on ensuring that interventions are effective. This means coordinating support and engaging with other colleagues in the setting who may have more technological expertise such as the IT manager.

All staff recognise the importance of keeping children safe in the "digital world" and there is a clear rationale and purpose to when supporting children's learning and development through on-line learning.

St. Paul's Nursery School and Children's Centre is committed to addressing online safety issues around content, contact, conduct and commerce. This includes:

- Ensuring that online safety is concerned in relevant policies and procedures, including **St. Paul's Nursery School and Children's Centre E-Safety Policy**, and making reference to <https://www.gov.uk/government/publications/safeguarding-children-and-protecting-professionals-in-early-years-settings-online-safety-considerations/safeguarding-children-and-protecting-professionals-in-early-years-settings-online-safety-considerations-for-managers>
- Online safety is interwoven in safeguarding training for staff and safeguarding on the curriculum for learners, including reference to <https://www.gov.uk/government/publications/safeguarding-children-and-protecting-professionals-in-early-years-settings-online-safety-considerations/safeguarding-children-and-protecting-professionals-in-early-years-settings-online-safety-considerations-for-managers>

[considerations/safeguarding-children-and-protecting-professionals-in-early-years-settings-online-safety-guidance-for-practitioners](#)

- Acknowledging that peer on peer abuse can happen via mobile and smart technology between individuals and groups. This should be approached in the same process outlined in section [2.7 Responding to incidents of peer on peer harm](#).
- Provision of education via remote learning will comply with governmental advice [Safeguarding and remote education during coronavirus \(COVID-19\) - GOV.UK \(www.gov.uk\)](#)
- The effectiveness of the setting's ability to safeguarding learners in respect to filtering and monitoring, information security and access management alongside the above will be reviewed annually.

## Appendix A – Key Guidance for safeguarding issues.

All key single agency policies relevant for education settings can be found on the following webpage:

<https://bristolsafeguarding.org/policies-and-guidance/education/>

Other multi-agency guidance and policies from the Local Safeguarding Partnerships:

- For Bristol - <https://bristolsafeguarding.org/policies-and-guidance/>

## Appendix B – Reporting concerns

Reporting Concerns Flow Chart - **Bristol**– [Click here](#)

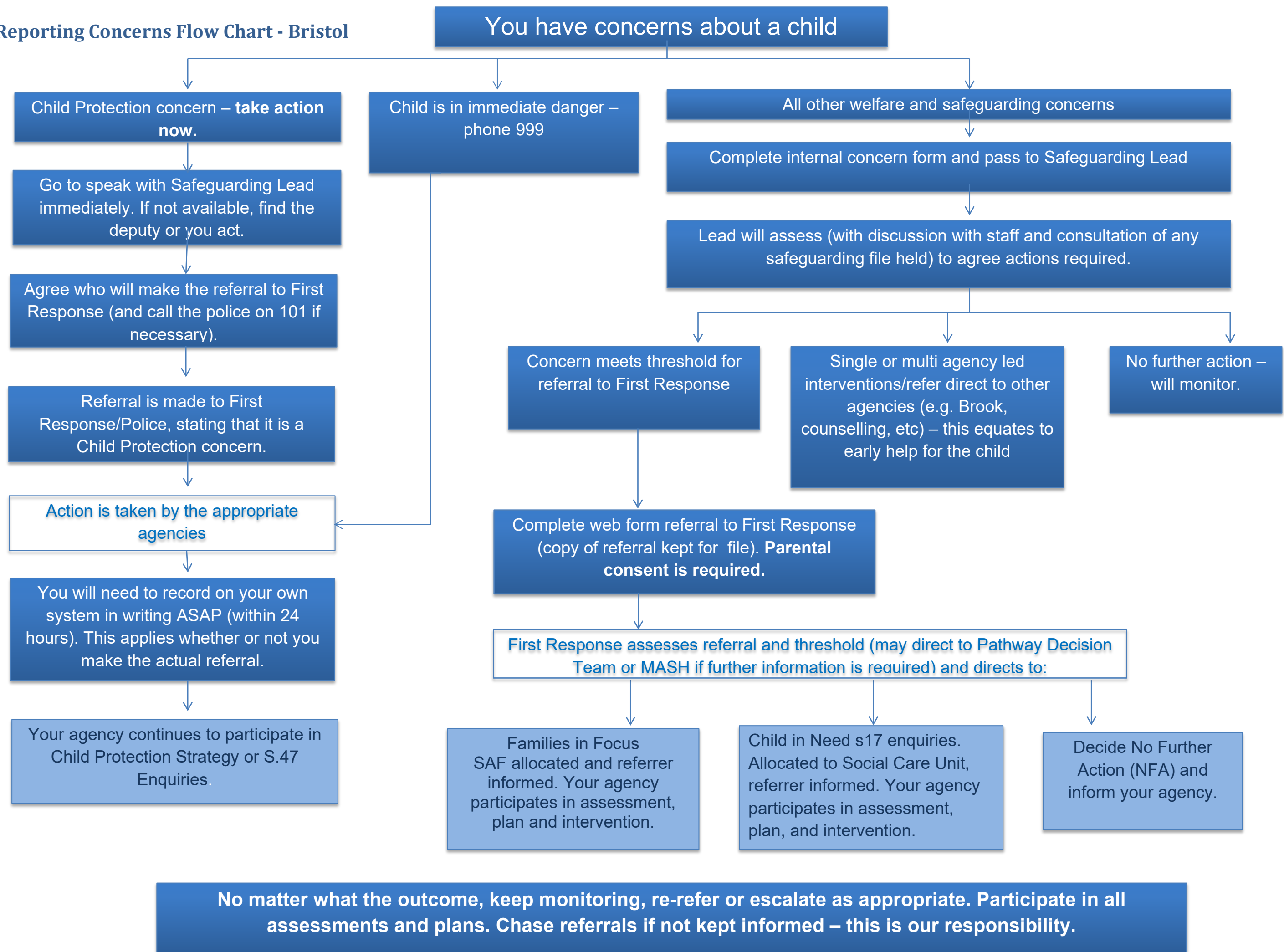
Process flow chart responding to incidents of Peer on Peer incidents and Mental Health Problems – [Click here](#)

