



SAFEGUARDING & CHILD PROTECTION POLICY

Reviewed: September 2022
Next Review Due: September 2023



As part of our focus on diversity and inclusion, BDAT pledges that our policies will seek to promote equality, fairness, and respect for all staff and students. Our policies reflect the BDAT values of inclusion, compassion, aspiration, resilience, and excellence. By working closely with a range of stakeholders, such as our school, union, and HR colleagues, we have ensured that BDAT's policies do not unlawfully discriminate against anybody.

This Policy has been implemented following consultation with the recognised trade unions and the monitoring of its implementation and impact will be subject to the same process.

This Trust-wide policy applies to all staff, including the Board of Trustees, Governors and Central Staff, paid staff, volunteers and sessional workers, agency staff, students or anyone working for and on behalf of the Bradford Diocesan Academies Trust. This policy should be read in conjunction with the academy-specific policies published by individual academies, in particularly their Safeguarding and Child Protection statement that details school specific safeguarding processes and practices.

The term school and the term academy are interchangeable. The term pupil and the term student are interchangeable.

Introduction

This policy has been developed in accordance with the principles established by the Children's Act 1989, the Education Act 2002, the Children's Act 2004, Keeping Children Safe in Education (KCSiE) (September 2022 edition) and in line with locally agreed guidance and procedures. Annex B sets out the September 2022 substantive changes to KCSiE.

The Bradford Diocesan Academies Trust (BDAT) and the Local Governing Bodies (LGBs) of all academies take seriously their responsibilities under section 175 of the Education Act 2002 to safeguard and promote the welfare of children; and to work together with other agencies to ensure adequate arrangements within our schools to identify, assess and support those children and young people who are suffering harm.

Related documents

The following links provide further information, and should be read as necessary:

KCSiE 2022:

[Keeping children safe in education 2022 \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

Preventing Youth Violence:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/418131/Preventing_youth_violence_and_gang_involvement_v3_March2015.pdf

Working Together to Safeguard Children

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/942454/Working_together_to_safeguard_children_inter_agency_guidance.pdf

County Lines guidance:

<https://www.gov.uk/government/publications/criminal-exploitation-of-children-and-vulnerable-adults-county-lines/criminal-exploitation-of-children-and-vulnerable-adults-county-lines>

Relationships and Sex Education (RSE) and health education 2020

<https://www.gov.uk/government/publications/relationships-education-relationships-and-sex-education-rse-and-health-education>

Ofsted Inspection Framework:

Independent Schools Inspection Framework:

<https://www.isi.net/support/publications/isi-inspection-framework>

Teaching online safety:

<https://www.gov.uk/government/publications/teaching-online-safety-in-schools>

Sharing nudes and semi-nudes: advice for education settings:

<https://www.gov.uk/government/publications/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people>

SEND code of practice 0-25 years:

<https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

The purpose of this policy:

- To protect children and young people who receive BDAT's services.
- To provide staff and volunteers with the overarching principles that guide our approach to child protection; staff and volunteers also need to be au fait with academy policies in situ.
- BDAT believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practice in a way that protects them.
- To support child development in ways that will foster security, confidence, and independence.
- To raise the awareness of both teaching and support staff for the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse.
- To provide systematic means of monitoring children known or thought to be at risk of harm.
- To emphasise the need for good levels of communication between all members of staff.
- To develop a structured procedure within the Trust which will be followed by all in cases of suspected abuse.
- To develop and promote effective working relationships with other agencies, especially the Police and Social Services.
- To ensure that all adults who have access to children have been checked as to their suitability.

Ethos and Commitment

Trustees are committed to improving outcomes for all children and young people, and this underpins all of the development and work within the Trust.

Safeguarding is considered everyone's responsibility and as such our schools aim to create the safest environment within which every student has the opportunity to achieve. The academies recognise the contribution they can make in ensuring that all students registered or who use our facilities feel that they will be listened to and appropriate action taken.

We will do this by working in partnership with other agencies and seeking to establish effective working relationships with parents, carers, and other colleagues to develop and provide activities and opportunities throughout our curriculum that will help equip our students with the skills they need. This will include materials and learning experiences that will encourage our students to develop essential life skills and protective behaviours.

Principles of Safeguarding

The six principles of safeguarding as defined by The Care Act 2014 are:

- Accountability

If a student discloses to an adult information which may indicate abuse or maltreatment, you must be clear with the student of your responsibility to report what you have heard. All employees are responsible for safeguarding vulnerable adults, children, and young people. It is a legal requirement for all staff to have up-to-date safeguarding training certificate and understand/follow the schools safeguarding reporting procedure.

- Empowerment

Support and encouragement are key factors to ensure effective working with students who have been or are currently victims of abuse or neglect, it is important for those individuals to feel they have control over their situation. Staff are responsible for ensuring individuals feel empowered to make their own decision and not forced into giving consent.

- Partnership

It is important to be familiar and work in partnership with the local authority and all services or organisation in your community who might be able to assist in detecting and reporting abuse.

New safeguarding partners and child death review partner arrangements are now in place. Locally, the three safeguarding partners (the local authority; a clinical commissioning group for an area within the local authority; and the chief officer of police for an area (any part of which falls) within the local authority area) will make arrangements to work together with appropriate relevant agencies to safeguard and promote the welfare of local children, including identifying and responding to their needs.

- Prevention

Preventing harm is just as important as removing a child from a harmful situation. If you know the signs and indicators of abuse and neglect, you must report any concerns to the Designated Safeguarding Lead.

- Proportionality

When a safeguarding incident occurs, you should report your concerns in a manner that is appropriate for the risk presented. For example, if you suspect that a child or vulnerable adult is in immediate danger and the matter is urgent, report this to the Designated Safeguarding Lead and/or Headteacher immediately. On the other hand, if you notice suspicious bruising on an individual on only one occasion and there are no other signs pointing to abuse, a more appropriate response would be to make a record of the exact time and date, what you have witnessed, and any conversation that has taken place with the individual, keeping this on file in case any further suspicions arise.

