

St Matthew's Primary School

**Safeguarding
and Child Protection
Policy
2021**

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PART ONE: SAFEGUARDING AND CHILD PROTECTION POLICY

Ratified by the Governing Body on

To be reviewed annually.

Ethos

Our school promotes an ethos where our pupils feel secure, are encouraged to talk and are listened to. Voice their values and beliefs, respect each other's values and support each other.

All adults are expected to model behaviour both in and outside of school that never brings into question their suitability to work with children or harm the reputation of the school or council. Should any incidents occur that may do this, it is the employees duty and responsibility to bring it to the attention of their line manager at the soonest opportunity in line with Luton Borough Council's Code of Conduct for Employees.

We recognise that children who are abused or witness abuse may find it difficult to develop a sense of self-worth or view the world in a positive way. For such children school may be one of the few stable, secure and predictable components in their life. Other children may be vulnerable because they have a disability or they are in care. We seek to provide all our children with the necessary support to keep them safe and build their self-esteem and self-confidence.

We want children at our school to feel able to talk freely to any member of staff or regular visitor if they are worried or concerned about something.

All staff and volunteers will, through induction and training, know how to recognise concerns about a child and know how to manage a disclosure made by a child.

We will not make promises to a child we cannot keep and we will not keep secrets. Every child will be told, by the adult they have chosen to talk to, what will happen next.

St Matthew's Primary School will endeavour to provide activities and opportunities in the PSHE curriculum that will equip our children with the skills they need to stay safe. This will also be extended to include material that will encourage our children to develop essential life skills.

At all times we will work to establish effective working relationships with parents, carers and colleagues from other agencies such as Health or Social Care (Children and Families within the Children and Learning Department).

1. INTRODUCTION

Safeguarding is defined as –

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

(Working Together, DfE 2018)

Child Protection is defined as –

- The activity that is undertaken to protect specific children who are suffering or likely to suffer significant harm. (Working Together, DfE 2018)

This includes, but is not limited to safeguarding children in specific circumstances, such as;

Neglect	Physical abuse
Emotional abuse	Sexual abuse
Bullying, including online and prejudice-based bullying	Racist, disability and homophobic or transphobic abuse
Gender based violence / violence against women and girls	Radicalisation and /or extremist behaviour
Child Sexual Exploitation and trafficking	The impact of new technologies on sexual behaviour e.g. Youth Produced Sexual Imagery
Teenage relationship abuse	Substance abuse
Gang / youth violence including initiation/hazing	Domestic abuse / violence
Female Genital Mutilation	Forced Marriage
Fabricated / induced illness	Poor parenting
Online including grooming via social networking, online gaming, video messaging	Children with mental health difficulties or illness
Self-Harm Behaviours	Peer on peer abuse

St Matthew's Primary School is committed to safeguarding and promoting the welfare of all its children.

We believe that:

- All children have equal right to be protected from harm;
- Children need to be safe and to feel safe in school
- Children/young people need support which matches their individual needs, including those who may have experienced abuse
- All children have the right to speak freely and voice their values and beliefs;
- 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
- All children must be encouraged to respect each other's values and support each other;
- All children have the right to be supported to meet their emotional, and social needs as well as their educational needs – a happy healthy sociable child will achieve better educationally;
- Schools can and do contribute to the prevention of abuse, victimisation, bullying, exploitation, extreme behaviours, discriminatory views and risk taking behaviours which may be perceived to be 'risky'
- All staff and visitors have an important role to play in safeguarding children and protecting them from abuse

- School should have a zero tolerance approach to sexual violence and sexual harassment

St Matthew's Primary School will *fulfil* their local and National responsibilities as laid out in the following documents:

- Working Together to Safeguard Children (DfE 2018)
- Keeping Children Safe in education (DFE September 2021)
- The Procedures of the Local Safeguarding Children Board
- The Children Act 1989
- The Education Act 2002 s175 / s157
- What to do if you are worried a child is being abused (DfE, 2015)
- Mental Health and Behaviour in Schools: Departmental Advice (DfE 2018)
- Prevent Duty, Counter Terrorism and Security Act 2015
- Serious Crime Act 2015
- Sexting In Schools and Colleges: responding to incidents and Safeguarding Young People (UK Council for Child Internet Safety, 2016)