Safeguarding contacts Poster – Multi-agency contacts in Bristol. – [Click here](#)

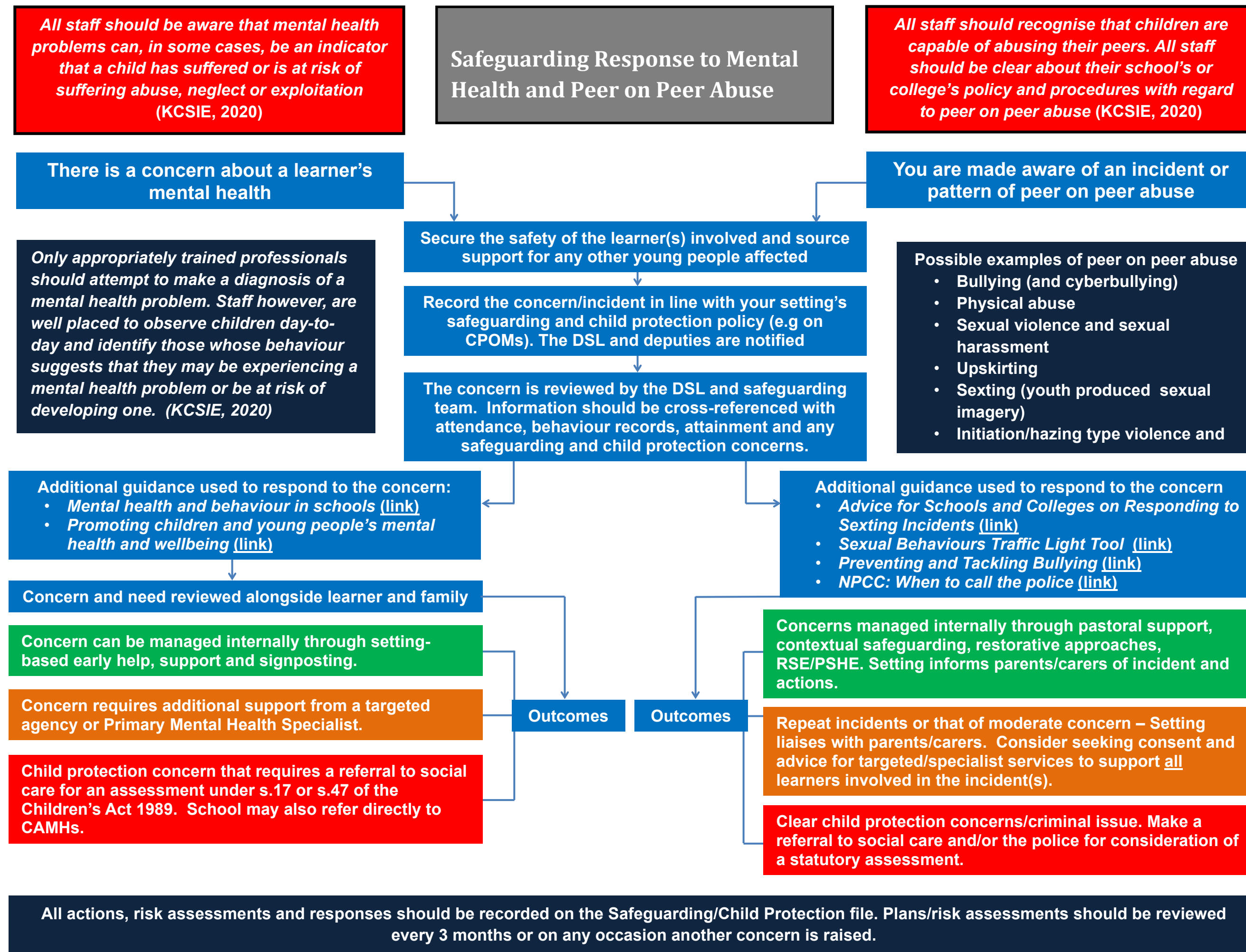
Neighboring Local Authority Contacts - [Click here](#)



## Reporting Concerns Flow Chart - Bristol



+



## Multi-Agency Contacts for Safeguarding in Education.

If you have concerns about a child/young person in Bristol ...