- Protection

It is important to support individuals who have or been at risk of experiencing abuse or neglect. Safeguarding is designed to protect everyone from harm – at home, at work, at school, or anywhere else that they might be placed at risk.

Definition

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 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.

Children includes everyone under the age of 18.

Trustees' Responsibilities

The Trust Board has a legal responsibility to make sure that the schools have an effective safeguarding policy and procedures in place and monitors that the schools comply with them. The Trust Board will do this by:

- a. commissioning safeguarding audits of schools and the MAT once per year
- b. receiving regular reports from the Head of Safeguarding on safeguarding to the MAT board
- c. delegating operational responsibilities to LGBs as defined below and set out in the Trust Scheme of Delegation

Governors' Responsibilities

The LGB of each school has appointed a named Safeguarding and Child Protection Governor who has lead responsibility for overseeing and monitoring all safeguarding issues in each school.

The LGB will ensure that the named governor for Safeguarding & Child Protection attends the required training and that they refresh their training every two years.

Staff Responsibilities

The Trust and our LGBs recognise that for this policy to be effective, it is essential that school staff understand what safeguarding is, know how to access safeguarding information, know of any possible contribution that they may be required to make to safeguard our students and how to access further advice, support, or services. Each school will appoint at least one Designated Safeguarding Lead (DSL) and a Deputy DSL who will have day to day responsibility for dealing with safeguarding in the school, and this person/persons will be named in the school policy.

The Trust DSL is the Head of Safeguarding,

The Trust SEND coordinator is to be nominated.

All designated staff will update their training at least every 2 years, including PREVENT, and disseminate this training to all staff.

All other members of staff are provided with opportunities to receive appropriate training in order to develop their understanding of the signs and indicators of abuse and of the school's child protection procedures every year.

All staff should be aware that safeguarding incidents and/or behaviours can be associated with factors outside the school or college and/or can occur between children outside of these environments. All staff, but especially the DSL (and deputies) should consider whether children are at risk of abuse or exploitation in situations outside their families. Extra-familial harms take a variety of different forms and children can be vulnerable to multiple harms including (but not limited to) sexual exploitation, criminal exploitation, and serious youth violence.

All members of staff, volunteers, governors, and trustees must know how to respond to a student who discloses abuse, and the procedure to be followed in appropriately sharing a concern of possible abuse or a disclosure of abuse. All systems, processes and policies should operate with the best interests of the child at their heart. Where there is a safeguarding concern, governing bodies and school leaders should ensure the child's wishes and feelings are taken into account when determining what action to take and what services to provide.

Governors and Trustees will receive appropriate safeguarding and child protection (including online) training at induction and updated training annually.

Early Help

Any child may benefit from early help, but all school and college staff should be particularly alert to the potential need for early help for a child who:

- is disabled or has certain health conditions and has specific additional needs;
- has special educational needs (whether or not they have a statutory Education, Health and Care Plan);
- has a mental health need;
- is a young carer;
- is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups or county lines;
- is frequently missing/goes missing from care or from home;
- is at risk of modern slavery, trafficking, sexual or criminal exploitation;
- is at risk of being radicalised or exploited;
- has a family member in prison, or is affected by parental offending;
- is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse;
- is misusing drugs or alcohol themselves;
- has returned home to their family from care;
- is at risk of 'honour'-based abuse such as Female Genital Mutilation or Forced Marriage;
- is a privately fostered child; and
- is persistently absent from education, including persistent absences for part of the school day.

Indicators of Abuse

There are five types of abuse as defined in 'Working Together to Safeguard Children 2018' which is defined in the Keeping Children Safe in Education Statutory Guidance 2022.

- **Abuse:** a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. They may be abused by other children or adults in a family or institutional or community setting by those known to them or more rarely by others.
- **Physical abuse involves:** hitting, slapping, kicking, misuse of medication, undue restraint, 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.
- **Sexual abuse involves:** forcing or enticing a child to take part in sexual activities whether or not the child is aware of what is happening. This includes non-contact situations such as viewing child abuse images.
- **Emotional abuse involves:** persistent emotional mal treatment of children to cause severe or adverse effects on the child's emotional development, such as frightening them, or putting them in situations of danger. It is also an abuse to convey to children the feeling they are worthless or unloved.
- **Neglect:** and acts of omission are also a form of abuse. This could involve failure to provide an adequate level of care physically and/or psychologically which is likely to result in serious impairment of health and/or development (e.g. food, warmth, and failure to access medical care or services).

Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE): Child sexual exploitation involves exploitative situations, contexts, and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection) as a result of engaging in sexual activities. Sexual

exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups.

Both CSE and CCE are forms of abuse and both occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into sexual or criminal activity in exchange for something the victim needs or wants or through violence or threats of violence. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status, and access to economic or other resources. In some cases, the abuse will be in exchange for something the victim needs or wants and/or will be to the financial benefit or other advantage (such as increased status) of the perpetrator or facilitator.

Serious violence: All staff should be aware of indicators, which may signal that children are at risk from, or are involved with serious violent crime. These may include increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs.

Female Genital Mutilation (FGM): 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. Whilst **all** staff should speak to the designated safeguarding lead (or deputy) with regard to any concerns about female genital mutilation (FGM), there is a specific **legal duty on teachers** to report this to the police.

If a teacher, in the course of their work in the profession, discovers that an act of female genital mutilation (FGM) appears to have been carried out on a girl under the age of 18, the teacher **must** report this to the police. **This is a mandatory reporting duty.**

Forced marriage: children may face physical and sexual violence (including threats of) or emotional pressure to marry someone against their will, e.g. made to feel that they will bring shame on their family. This is illegal in England and Wales including taking someone overseas to get married.

Child on child abuse: occurs in different forms (see below). All staff should be clear of the school's reporting policy/procedure with regards to child on child abuse and ensure any concerns (regardless of how small) are reported immediately.