- Sexual Violence and sexual harassment between children in school
- Use of reasonable force in Schools (DfE 2013)
- Children Missing in Education (DfE Advice for Schools)
- Domestic Abuse (Home Office Advice)

The school will ensure that child protection policies include procedures for dealing with peer on peer abuse

OVERALL AIMS

This policy will contribute to safeguarding our children and promoting their welfare by:

- Clarifying standards of behaviour for staff and children;
 - Contributing to the establishment of a safe, resilient and robust ethos in the school, built on mutual respect and shared values
 - Creating an organisational culture that is safe for children
 - Introducing appropriate work within the curriculum;
 - Encouraging children and parents to participate;
 - Alerting staff to the signs and indicators that all might not be well;
 - Developing staff's awareness of the risks and vulnerabilities children face;
 - Addressing concerns at the earliest possible stage in the least intrusive way; and
 - Reducing the potential risks children face of being exposed to violence, extremism, exploitation, or victimisation
-
- Capturing the child's voice where possible
 - Creating an organisational culture that is safe for children
 - Introducing appropriate work within the curriculum;
 - Encouraging children and parents to participate;
 - Alerting staff to the signs and indicators that all might not be well;
 - Developing staff's awareness of the risks and vulnerabilities children face;
 - Addressing concerns at the earliest possible stage in the least intrusive way; and
 - Reducing the potential risks children face of being exposed to violence, extremism, exploitation, or victimisation

This policy will contribute to supporting children by:

- Identifying and protecting the most vulnerable

- Identifying individual needs where possible; and
- Designing plans to meet those needs

This policy will contribute to the protection of children by:

- Including appropriate work within the curriculum;
- Implementing child protection policies and procedures; and
- Working in partnership with children, parents and agencies

KEY PRINCIPLES

The key principle of safeguarding, as stated by the Local Safeguarding Children Board (LSCB) is that **Safeguarding is everybody's responsibility**. This is reinforced within the Statutory Guidance Keeping Children Safe in Education (2021)

In addition Luton Borough Council has identified the following key Safeguarding messages for schools:

- Always see the child first and consider what life is like for the child, maintaining a culture of vigilance.
- Provide support and intervention at the earliest possible opportunity in the least intrusive way in accordance with the Effective Support document to identify what is the best support for the family at the time
- Have conversations, build relationships and maintain professional curiosity
- Focus on securing improved outcomes for children and consider what difference support or interventions have made on children's lived experiences.
- Schools need to build a culture of openness and transparency where all staff are able to demonstrate understanding of their role and responsibility to safeguard and promote the welfare of children.
- Every child is entitled to a rich and rounded curriculum.
- Schools operate with public money: this should be spent wisely, targeting resources on the evidenced needs of children at school now.
- Governance is corporate and decisions are collective, but individual governors can and should take the lead on specific aspects of school life such as safeguarding.
- When issues arise, Head Teachers should speak out, addressing them internally where possible and engaging in a multi-agency response when required in accordance with interagency procedures.

KEY PROCESSES

All staff should be aware of the guidance issued by LSCB within the Effective Support Document in order to secure support and intervention for children at the earliest possible opportunity in the least intrusive way.

EXPECTATIONS

All staff and visitors will:

- Be familiar with this safeguarding policy and implement this consistently in the course of their work with children and young people;
- Be subject to Safer Recruitment processes and checks, whether they are new staff, supply staff, contractors, volunteers etc.
- Be involved in the implementation of individual education programmes, Early Help assessments and plans, child in need plans and interagency child protection plans;
- Be alert to signs and indicators of possible abuse (See Appendix 1 for current definitions and indicators);
- Record concerns and give the record to the Designated Safeguarding Lead Jane Thomas, Diane Thompson or Safeguarding manager Sandie Gonsalves
- Recognise and respond to concerns about the behaviour of staff, students and volunteers which indicates they may pose a risk of harm to children following interagency procedures agreed by the LSCB;
- Deal with a disclosure of abuse from a child in line with the guidance in Appendix 2 - you must inform the Designated Safeguarding Lead immediately, and provide a written account as soon as possible
- Our ethos 'All adults are expected to model behaviour both in and outside of school that never brings into question their suitability to work with children or harm the reputation of the school or council'

All staff will receive single agency level one training annually. Key staff with designated responsibility for safeguarding will undertake higher level training and will utilise these training opportunities available from the LSCB and other organisations as agreed by the Governing Body.