If a child is at immediate risk call the POLICE	<b>POLICE 999</b>	
To make an URGENT referral, i.e. a child is likely to suffer or is suffering significant harm, call children’s social care.	<b>FIRST RESPONSE - 0117 9036444</b>	
Out of Hours	<b>EMERGENCY DUTY TEAM - 01454 615 165</b>	
To make a NON-URGENT referral, contact FIRST RESPONSE using the online form (must have parental/carers consent).	<b>FIRST RESPONSE Online form</b> <a href="https://www.bristol.gov.uk/social-care-health/make-a-referral-to-first-response">https://www.bristol.gov.uk/social-care-health/make-a-referral-to-first-response</a>	
To raise concerns and ask for advice about radicalisation (also contact First Response).	<b>PREVENT DUTY - 01278 647466</b> <a href="mailto:PreventSW@avonandsomerset.police.uk">PreventSW@avonandsomerset.police.uk</a>	
To liaise with the specialist Safeguarding Police unit	<b>Lighthouse Safeguarding Unit – Avon and Somerset police</b> <b>01278 649228</b>	
<b>Families in Focus (Targeted Support)-</b> For advice and guidance about whether to make a referral		
<b>South</b> 0117 9037770	<b>East Central</b> 0117 3576460	<b>North</b> 0117 3521499

If you have concerns about a professional working with a child...

To raise concerns and ask for guidance in relation to the conduct of someone who works with children	<b>Local Authority Designated Officer - (LADO)</b> <b>Nicola Laird T: 0117 9037795</b>
--	---

For information, advice and guidance in relation to safeguarding policy and procedures.

<b><u><a href="#">Safeguarding in Education Team</a></u></b>		
T: 0117 9222710 E: <a href="mailto:Safeguardingineducationteam@bristol.gov.uk">Safeguardingineducationteam@bristol.gov.uk</a>		
<b>South Advisor</b> Helen Macdonald <a href="mailto:helen.macdonald@bristol.gov.uk">helen.macdonald@bristol.gov.uk</a>	<b>East Central Advisor</b> Jess Curtis <a href="mailto:jessica.curtis@bristol.gov.uk">jessica.curtis@bristol.gov.uk</a>	<b>North Advisor</b> James Gregory <a href="mailto:james.gregory@bristol.gov.uk">james.gregory@bristol.gov.uk</a>

# Safeguarding and Child Protection Policy and Procedures

**2021-  
2022**

Child sexual exploitation & child criminal exploitation	<b>Operation Topaz (Avon and Somerset Police)</b> <a href="https://www.avonandsomerset.police.uk/forms/vul">https://www.avonandsomerset.police.uk/forms/vul</a>	
<b>Safer Options Team - Education inclusion managers</b>		
South <a href="mailto:Ingrid.Hooper@bristol.gov.uk">Ingrid.Hooper@bristol.gov.uk</a>	East Central <a href="mailto:Calum.Paton@bristol.gov.uk">Calum.Paton@bristol.gov.uk</a>	North <a href="mailto:Ross.Moody@bristol.gov.uk">Ross.Moody@bristol.gov.uk</a>
Child Missing from Education	<b>Bristol City Council – Education Welfare</b> <a href="https://www.bristol.gov.uk/schools-learning-early-years/children-missing-education-cme">https://www.bristol.gov.uk/schools-learning-early-years/children-missing-education-cme</a>	
Children affected by Forced Marriage	<b>Forced Marriage Unit</b> T: (0) 20 7008 0151 E: fmu@fco.gov.uk	
Online Safety Advice	<b>Professional Online Safeguarding Helpline</b> T: 0344 381 4772 E: helpline@saferinternet.org.uk	
Reporting online sexual abuse and grooming	<b>Child Exploitation and Online Protection command</b> <a href="https://www.ceop.police.uk/ceop-reporting/">https://www.ceop.police.uk/ceop-reporting/</a>	
FGM advice	<b>NSPCC FGM Helpline</b> T: 0800 028 3550 E: fgmhelp@nspcc.org.uk	
Domestic Abuse support (Bristol)	<b>Directorate of local and national services</b> <a href="https://www.bristol.gov.uk/crime-emergencies/abuse-violence">https://www.bristol.gov.uk/crime-emergencies/abuse-violence</a>	
Young Carers – advice and support.	<b>Carers Support Centre</b> T: 0117 958 9980 W: <a href="https://www.carerssupportcentre.org.uk/young-carers/contact-young-carers/">https://www.carerssupportcentre.org.uk/young-carers/contact-young-carers/</a>	
Whistleblowing professional policy	<b>NSPCC Whistleblowing hotline</b> T: 0800 028 0285 E: help@nspcc.org.uk	
Mental health Advice (Local)		
<b>Primary Mental Health Specialists (advice) Child and Adolescent Mental Health</b>		
South 0117 3408121	East Central 0117 3408600	North 0117 3546800
Advice around harmful sexualised behaviour.	<b>Be Safe</b> 0117 3408700 W: <a href="https://cchp.nhs.uk/cchp/explore-cchp/be-safe">https://cchp.nhs.uk/cchp/explore-cchp/be-safe</a>	
	<b>Brook Traffic Light Tool</b> <a href="https://legacy.brook.org.uk/brook_tools/traffic/index.html?syn_partner=">https://legacy.brook.org.uk/brook_tools/traffic/index.html?syn_partner=</a>	