- **Sexual Violence:** Can happen both inside and outside of school /college when referring to sexual violence in the context of a child on child, offences under the Sexual Offences Act 2003 include rape, assault by penetration and sexual assault.
- **Sexual Harassment** is unwanted conduct of a sexual nature (online and offline) which is likely to violate a child's dignity and/or make them feel intimidated, degraded, humiliated and/or create a hostile, offensive or sexualised environment. Allegations should be managed in line with the DfE guidance.
- **Bullying:** online or offline includes prejudice based and Cyber Bullying is also abusive which will include at least one, if not two, three or all four, of the defined categories of abuse.
- **Physical Abuse:** including hitting, kicking, shaking, biting, hair pulling or otherwise causing physical harm.
- **Upskirting:** involves taking pictures under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress, or alarm (which is now a criminal offence)
- **Sexting:** the sending of inappropriate messages of a sexual context, also known as youth produced sexual imagery.
- **Initiation/hazing type violence or rituals:** the manipulation of an individual/individuals to perform an act or undertake a task with the promise of allowing them into a group.
- **Abuse in intimate personal relationships between children** (sometimes known as teenage relationship abuse)



Specific Safeguarding Issues

There are specific safeguarding issues that have become critical issues in safeguarding that school will endeavour to ensure their staff are familiar with; having processes in place to identify, report, monitor these issues. The school will also include making students aware of how to identify and report specific safeguarding issues through teaching:

- Child abduction and community safety incidents
- Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE)
- Child on Child abuse as detailed earlier in this policy
- Children and the court system
- Children missing from education
- Children with family members in prison
- Cyber-crime (including sexting and online abuse)
- Domestic abuse
- Homelessness
- Honour-based violence (including Female Genital Mutilation and Forced Marriage)
- Modern Slavery and the National Referral Mechanism
- Mental Health
- Preventing Radicalisation
- Trafficking

All staff members, governors, volunteers, and external providers know how to recognise signs and symptoms of abuse, how to respond to pupils who disclose abuse and what to do if they are concerned about a child. They are aware that behaviours and physical signs linked to behaviours that put children in danger. All staff should know what to do if a child tells them he/she is being abused or neglected. Staff should know how to manage the requirement to maintain an appropriate level of confidentiality. This means only involving those who need to be involved, such as the designated safeguarding lead (or a deputy) and children's social care. Staff should never promise a child that they will not tell anyone about a report of abuse, as this may ultimately not be in the best interests of the child. Staff should be aware that children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected and / or may not recognise their experiences are harmful.

Staff must challenge any form of derogatory and sexualised language or behaviour. Staff should be vigilant to sexualised/aggressive touching/grabbing. Recent DfE guidance situates sexual violence, sexual harassment and harmful sexual behaviour in the context of developing a whole-school safeguarding culture, where sexual misconduct is seen as unacceptable, and not 'banter' or an inevitable part of growing up. It should be recognised that these issues are likely to occur, and so schools should have procedures in place to deal with them. Groups at particular risk include girls, students who identify as Lesbian, Gay, Bisexual, Transgender+ (LGBT+), or are perceived by peers to be LGBT+, and pupils with SEND. We also have a statutory duty to report and record any incidents of 'Upskirting'. It is vital that staff endeavour to reduce the additional barriers for those who may be LGBT and provide a safe space for them to speak out or share their concerns with members of staff.

Signs of Abuse (Child Protection)

Physical Abuse

Due to their nature, children will have cuts, bruises and injuries which should be interpreted in context relating to the child's medical/social history, development stage and the explanation given. Accidental bruising from rough play, knocks or falls does occur and these bruises will usually appear on bony parts of the body, for example knees, shins, elbows. These bruises would also appear on the front of the body. Staff must be aware that some children will appear with bruising that is more than likely inflicted rather than accidental.





Significant indicators of physical abuse are bruises or injuries that are either unexplained or inconsistent with the explanation given; these would often be visible on the 'soft' parts of the body where accidental injuries are uncommon, for example, cheeks, abdomen, back and buttocks. Delays in seeking medical treatment when it is obviously necessary is also a cause for concern.

Signs of Physical Abuse may include, but are not limited to;

- Unexplained bruising, marks, or injuries on any part of the body
- Multiple bruises – in cluster, often on the upper arm, outside of the thigh
- Cigarette burns
- Human bite marks
- Broken bones
- Scalds, with upward splash marks
- Multiple burns with a clearly demarcated edge.

Changes in behaviour can also indicate physical abuse, such as:

- Fear of parents being approached for an explanation
- Aggressive behaviour or severe temper outbursts
- Flinching when approached or touched
- Reluctance to get changed, for example in hot weather
- Depression
- Withdrawn behaviour
- Running away from home.

Emotional Abuse

Emotional abuse is often difficult to identify as there are often no physical signs displayed by the child or children subjected to the abuse. Some indications may be as a result of developmental delays, however, students who appear well-cared for may nevertheless be emotionally abused by being taunted, put down or belittled. Children may not be receiving or be in little receipt of love, affection or attention from their parents/carers. Emotional abuse can be caused because of a child not being allowed to mix or play with other children.

Changes in behaviour which can indicate emotional abuse include:

- Neurotic behaviour e.g. sulking, hair twisting, rocking.
- Being unable to play.
- Fear of making mistakes.
- Sudden speech disorders.
- Self-harm.
- Fear of parent being approached regarding their behaviour.
- Developmental delay in terms of emotional progress.

Sexual Abuse

Sexual abuse within the family is under-reported. All staff within the school play a critical role in identifying and reporting any concerns. Staff can, for example, identify indicators of abuse in any setting through the observation of child interaction/play, behaviours which may indicate or suggest underlying abuse is taking place.

All staff should be aware that adults or children (irrespective of gender) may use children/vulnerable adults to satisfy their own sexual needs (irrespective of the individual's gender/sexual orientation or age).





Sexual abuse may be indicated through physical forms or children's behaviour. If a child discloses their own abuse or another child's, this is due to their want for it to stop. All disclosures must be listened to and taken seriously in line with the school policy.

The physical signs of sexual abuse may include:

- Pain or itching in the genital area.
- Bruising or bleeding near genital area.
- Sexually transmitted disease.
- Vaginal discharge or infection.
- Stomach pains.
- Discomfort when walking or sitting down.
- Pregnancy.

Changes in behaviour which can also indicate sexual abuse include:

- Sudden or unexplained changes in behaviour e.g. becoming aggressive or withdrawn.
- Fear of being left with a specific person or group of people.
- Having nightmares.
- Running away from home.
- Sexual knowledge which is beyond their age, or developmental level.
- Sexual drawings or language.
- Bedwetting.
- Eating problems such as overeating or anorexia.
- Self-harm or mutilation, sometimes leading to suicide attempts.
- Saying they have secrets they cannot tell anyone about.
- Substance or drug abuse.
- Suddenly having unexplained sources of money.
- Not allowed to have friends (particularly in adolescence).
- Acting in a sexually explicit way towards adults.

Neglect

Neglect is often a difficult form of abuse to identify, however, employees must be aware and able to identify the signs of neglectful abuse as this can have a damaging long-term effect on a child, physically, mentally, and emotionally.

The physical signs of neglect may include:

- Being constantly dirty or 'smelly'.
- Constant hunger, sometimes stealing food from other children.
- Losing weight, or being constantly underweight.
- Inappropriate or dirty clothing

Neglect may be indicated by changes in behaviour which may include:

- Mentioning being left alone or unsupervised.
- Not having many friends.
- Complaining of being tired all the time.
- Not requesting medical assistance and/or failing to attend appointments.

Child on child abuse





All staff should recognise that children are capable of abusing their peers (including online). All staff should be clear about their school's or college's policy and procedures with regard to child on child abuse.

The Trust has a zero-tolerance approach to abuse, and it should never be passed off as “banter”, “just having a laugh”, “part of growing up” or “boys being boys” as this can lead to a culture of unacceptable behaviours and an unsafe environment for children.

It is recognised that it is more likely that girls will be victims and boys' perpetrators, but that all child on child abuse is unacceptable and will be taken seriously.

There are different forms child on child abuse can take, such as:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying).
- abuse in intimate personal relationships between peers.
- physical abuse which can include hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm.
- sexual violence and sexual harassment. Part five of this guidance and [Sexual violence and sexual harassment between children in schools and colleges](#) sets out how schools and colleges should respond to reports of sexual violence and sexual harassment;
- consensual and non-consensual sharing of nudes and semi-nude images and/or videos³⁶ (also known as sexting or youth produced sexual imagery): the policy should include the school or college's approach to it. The Department provides [Searching Screening and Confiscation Advice](#) for schools. The UKCIS Education Group has published [Sharing nudes and semi-nudes: advice for education settings working with children and young people](#) which outlines how to respond to an incident of nudes and semi-nudes being shared
- causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party.
- upskirting (which is a criminal offence), which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress, or alarm; and
- initiation/hazing type violence and rituals.

The appropriate safeguarding lead person should be familiar with the full 2020 guidance from the UK Council for Internet Safety (UKCIS), [Sharing nudes and semi-nudes: advice for education settings working with children and young people](#):

<https://www.gov.uk/government/publications/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people>

It is important that schools record incidents across the whole spectrum of sexual violence, sexual harassment, and harmful sexualised behaviours so that they can understand the scale of the problem in their own schools and make appropriate plans to reduce it.

All such incidents should be immediately reported to the Designated Safeguarding Lead (DSL) or equivalent and managed in line with child protection policies. Victims of harm should be supported by the school's pastoral system.

A flow chart for initial reactions in dealing with disclosures of sexual violence or harassment between children is at Annex D to this document.



A bespoke helpline is available for children and young people who have experienced abuse at school, and for worried adults and professionals who may need support and guidance. If they are concerned about something, they can contact the NSPCC helpline Report Abuse in Education on 0800 136 663 or email help@nspcc.org.uk.

Schools have their own policies regarding the use of mobile phones, cameras, and other digital recording devices e.g. i-Pads. For online safety, there is within the policy support about children accessing the internet whilst at school using data on their phones (3G or 4G networks).

[Remote education good practice - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

All staff will be provided with Part 1 of KCSiE at the start of each school year (or during induction on joining if later) and they are required to sign to confirm they have read and understood the content of the document.

All staff are entitled to raise concerns directly with Children's Social Care Services. A flow chart setting out how and who to make referrals to for staff is at Annex A.

All staff have a responsibility to provide a safe environment in which children can learn.

In the case of serious concern, all staff must ensure that the Head of Safeguarding and the CEO, is informed of all issues/ concerns/ incidents. Where there is doubt about what constitutes a 'serious concern' the Trust should be informed.

Named Persons must report all serious incidents relating to an adult working/volunteering with children to the Local Authority Designated Officer (LADO) as well as the CEO. All notifications are to be followed up by email and recorded on CPOMS (or equivalent).

If a referral to LADO, Children's Social Care, or anyone else is not made, the decision, rationale for the decision and the name and post of the decision maker must be recorded.

All staff should also be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.

Roles and Responsibilities of named persons

LADO Role

A Local Authority Designated Officer (LADO) works within each Local Authority area and is there to support staff across all organisations who work with children and young people if any concerns arise regarding any practitioner who works with children and young people.

The LADO should be alerted to all cases in which it is alleged that a person who works with children has:

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

Allegations of historical abuse should be responded in the same way as contemporary concerns. In such cases, it is important to find out whether the person against whom the allegation is made is still working with children and if so, to inform the person's current employer or voluntary organisation or refer their family for assessment.

If a practitioner has concerns regarding the conduct of a colleague then they should in the first instance report this to the Headteacher, or if the concerns are about the Headteacher then to the Chair of Governors within their own



organisation, who is required by law to report this concern to the LADO. However, it is important to note that anyone can contact the LADO if they need to do so for advice or support, especially if their concerns relate to the conduct with children and young people of management or holistic organisational practice.

Designated Safeguarding Lead (DSL) Role

KCSiE 2022 Annex C sets out the role of the DSL. This is reproduced at Annex C to this document.

The DSL is the person appointed to take lead responsibility for child protection issues in school. The person fulfilling this role must be a senior member of the school's leadership team, and the DSL role must be set out in the post holder's job description.

It is good practice to nominate a Deputy DSL to cover the role of the designated safeguarding lead when they are unavailable. In large schools it is advisable to have other senior staff who can also take on this role and work as part of a 'designated safeguarding team'. The lead responsibility for safeguarding and child protection remains with the DSL.