### Other Local Authority Contacts

Local Authority in which the child is resident	Contact details	Out of hours/ Weekend
<b>South Gloucestershire</b>	<p><b>Access and Responses Team</b></p> <ul style="list-style-type: none"> <li><b>01454 866000</b> - Monday to Thursday 9.00 – 5.00, 4.30 on Friday</li> <li><a href="mailto:accessandresponse@southglos.gov.uk">accessandresponse@southglos.gov.uk</a></li> </ul> <p>Website: <a href="https://www.southglos.gov.uk/health-and-social-care/care-and-support-children-families/access-response-team-art/">https://www.southglos.gov.uk/health-and-social-care/care-and-support-children-families/access-response-team-art/</a></p>	
<b>North Somerset</b>	<p><b>Single Point of Access</b></p> <ul style="list-style-type: none"> <li><b>01275 888 808</b> –Monday-Thursday 8.45am-5pm, Friday 8.45am-4.30pm</li> </ul> <p>Website: <a href="https://www.northsomersetsafeguarding.co.uk/children-safeguarding-board/i-work-with-children/how-to-make-a-referral">https://www.northsomersetsafeguarding.co.uk/children-safeguarding-board/i-work-with-children/how-to-make-a-referral</a></p>	<p><b>Emergency Duty Team</b></p> <p><b>01454 615165</b></p>
<b>Bath and North East Somerset (BANES)</b>	<p><b>Children's Social Work Services</b></p> <ul style="list-style-type: none"> <li><b>01225 396312 or 01225 396313</b> weekdays, 8.30am to 5pm, except Fridays when we're closed from 4.30pm</li> <li>Download and complete our <a href="#">request for service form</a> and email it to <a href="mailto:ChildCare_Duty@bathnes.gov.uk">ChildCare_Duty@bathnes.gov.uk</a></li> </ul> <p>Website: <a href="https://beta.bathnes.gov.uk/report-concern-about-child">https://beta.bathnes.gov.uk/report-concern-about-child</a></p>	

## **Appendix C - Dealing with a disclosure of abuse**

**When a child tells me about abuse they have suffered, what must I remember?**

- Stay calm.
- Do not communicate shock, anger or embarrassment.
- Reassure the child. Tell them you are pleased that they are speaking to you.
- Never promise confidentiality. Assure them that you will try to help but let the child know that you may have to tell other people in order to do this. State who this will be and why.
- Encourage the child to talk but do not ask "leading questions" or press for information. Use 'Tell Me, Explain to me, Describe to me' (TED) questioning.
- Listen and remember.
- Check that you have understood correctly what the child is trying to tell you.
- Praise the child for telling you. Communicate that they have a right to be safe and protected.
- It is inappropriate to make any comments about the alleged offender.
- Be aware that the child may retract what they have told you. It is essential to record all you have heard.
- At the end of the conversation, tell the child again who you are going to tell and why that person or those people need to know.
- As soon as you can afterwards, make a detailed record of the conversation using the child's own language. Include any questions you may have asked. Do not add any opinions or interpretations.

NB It is not education staff's role to seek disclosures. Their role is to observe that something may be wrong, ask about it, listen, be available and try to make time to talk.

- The 5 'R's are helpful in understanding what professionals duties are in relation to responding to an incident.

**Recognise – Respond – Reassure – Refer – Record**

## Appendix D - Types of abuse and neglect

The Department for Education's Tackle Child Abuse campaign has accessible videos to watch <https://tacklechildabuse.campaign.gov.uk/>

Abuse and neglect is defined as the maltreatment of a child or young person whereby someone may abuse or neglect a child by inflicting harm, or by failing to prevent harm. They may be abused by an adult or adults or by another child or children.

All school and college staff should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases multiple issues will overlap with one another. For children with Special Educational Needs and Disabilities (SEND) additional barriers can exist when identifying abuse and neglect, these include:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration;
- being more prone to peer group isolation than other children;
- the potential for children with SEN and disabilities being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs; and
- communication barriers and difficulties in overcoming these barriers.

To address these additional challenges, schools and colleges should consider extra pastoral support for children with SEND (KCSIE, 2020).

The following are the definition of abuse and neglect as set out in Working Together to Safeguard Children (2018) however, the ultimate responsibility to assess and define the type of abuse a child or young person may be subject to is that of the Police and Children's Services – our responsibility is to understand what each category of abuse is and how this can impact on the welfare and development of our children and where we have concerns that a child or young person may be at risk of abuse and neglect (one or more categories can apply) to take appropriate action as early as possible.

**Physical abuse:** a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

**Neglect:** the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including



exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

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

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



## **Appendix E Specific actions to take on topical safeguarding issues**

General or national guidance will not be included here. A summary of specific duties are in [Keeping Children Safe in Education 2020 Annex A](#) and Access to local guidance can be found in [Appendix A](#) of this document.