The DSL and any deputies should consider whether to:

- liaise with the safeguarding partners and work with other agencies in line with Working Together to Safeguard Children. NPCC's When to Call the Police guidance should help designated safeguarding leads understand when they should consider calling the police and what to expect when they do and to provide support to staff who have raised concerns about a child or have made a referral to safeguarding partners.
- where there are concerns about radicalisation, to make referrals to the Channel programme and offer support to other staff who have raised concerns about radicalisation (England and Wales only).
- refer cases to the Disclosure and Barring Service (DBS), Disclosure Scotland, or Access NI where a member of staff has been dismissed as they have posed a risk to a child.
- refer cases to the police where a crime has been or may have been committed.

All referrals and decisions not to refer must be recorded on CPOMS, along with reasons for non-referral.

Multi Agency Working

Schools and colleges have a pivotal role to play in multi-agency safeguarding arrangements. Governing bodies and proprietors should ensure that the school or college contributes to multi-agency working in line with statutory guidance Working Together to Safeguard Children.

Safeguarding partners and child death review partner arrangements are now in place. Locally, the three safeguarding partners (the local authority; Integrated Care System (ICS) for an area within the local authority; and the chief officer of police for an area (any part of which falls) within the local authority area) will make arrangements to work together with appropriate relevant agencies to safeguard and promote the welfare of local children, including identifying and responding to their needs.

It is especially important that schools and colleges understand their role in the safeguarding partner arrangements. Governing bodies, proprietors, and their senior leadership teams, especially their designated safeguarding leads, should make themselves aware of and follow their local arrangements.

Safeguarding partners have a shared and equal duty to work together to safeguard and promote the welfare of children. To fulfil this role they **must** set out how they will work together and with any relevant agencies. Relevant agencies are those organisations and agencies whose involvement that the safeguarding partners consider may be required to safeguard and promote the welfare of children with regard to local need. The safeguarding partners will have set out in their published arrangements which organisations and agencies they will be working with and the expectations placed on any agencies and organisations by the arrangements.





The safeguarding partners should make arrangements to allow all schools (including those in multi-academy trusts) and colleges in the local area to be fully engaged, involved, and included in safeguarding arrangements. It is expected that, locally, the safeguarding partners will name schools and colleges as relevant agencies and will reach their own conclusions on the best way to achieve the active engagement with individual institutions in a meaningful way.

If named as a relevant agency, schools, in the same way as other relevant agencies, are under a statutory duty to co-operate with the published arrangements.

Parent Role

All parents/carers are made aware of the school's responsibilities in regard to child protection procedures through publication of the BDAT Safeguarding and Child Protection Policy and the schools statement that details the schools process and practices.

Community

Community users organising activities for children are to be made aware of and understand the need for compliance with the Trust and academy child protection guidelines and procedures. This will be undertaken jointly with the organiser during the planning stages for events and activities.

Recruitment

All staff responsible for Trust selection and recruitment procedures have completed the appropriate training. They are responsible for making appropriate checks on staff suitability, including Disclosure and Barring Service checks, and for ensuring that the Trust holds and maintains a Single Central Record of all staff and regular volunteers in accordance with government guidance.

KCSiE 2022 sets out in Part Three the requirements of safer recruitment. BDAT's approach to safer recruitment can be found in the BDAT Recruitment and Selection Policy and Recruitment and Selection Toolkit.

Disclosure and Barring Service Checks

The Trust or school will carry out individual Disclosure and Barring Service Checks on all new trustees, governors, staff and volunteers who start working with our Trust and schools. This will be followed up annually by a self-declaration for all individuals, which will be saved and stored on the individuals' file.

Information Sharing

Information sharing is vital in identifying and tackling all forms of abuse and neglect. As part of meeting a child's needs, it is important for everyone to recognise the importance of information sharing between practitioners and local agencies.

This should include ensuring arrangements are in place that set out clearly the processes and principles for sharing information within the school and with the three safeguarding partners, other organisations, agencies, and practitioners as required. Staff should be proactive in sharing information as early as possible to help identify, assess, and respond to risks or concerns about the safety and welfare of children, whether this is when problems are first emerging, or where a child is already known to the local authority children's social care.

The Data Protection Act 2018 and 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.





The Trust has a Managing Allegations of Abuse Procedure for dealing safeguarding concerns and allegations made about staff, including supply teachers, other staff, volunteers and contractors.

Academy Based Staff Requirements

Senior Leadership (SLT) in all academies throughout the Trust are required to ensure all staff, volunteers and visitors are provided with up-to-date guidance, in line with the publications from the Department for Education's guidance on Keeping Children Safe in School.

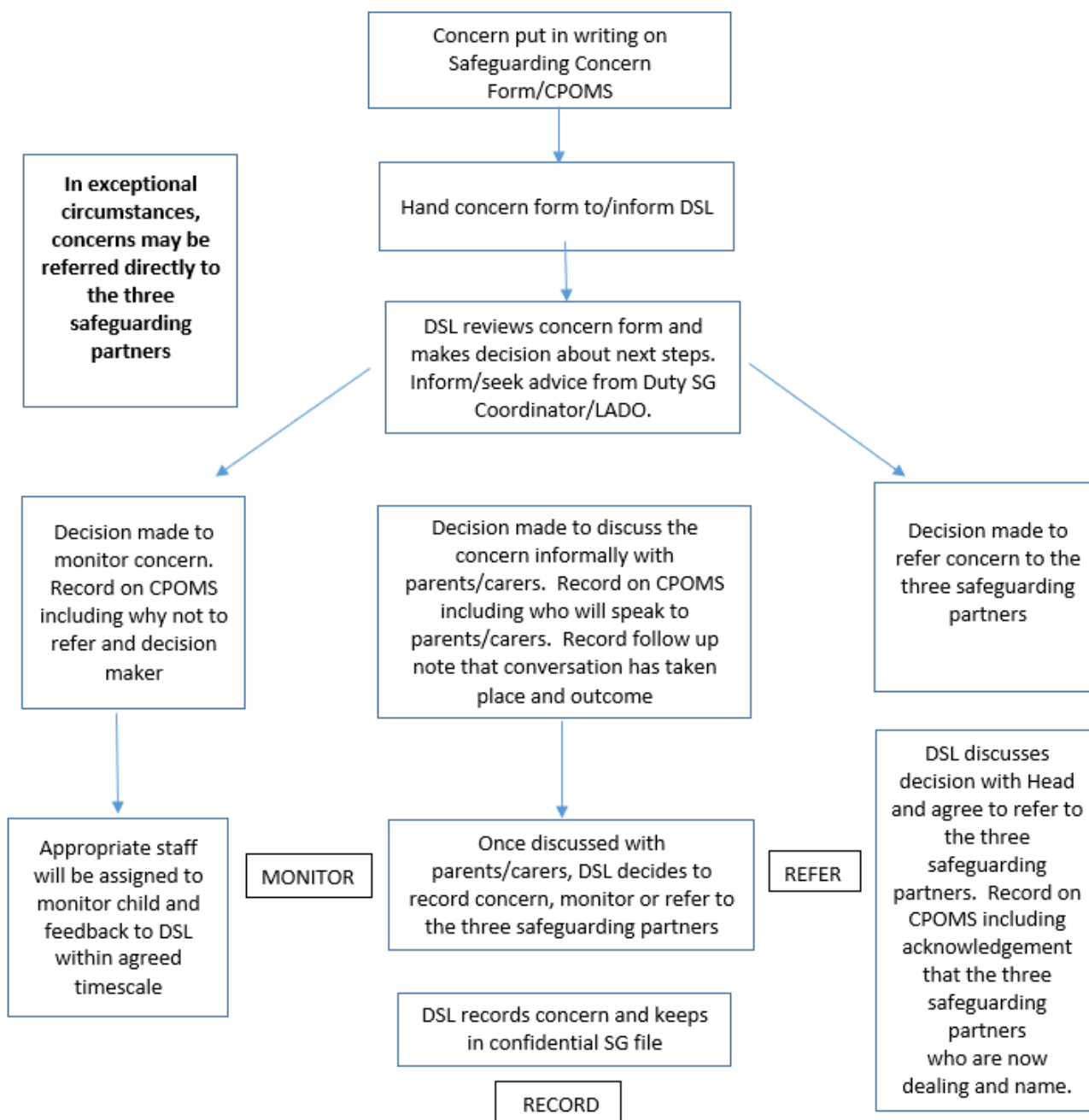
SLT are to acquire evidence of distributing the guidance and store the evidence with other essential Child Protection/Safeguarding paperwork.

In addition to the basic requirements and good practice provided within this Safeguarding and Child Protection policy, the Trust require each academy to implement a bespoke Safeguarding and Child Protection policy which is tailored to the needs of each academy setting. A copy of the academy policy is to be forwarded to the Trust on publishing

Each academy has the duty to ensure their own Safeguarding and Child Protection policy is up-to-date and is displayed on the academy website.



ANNEX A - Flow Chart For Raising Safeguarding Concerns About A Child



Contact Details: Duty SG coordinators 01274 434343 CSC 01274 437600. Out of hours (all services) 01274 431010 LADO 01274 434343; cpuduty@bradford.gov.uk 01274 434343

ANNEX B - Table of substantive changes from KCSiE September 2022

Summary	About the guidance
<p>About this guidance Who is this guidance for?</p>	<p>Reiterated that 'college' includes providers of post 16 Education as set out in the Apprenticeships, Skills, Children and Learning Act 2009 (as amended): 16-19 Academies, Special Post-16 institutions and Independent Training Providers.</p> <p>Removed reference to the department's advice- Sexual violence and sexual harassment between children in schools and colleges as this advice has now been merged into KCSiE.</p> <p>On the back of the above we have added the definition, for the purpose of this guidance, of the term's "victims" and "perpetrators" and for consistency now use the term "child-on-child abuse" (rather than "peer-on-peer abuse") throughout the guidance.</p>
Part one	Safeguarding information for all staff
Paragraph 13	Added low level concerns, allegations against staff and whistleblowing that should be included in the staff behaviour policy.
Paragraph 19	New paragraph setting out that children may not feel ready or know how to tell someone they are being abused.
Paragraph 32-35	Updated to reflect child-on-child abuse (rather than peer-on-peer-abuse). This is for consistency of terms as we merge the Sexual violence and sexual harassment between children in schools and colleges advice into KCSiE.
Paragraph 43	New paragraph added on Domestic Abuse.
Part two	The management of safeguarding
Para 73	Covers safeguarding concerns or allegations that do not meet the harm threshold.

Paragraph 81	New paragraph explaining how safeguarding and child protection training will help governors and trustees.
Paragraph 83-93	Added clarification to paragraphs regarding the Human Rights Act 1998, the Equality Act 2010, and the Public Sector Equality Duty to make the link between these legal duties and safeguarding.
Paragraph 94	Added paragraph on Data Protection and UK GDPR
Paragraph 103	Clarified that it is not appropriate for the proprietor to be the DSL.
Paragraphs 108	Updated to reflect that safeguarding partners previously known as the clinical commissioning group are now called Integrated Care Boards
Paragraph 122	Moved information about the timing of transfers of child protection files from Annex.
Paragraph 131	Moving content across from the Sexual violence and sexual harassment between children in schools and colleges advice to reflect crucial role of preventative education. And preventative education in the context of a whole-school or college approach that prepares pupils and students for life in modern Britain.
Paragraph 133	Added link to Harmful online challenges and online - this includes advice on preparing for any online challenges and hoaxes, sharing information with parents and carers and where to get help and support.
Paragraphs 140	Added a paragraph to reinforce the importance of schools and colleges speaking with parents and carers about children's access to online sites when away from school or college.
Paragraph 141	Provided clarity on the role of governors and proprietors when considering filtering and monitoring and ensuring the effectiveness is regularly reviewed.
Paragraphs 192-197	Added further information on the role of the virtual school head.
Paragraph 199	Added bullet point about cognitive understanding.
Paragraphs 203-205	Extended the information about schools and colleges ensuring children who may be LGBT have a trusted adult who they can be open with.