In recognition that the threshold of child protection is 'likely to suffer' significant harm St. Pauls Nursery School and Children's Centre, may need to make a referral to children's social care. Where possible, this will involve notifying the parent/carer if it does not place the learner at further risk of harm. In all other circumstances information will be shared in line with section [2.2 Information Sharing](#).

It is also important to recognise the importance of liaising with other education settings who may have siblings attending. It is likely that they may hold additional information which will support early identification of harm and in turn develop your assessment of need.

### **Child Exploitation – both Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE)**

St. Pauls Nursery School and Children's Centre will ensure that early help intervention is provided as soon as a concern of exploitation is identified. Discussion and advice will be sought from targeted services to consider what support may be available. The learner and their families will be part of any planning and interventions.

- If the learner is at risk of CSE or there is intelligence which indicates that the learner or peer group or family member are at risk of CSE St. Pauls Nursery School and Children's Centre will share information with Operation Topaz (the police). This information will support proactive activity to disrupt criminal activity in relation to sexual exploitation.
- If the learner or family member is at risk of CCE information should be shared with Bristol's Violence Reduction Unit - Safer Options. The Safer Options Education Inclusion Managers can advise and support settings to manage risk. Targeted support maybe available to disrupt learners from getting involved with criminality.
- Avon and Somerset Police share 'Missing persons' notifications (which a learner is reported missing from home or care) with education settings with a view to support them to take proactive action and reasonable adjustments in relation to behaviour management and achieving positive educational outcomes. These should be stored securely on the learner's Safeguarding/Child Protection file.

### Domestic Abuse –

Operation Encompass is a national operation where local police forces notify when the police are called to an incident to domestic abuse. Avon and Somerset have their own version of this and will notify education settings whenever they have responded to a domestic abuse incident. This will enable the education setting to take proactive action and reasonable adjustments in relation to behaviour management and achieving positive educational outcomes.

Under the current information sharing protocol, the education setting **is not permitted** in sharing this information without seeking consent from Avon and Somerset police in case this can put a victim and learners at further risk of harm. The only exception to this when information is shared with new education setting (part of statutory duties in relation to transfer of the Safeguarding/ Child Protection file, Keeping Children Safe in Education). Additional instructions around this are sent out with every single notification.

- Education settings must have signed up to a Police Safeguarding Notification Briefing to receive these.
- Each setting should have at least 2 members of trained staff able to receive and act upon these notifications.
- Each setting should promote an open culture of safeguarding to enable learners and families to disclose and feel safe to talk about their experiences and what support maybe required.

### Female Genital Mutilation -

**Mandatory reporting duty:** [Click here for government guidance](#)

This is a legal duty for all professionals undertaking teaching work to report known cases of FGM to the police via 101. This is when they:

1. are informed by a girl under 18 that an act of FGM has been carried out on her; or
2. observe physical signs which appear to show that an act of FGM has been carried out on

These cases must be referred to the DSL who will support them to carry out their duty. It is also advised any referrals made to the police under the mandatory reporting duty is followed up with children's social care so an assessment of need and support is concurrently considered.

### Travel:

National guidance has highlighted going on holiday to a risk affected country is cause for concern, local guidance has been developed to prevent discriminatory action against families from risk affected communities.

- Families are encouraged to notify the education setting when they are looking to travel during term time dates.
- This will prompt a conversation with the DSL/ specialist trained member of staff to discuss and explain what FGM is in that; it is significantly harmful and illegal to practice this.
- The setting will complete an [FGM Referral Risk assessment](#) (available on the [Keeping Bristol Safe Partnership website](#)) with the family to identify any support that the family may require in relation to FGM.
- Proportionate action is taken. Referrals to social care should NOT be automatically made – however should be made if there are high risk concerns identified from the FGM Referral Risk Assessment.
- These assessments should be saved onto the child's Safeguarding/Child Protection file to avoid duplication with new incidents of travel.

### Online Safety – Annex C of Keeping Children Safe in Education highlights additional actions schools should take to keep learners safe online.

- For concerns around individual cases where a child has been harmed through online mediums, advice and guidance can be made through the **Professional Online Safeguarding Helpline**, T: 0344 381 4772, E: [helpline@saferinternet.org.uk](mailto:helpline@saferinternet.org.uk)
- Where there have been established cases of online abuse or grooming, the school settings should alert - **Child Exploitation and Online Protection command (CEOPS)** <https://www.ceop.police.uk/ceop-reporting/>

[Mental health](#) – linked to section within main body of this policy

[Peer on Peer Abuse](#) - linked to section within main body of this policy.

### Serious Youth Violence -

To be read in conjunction with the above section around Child Criminal Exploitation. There has been local guidance issued on the issue of '[Offensive Weapons in Education Settings](#)'.

It is important to note that should a weapon be used or there is threat of use, the police should be called immediately.