Part three	Safer recruitment
Footnote 103	Added a reminder that DBS for checks on volunteers are free.
Paragraph 215	Updated to be clear a curriculum vitae (CV) should only be accepted alongside a full application form. CVs on their own will not contain all the information required to support safer recruitment.
Paragraph 221	New paragraph added setting out that schools should consider online searches as part of their due diligence checks on shortlisted candidates. Also reiterated the need to comply with the law on data protection and UK GDPR.
Paragraph 286	Updated to make clear what should be included in written notifications and when they are required, including online delivery.
Part four	Allegations/concerns
Retitled heading	Safeguarding concerns and allegations made about staff, including supply teachers, volunteers and contractors
Paragraph 420-421	Made clear that learning lessons applies to all cases not just those which are concluded and found to be substantiated.
Paragraph 433-436	Added information to provide clarity on the process for sharing and recording low-level concerns.
Part five	Child-on-child sexual violence and sexual harassment
Throughout the guidance	We have incorporated the content from the 'Sexual violence and sexual harassment between children in schools and colleges' advice into the main body of KCSIE.
Paragraphs 466	Added bullet point and link to London Grid for Learning 'Undressed' guidance.
Paragraph 469	Added paragraph to highlight the importance of ensuring children understand the law on child-on-child abuse is there to protect them rather than criminalise them.
Paragraphs 483	Added a bullet point to emphasise the importance of understanding intra familial harms and any necessary support for siblings following incidents.

Paragraphs 493	Paragraph added to emphasise the need for schools and colleges as relevant agencies should be part of discussion with statutory safeguarding partners.
Paragraph 534	Paragraph added to explain that children who have experienced sexual violence display a very wide range of responses to their experience.
Paragraph 558	Added information to raise awareness of patterns identified may also be reflective of the wider issues within a local area.
Annex B	Further information
Forced Marriage	Added link to 'The right to choose: government guidance on forced marriage'.
County lines toolkit	Added link to the County Lines Toolkit For Professionals - The Children's Society in partnership with Victim Support and National Police Chiefs' Council
Operation Encompass	Added contact details.
Abuse	Added link to CSA centre of Expertise on Child Sexual abuse – free resources
Public Health England (PHE)	To reflect PHE has now been replaced by the UK Health Security Agency and the Office for Health Improvement and Disparities (OHID), which is part of the Department of Health and Social Care, and by the UK Health Security Agency. However, the branding remains unchanged.
Farrer & Co – Addressing child on child abuse	Link added to resource for schools and colleges
Annex C	Designated Safeguarding Lead (DSL)
Working with others	Added reference and link to the Statutory guidance PACE Code C 2019 – Appropriate adult.

ANNEX C - Role of the designated safeguarding lead

Governing bodies and proprietors should ensure an appropriate **senior member** of staff, from the school or college **leadership team**, is appointed to the role of designated safeguarding lead. The designated safeguarding lead should take **lead responsibility** for safeguarding and child protection (including online safety). This should be explicit in the role holder's job description.

The designated safeguarding lead should have the appropriate status and authority within the school or college to carry out the duties of the post. The role of the designated safeguarding lead carries a significant level of responsibility, and they should be given the additional time, funding, training, resources and support they need to carry out the role effectively. Their additional responsibilities include providing advice and support to other staff on child welfare, safeguarding and child protection matters, taking part in strategy discussions and inter-agency meetings, and/or supporting other staff to do so, and to contributing to the assessment of children.

Deputy designated safeguarding leads

It is a matter for individual schools and colleges as to whether they choose to have one or more deputy designated safeguarding leads. Any deputies should be trained to the same standard as the designated safeguarding lead and the role should be explicit in their job description. Whilst the activities of the designated safeguarding lead can be delegated to appropriately trained deputies, the ultimate lead responsibility for child protection, as set out above, remains with the designated safeguarding lead, this lead responsibility should not be delegated.

Availability

During term time the designated safeguarding lead (or a deputy) should always be available (during school or college hours) for staff in the school or college to discuss any safeguarding concerns. Whilst generally speaking the designated safeguarding lead (or deputy) would be expected to be available in person, it is a matter for individual schools and colleges, working with the designated safeguarding lead, to define what "available" means and whether in exceptional circumstances availability via phone and or Skype or other such media is acceptable. It is a matter for individual schools and colleges and the designated safeguarding lead to arrange adequate and appropriate cover arrangements for any out of hours/out of term activities.

Manage referrals

The designated safeguarding lead is expected to refer cases:

- of suspected abuse and neglect to the local authority children's social care as required and support staff who make referrals to local authority children's social care
- to the Channel programme where there is a radicalisation concern as required and support staff who make referrals to the Channel programme
- where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service as required, and where a crime may have been committed to the Police as required. [NPCC - When to call the police](#) should help understand when to consider calling the police and what to expect when working with the police.

Working with others

The designated safeguarding lead is expected to:

- act as a source of support, advice and expertise for all staff
- act as a point of contact with [Page 21 of 26](#) partners
- liaise with the headteacher or principal to inform him or her of issues- especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations. This should include being aware of the requirement for children to have an Appropriate Adult. Further information can be found in the Statutory guidance - [PACE Code C 2019](#).
- as required, liaise with the “case manager” (as per Part four) and the local authority designated officer(s) (LADO) for child protection concerns in cases which concern a staff member
- liaise with staff (especially teachers, pastoral support staff, school nurses, IT technicians, senior mental health leads and special educational needs co-ordinators (SENCO’s), or the named person with oversight for SEND in a college and senior mental health leads) on matters of safety and safeguarding and welfare (including online and digital safety) and when deciding whether to make a referral by liaising with relevant agencies so that children’s needs are considered holistically
- liaise with the senior mental health lead and, where available, the mental health support team, where safeguarding concerns are linked to mental health
- promote supportive engagement with parents and/or carers in safeguarding and promoting the welfare of children, including where families may be facing challenging circumstances work with the headteacher and relevant strategic leads, taking lead responsibility
- for promoting educational outcomes by knowing the welfare, safeguarding and child protection issues that children in need are experiencing, or have experienced, and identifying the impact that these issues might be having on children’s attendance, engagement and achievement at school or college. This includes:
 - ensuring that the school or college knows who its cohort of children who have or have had a social worker are, understanding their academic progress and attainment, and maintaining a culture of high aspirations for this cohort, and
 - supporting teaching staff to provide additional academic support or reasonable adjustments to help children who have or have had a social worker reach their potential, recognising that even when statutory social care intervention has ended, there is still a lasting impact on children’s educational outcomes.