- The same day a weapon is found Safer Options should be called for a multi-disciplinary assessment of risk.
- Whilst it is acknowledged that the decision to exclude remains with the Headteacher/principal it is recommended that consultation with the Safer Options Education Inclusion Manager is made so as not to further put the child at further risk of harm if they are excluded.
- Alternatives to exclusions should be considered first in recognition that by doing so a learner it may be at further risk of harm out in the community.
- Police will be notified through the multi-agency discussion held at the 'Out of Court Disposals Panel' to prevent students unnecessarily getting a criminal record.

## Preventing Radicalisation - The Prevent duty

All schools and colleges are subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015 (the CTSA 2015), in the exercise of their functions, to have “due regard to the need to prevent people from being drawn into terrorism”.<sup>110</sup> This duty is known as the Prevent duty.

The Prevent duty should be seen as part of schools' and colleges' wider safeguarding obligations. Designated safeguarding leads and other senior leaders should familiarise themselves with the revised [Prevent duty guidance: for England and Wales](#), especially paragraphs 57-76, which are specifically concerned with schools (and also covers childcare).

The guidance is set out in terms of four general themes:

- risk assessment,
- working in partnership,
- staff training, and
- IT policies.

## Private Fostering

A private fostering arrangement is one that is made privately (without the involvement of a local authority) for the care of a child:

- under the age of 16 years (under 18, if disabled)
- by someone other than a parent or close relative (\*Close family relative is defined as a 'grandparent, brother, sister, uncle or aunt' and includes half-siblings and step-parents; it does not include great-aunts or uncles, great grandparents or cousins.)
- with the intention that it should last for 28 days or more.

Cases of private fostering arrangements must be reported to children's social care to ensure that needs are adequately made.

Statutory guidance states that this should be done at least 6 weeks before the arrangement is due to start or as soon as you are made aware of the arrangements. Not to do so is a criminal offence.

Further support and reasonable adjustments should be made by the education setting to promote achievement of positive educational outcomes.

### **Young Carers**

A young carer is a person under 18 who regularly provides emotional and/or practical support and assistance for a family member who is disabled, physically or mentally unwell or who misuses substances.

The setting will support learners who are young carers to appropriate support. To find out what is available locally visit the Bristol City Council Website - <https://www.bristol.gov.uk/social-care-health/support-for-young-carers>

The Carers Support Centre can undertake an assessment of need and provide bespoke support. <https://www.carerssupportcentre.org.uk/young-carers/making-a-referral/>

## **Appendix F – COVID 19 Addendum Policy in the event of lockdown.**

In the event of National or Local lockdown St. Paul's Nursery School and children Centre will endeavour to offer a service to support families.

Below is detailed practice guidance for keeping in contact with families and support our monitoring of safeguarding vulnerabilities.

### **Process and Monitoring for contacting families by phone**

#### **Universal offer**

We are aiming to contact every child/ family in each key group every 2 weeks.

Ideally by key person when they are in nursery or by same room buddy if they are unavailable.

Please see prompts information and follow safety guidelines.

Record brief details on key group contact forms and highlight any actions to be completed.

Record name and date.

Agree with SLT who will complete actions and by when at end of calling session same day.

Any safeguarding concerns need to be recorded on CPOMs in the usual way and SLT in nursery or safeguarding lead team to be notified in person or by phone (it is not always possible to access CPOM's remotely).

BG8's and teachers to coordinate lists to ensure all families are contacted.

SLT in nursery to monitor contact forms and ensure any actions that arise are implemented in a timely way.

#### **Enhanced offer** (in addition to universal offer)

We are aiming to make weekly contact for children that have been identified as vulnerable.

The list of these children is on spreadsheet 'Nursery Places offered' in CV safeguarding folder. (Further information is on safeguarding and SEND registers) Information is highly confidential and must be protected and stored with sensitivity following GDPR guidelines.

All parents of children on this list have been offered a nursery place, some have accepted and some have declined.

This list and offer of places and level of risk will be reviewed regularly.

The list details whether weekly contact is to be by key person, family support team or attendance at nursery or food club.

Even if child attends nursery it may be important to make telephone contact as key person if it is difficult to have 'proper' conversation on door or if the parent request conversation outside of child's 'earshot'

If any of these children don't attend nursery when we are expecting them Key person, team leader or SLT should contact them on that day.

#### **Safeguarding monitoring**

DSL or deputies in nursery to check in with FS leads regarding any identified vulnerable children who have not had weekly contact with either nursery or family support staff. Make follow up plan and if allocated social worker to inform that they have not been in contact.


Check in with any of team who have had difficult conversations regarding supervision needs.

Ensure any outcome from actions is recorded on CPOM's if relating to safeguarding.

# Safeguarding and Child Protection Policy and Procedures

2021-2022

## Appendix G – UPDATES INCLUDED IN POLICY FOR SEPTEMBER 2021

Ref	Changes made	Reasons why	
1.2	Added - Victims of harm should <b>never</b> be given the impression that they are creating a problem by reporting abuse, sexual violence or sexual harassment. Nor should a victim ever be made to feel ashamed for making a report.	Raises a prevalence of point to reflect KCSIE 2021 for all members of staff.	
	Added EYFS 2021 - delete if appropriate.	In recognition for EYs settings to include the most recent version.	
	Added - <b>Specific topical safeguarding issues</b> – a collection of up-to-date guidance can be found on the Safeguarding in Education Team’s guidance page. <a href="https://www.bristolsafeguardingineducation.org/guidance/">https://www.bristolsafeguardingineducation.org/guidance/</a>	This has been developed since last year and will be a ‘one stop shop’ for up-to-date guidance both local and nationally.	
	Added what the behaviour police should include removed the requirement to have a separate anti-bullying policy/peer on peer.	Reflects para 13 of KCSIE 2021. Clear need to ensure that policy and procedures peer on peer abuse should be included in the Safeguarding/ child protection policy.	
1.3	Hyperlinked legislation.  Added This will be in line with our <b>Special Educational Needs and Disability Policy (HYPERLINK)</b>	This is to recognise local learning from statutory reviews where children with SEN had experienced significant and serious harm.	
	Added <b>[name of setting]</b> also adheres to the principals of and promotes anti-oppressive practice in line of the <a href="#">United Nations Convention of the Rights of the Child</a> and the <a href="#">Human Rights Act 1998</a> .	Consideration of including anti-oppressive practice to reflect adherence to statutory guidance and legislation in providing proportionate responses.	
1.4	Removed paragraph - Ensuring all policies which address issues of power and potential harm, for example anti-bullying, equalities, use of reasonable force, positive behaviour, will be linked to ensure a whole school approach	Covered by previous section which is encompassing of <b>this</b> document. Legal statutory duties should cover other related documents.	
1.5.1	Added/amended All staff will read and understand Part 1 of statutory guidance Keeping Children Safe in Education (2021). Those working directly with children will also read Annex B. <b>[Those who do not work directly with children will have the option of reading Annex A instead – delete as appropriate]</b> -	Updated to reflect structural changes in KSCIE 2021.	
	Amended to include online safety. Be clear as to the setting’s policy and procedures about <a href="#">peer on peer abuse</a> , children missing education and <a href="#">those requiring mental health support</a> , and the <a href="#">impact of technology in relation to online safety</a> .	Need to ensure profile of online safety is reflected in policy in line with change in profile in KSCIE 2021. New section Online Safety added in policy to reflect this (2.10)	



# Safeguarding and Child Protection Policy and Procedures

**2021-  
2022**

1.5.2	Added paragraph The DSL works with the headteacher, and relevant strategic leads taking lead responsibility for promoting educational outcomes by knowing the welfare, safeguarding and child protection issues that learners in need are experiencing or have experienced, and identifying the impact that these issues might be having on learner's attendance, engagement and achievement at school or college	To raise the profile of the changes in the role of the DSL and the need to raise educational outcomes for children with a social worker. It is likely that this will become a salient feature in future inspections.	
	Amended paragraph Provide additional academic support or make reasonable adjustments to help children who have <b>or have had</b> a social worker to reach their potential.	Reflect KCSIE new duties around the role of the DSL (Annex C).	
	Amended Ensure the successful transfer of the Safeguarding/Child Protection File when a learner moves on to a new setting within 5 days for in year transfer or the first 5 days of the start of a new term	To reflect changes in KCSIE para 112 (part 2) and the Role of the DSL (Annex C).	
1.5.3	Amended Ensure that the DSL is an appropriate senior member of setting's senior leadership team and ensure that they have adequate time, funding, training, resources, and support to carry out their role effectively.	To reflect the need for changes in KCSIE (part 2) and the Role of the DSL.	
	Amended Ensure that learners are taught about safeguarding on the curriculum including online safety in compliance with statutory guidance <a href="#">Relationships and sex education (RSE) and health education - GOV.UK (www.gov.uk)</a> and <b>[Delete as appropriate]</b> <a href="#">Early years foundation stage (EYFS) statutory framework - GOV.UK (www.gov.uk)</a> .	To reflect updates in guidance and differentiate which piece of legislation covers different phases.	
	Amended To ensure that Teachers, including supply teachers, other staff, volunteers and contractors have appropriate checks carried out in line with Part 3 of statutory guidance Keeping Children Safe In Education (2021).  Ensure that there are procedures in place to manage safeguarding concerns or allegations against teachers, including supply teachers, other staff, volunteers and contractors who may not be suitable to work with or pose a risk to children, this includes having a process to manage low level concerns	Added contractors to the list in line with KCSIE 2021	
	Amended - Ensure that systems are in place for learners to effectively share a concern about a safeguarding issue	To reflect the weight of changes added from the Ofsted review of sexual abuse and sexual harassment in schools.	