Information sharing and managing the child protection file

The designated safeguarding lead is responsible for ensuring that child protection files are kept up to date.

Information should be kept confidential and stored securely. It is good practice to keep concerns and referrals in a separate child protection file for each child.

Records should include:

- a clear and comprehensive summary of the concern
- details of how the concern was followed up and resolved
- a note of any action taken, decisions reached and the outcome.

They should ensure the file is only accessed by those who need to see it and where the file or content within it is shared, this happens in line with information sharing advice as set out in Part one and Part two of this guidance.

Where children leave the school or college (including in year transfers) the designated safeguarding lead should ensure their child protection file is transferred to the new school or college as soon as possible, and within 5 days for an in-year transfer or within the first

5 days of the start of a new term. This should be transferred separately from the main pupil file, ensuring secure transit, and confirmation of receipt should be obtained. Receiving schools and colleges should ensure key staff such as designated safeguarding leads and special educational needs co-ordinators (SENCO's) or the named person with oversight for SEND in colleges, are aware as required.

Lack of information about their circumstances can impact on the child's safety, welfare and educational outcomes. In addition to the child protection file, the designated safeguarding lead should also consider if it would be appropriate to share any additional information with the new school or college in advance of a child leaving to help them put in place the right support to safeguard this child and to help the child thrive in the school or college. For example, information that would allow the new school or college to continue supporting children who have had a social worker and been victims of abuse and have that support in place for when the child arrives.

Raising Awareness

The designated safeguarding lead should:

- ensure each member of staff has access to, and understands, the school's or college's child protection policy and procedures, especially new and part-time staff
- ensure the school's or college's child protection policy is reviewed annually (as a minimum) and the procedures and implementation are updated and reviewed regularly, and work with governing bodies or proprietors regarding this
- ensure the child protection policy is available publicly and parents know that referrals about suspected abuse or neglect may be made and the role of the school or college in this
- link with the safeguarding partner arrangements to make sure staff are aware of any training opportunities and the latest local policies on local safeguarding arrangements, and
- help promote educational outcomes by sharing the information about the welfare, safeguarding and child protection issues that children who have or have had a social worker are experiencing with teachers and school and college leadership staff.

Training, knowledge and skills

The designated safeguarding lead (and any deputies) should undergo training to provide them with the knowledge and skills required to carry out the role. This training should be updated at least every two years. The designated safeguarding lead (and any deputies) should undertake Prevent awareness training. Training should provide designated safeguarding leads with a good understanding of their own role, how to identify, understand and respond to specific needs that can increase the vulnerability of children, as well as specific harms that can put children at risk, and the processes, procedures and responsibilities of other agencies, particularly local authority children's social care, so they:

- understand the assessment process for providing early help and statutory intervention, including local criteria for action and local authority children's social care referral arrangements¹⁵³
- have a working knowledge of how local authorities conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so
- understand the importance of the role the designated safeguarding lead has in providing information and support to local authority children social care in order to safeguard and promote the welfare of children
- understand the lasting impact that adversity and trauma can have, including on children's behaviour, mental health and wellbeing, and what is needed in responding to this in promoting educational outcomes
- are alert to the specific needs of children in need, those with special educational needs and disabilities (SEND), those with relevant health conditions and young carers¹⁵⁴
- understand the importance of information sharing, both within the school and college, and with the safeguarding partners, other agencies, organisations and practitioners
- understand and support the school or college with regards to the requirements of the Prevent duty and are able to provide advice and support to staff on protecting children from the risk of radicalisation
- are able to understand the unique risks associated with online safety and be confident that they have the relevant knowledge and up to date capability required to keep children safe whilst they are online at school or college
- can recognise the additional risks that children with special educational needs and disabilities (SEND) face online, for example, from bullying, grooming and radicalisation and are confident they have the capability to support children with SEND to stay safe online
- obtain access to resources and attend any relevant or refresher training courses, and
- encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, in any measures the school or college may put in place to protect them.

In addition to the formal training set out above, their knowledge and skills should be refreshed (this might be via e-bulletins, meeting other designated safeguarding leads, or simply taking time to read and digest safeguarding developments) at regular intervals, as required, and at least annually, to allow them to understand and keep up with any developments relevant to their role.

Providing support to staff

Training should support the designated safeguarding lead in developing expertise, so they can support and advise staff and help them feel confident on welfare, safeguarding and child protection matters. This includes specifically to:

- ensure that staff are supported during the referrals processes, and
- support staff to consider how safeguarding, welfare and educational outcomes are linked, including to inform the provision of academic and pastoral support.

Understanding the views of children

It is important that all children feel heard and understood. Therefore, designated safeguarding leads (and deputies) should be supported in developing knowledge and skills to:

- encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, and in any measures the school or college may put in place to protect them, and,
- understand the difficulties that children may have in approaching staff about their circumstances and consider how to build trusted relationships which facilitate communication.

Holding and sharing information

The critical importance of recording, holding, using and sharing information effectively is set out in Parts one, two and five of this document, and therefore the designated safeguarding lead should be equipped to:

- understand the importance of information sharing, both within the school and college, and with other schools and colleges on transfer including in-year and between primary and secondary education, and with the safeguarding partners, other agencies, organisations and practitioners
- understand relevant data protection legislation and regulations, especially the Data Protection Act 2018 and the UK General Data Protection Regulation (UK GDPR), and
- be able to keep detailed, accurate, secure written records of concerns and referrals and understand the purpose of this record-keeping.

ANNEX D – School Initial Action Flow Chart