# Safeguarding and Child Protection Policy and Procedures

**2021-  
2022**

	they are experiencing, express their views and give feedback.		
	Amended Ensure that the setting has systems in place to prevent, identify and respond to peer on peer harm (including sexual abuse and sexual harassment) and mental health concerns, and review the effectiveness of the setting's online safety practices.	Added part to address weight of online safety in new version of KCSIE.	
1.6.3	Added Members of the Senior Leadership Team must make themselves aware of and understand their role within the local safeguarding arrangements. This will ensure that those who have responsibility for the management of behaviour, inclusion, Special Educational Needs, attendance, and exclusions will carry out their duties with a safeguarding consideration.	To reflect the changes in the role of the DSL (annex C), additional duties in relation to increasing educational outcomes and to highlight duties in line with KCSIE, Part 2. This also reflects learning from local statutory reviews.	
	Amended Training around safeguarding topics in Annex B (including online safety) will be integrated, aligned, and considered as part of a whole school safeguarding approach.	Adjusted to reflect discourse and changes to KCSIE.	
1.7	Added We recognise that a one size fits all approach may not be appropriate for all children, and a more personalised or contextualised approach for more vulnerable learners, victims of abuse and some SEND children might be needed.		
	Amended Working within statutory guidance in respect to <a href="#">Relationships and sex education (RSE) and health education - GOV.UK (www.gov.uk)</a> ; and <a href="#">Early years foundation stage (EYFS) statutory framework - GOV.UK (www.gov.uk)</a> [Delete as appropriate]	to include reference to relevant documents.	
1.9	Added These topics are themes that can impact on children and families, there are specific areas of safeguarding that the setting has statutory responsibilities to address which are hyperlinked:  List amended to reflect updates in KCSIE 2021.	Changed to create ease of reading and to reflect changes in statutory guidance.  Note additional topics under Peer on peer abuse.	
Part 2 - Procedures			
2.1	Added section for setting to complete  At [name of setting] learners can raise their concerns via [add what mechanism you have at your setting, how promote them, how they can be accessed and understood] and they will be treated seriously.	Added to create greater salience with developments with Ofsted's review of sexual violence and sexual harassment in schools and updated from KCSIE. Please complete this.	

# Safeguarding and Child Protection Policy and Procedures

**2021-  
2022**

2.2	Updated reference to <b>UK GDPR</b> and throughout document	This is in line with changes brought around by Brexit.	
2.2	Added under times when information will be shared without consent.  'by doing so will compromise a criminal investigation'	This is consistent with statutory guidance.	
2.3	Added Learners who currently have, or have had, a social worker will have their academic progress and attainment reviewed and additional academic support will be provided to help them reach their full potential.	To be consistent with new duties around increasing educational outcomes for learners (Part 2 and Role of the DSL – Annex C)	
2.5	Amended to reflect guidance. - Suspensions, permanent exclusions, and commission of Alternative provision –	Discourse adjusted to reflect updates in national and local guidance.	
	Added <b>[Name of setting]</b> will exercise their legal duties in relation to their interventions. This includes: <ul style="list-style-type: none"> <li>• whether a statutory assessment should be considered in line with the principles of <a href="#">Children Act 1989</a>,</li> <li>• that decisions are made in an anti-discriminatory manner in line with the <a href="#">Equality Act 2010</a> (including having regard to the <a href="#">SEND Code of Practice</a>)</li> <li>• and takes into consideration the learner's rights under the <a href="#">Human Rights Act 1998</a>.</li> <li>• Interventions will be consistent with statutory guidance <a href="#">School suspensions and permanent exclusions - GOV.UK (www.gov.uk)</a></li> </ul>	To reflect need from local statutory reviews around adherence to legislation and statutory guidance.	
2.6	Amended A learner missing from education is a potential indicator of abuse or neglect, or maybe an indicator of the need for early help support.	To reflect the need to provide early intervention from a safeguarding perspective.	
2.6	Added section on <b>Elective Home Education</b> <b>[Name of setting]</b> will notify the Local Authority of every learner where a parent has exercised their right to educate their child at home. Safeguarding files should be shared with the Local Authority Elective Home Education service and consideration of whether additional support from children's social care should be made in line with the Children Act 1989.	To make salient information and duties on schools in adherence to national and local guidance. This is particularly important to the rise in numbers of learners going into EHE arrangements following the COVID pandemic.	
2.7	Responding to incidents of peer on peer harm. Section has been re-written to reflect updates in statutory guidance with more salient sections on Actions to take in relation to sexual violence and sexual harassment.	reflect new changes in KSCIE and Sexual violence and sexual harassment in schools and colleges.	

# Safeguarding and Child Protection Policy and Procedures

**2021-  
2022**

2.8	Added reference to contractors being included in scope of work	To reflect changes in KCSIE 2021.	
2.8.1	Added If there is a conflict of interest which inhibits this process, staff can report directly to the LADO.	To reflect changes in KCSIE	
2.8.2	Added section Low Level concerns	To reflect changes in KCSIE. May need to rewrite elements of your staff code of conduct to ensure consistency.	
2.9	Added [Delete as appropriate] The appointment of a senior mental health lead who can support the development of knowledge and act as a point of expertise to promote the wellbeing and mental health of learners. This colleague will have sufficient training in mental health <b>and</b> safeguarding for them to carry out their role effectively.	This is not mandatory however you may need to consider resourcing this as good practice. There is more on this topic in Part 2 of KCSIE 2021.	
	Added Ensure that learners can report and share concerns in line with section <a href="#">2.1 Reporting a concern</a> of this policy.	To reflect the requirement in KCSIE 2021.	
2.10	New section added - Online Safety - Ensure that you link to your policy on mobile smart technology as required.	To highlight changes in KCSIE 2021.	