Staff training needs will be assessed by taking into consideration LSCB priorities and local context. Plans will be put into place to ensure staff has the appropriate training, skills and knowledge in order to undertake their safeguarding responsibilities safely and effectively.

THE DESIGNATED SAFEGUARDING LEAD

St Matthew's Primary School's Designated Safeguarding Leads are Jane Thomas and Diane Thompson. The Safeguarding Manager is Sandie Gonsalves. They will provide support to staff members to carry out their safeguarding duties and who will liaise closely with other services such as The Family partnership Service, children's social care, Health, Police etc. Jane Thomas and Diane Thompson have lead responsibility and management oversight for Safeguarding and Child protection. She will be ultimately responsible for coordinating all child protection activity within the school. The Designated Safeguarding Lead is supported by the Deputy Safeguarding Lead Vicki Rayner and the assistant Safeguarding leads

- **Nicola Powell**
- **Jon Parker**
- **Adam Bell**
- **Rachel Bardon**
- **Natalie Crawford**

The Designated Safeguarding Lead and the Safeguarding Manager will lead regular case monitoring reviews of vulnerable children. These reviews, together with any actions arising from the review and the rationale for decision making will be recorded in case files.

When the school has concerns about a child, the Designated Safeguarding Lead, Deputies or the Safeguarding Manager will decide what steps should be taken in accordance with the LSCB Thresholds Framework and initiate a response accordingly. The Head Teacher will be kept apprised of cases as appropriate.

The DSL and deputies should liaise with the three safeguarding partners and work with agencies in line with Working Together to Safeguard Children (2018), Should help the DSL understand when they should consider calling the police and what to expect if they do so

The Designated Safeguarding Lead will ensure that safeguarding and child protection information will be dealt with in a confidential manner and in accordance with the LSCB information sharing guidance. Staff will be informed of relevant details only when the Designated Safeguarding Lead feels their having knowledge of a situation will improve their ability to deal with an individual child and / or family. A written record will be made of what information has been shared with whom, and when in accordance with the LSCB information sharing guidance.

Safeguarding and child protection records will be stored securely in a central place separate from academic records. Individual files will be kept for each child: the school will not keep family files.

Access to safeguarding and child protection records by staff other than the Designated Safeguarding Lead or Safeguarding Manager will be restricted.

Parents will usually (subject to point 6.8 below) be aware of information held on their children and kept up to date regarding any concerns or developments by the appropriate members of staff. General communications with parents will be in line with any home school policies and give due regard to which adults have parental responsibility.

Do not disclose to a parent any information held on a child if this would put the child at risk of significant harm. In such circumstances, advice will be sought from Children's Social Care.

If a child moves from our school, child protection records will be forwarded on to the Designated Safeguarding Lead at the new school, with due regard to their confidential nature and in line with current government guidance on the transfer of such records. Direct contact between the two schools may be necessary, especially on transfer from primary to secondary schools. We will record where and to whom the records have been passed and the date. The practice Guidance produced by LSCB will be adhered to in relation to archiving child protection records.

If sending by post, children's records will be sent by "Special/Recorded Delivery". For audit purposes a note of all children's records transferred or received should be kept in either paper or electronic format. This will include the child's name, date of birth, where and to whom the records have been sent and the date sent and/or received.

If a child is permanently excluded and moves to a Pupil Referral Unit, child protection records will be forwarded on to the relevant organisation.

When a Designated Safeguarding Lead resigns their post or no longer has child protection responsibility, there should be a full face to face handover/exchange of information with the new post holder.

In exceptional circumstances when a face to face handover is unfeasible, the Head Teacher will ensure that the new post holder is fully conversant with all procedures and case files.

Operation Encompass

At St Matthew's Primary School, we are working in partnership with Luton Council and Bedfordshire Police to identify and provide appropriate support to pupils who have experienced domestic abuse in their household; nationally and locally, this scheme is called Operation Encompass. In order to achieve this, the police will share information with the nominated Operation Encompass SPOC of all domestic incidents where one of our pupils has been affected. On receipt of any information, the nominated Operation Encompass SPOC will decide on the appropriate support the child requires.

All information sharing and resulting actions will be undertaken in accordance with the 'LC Protocol for Domestic Abuse – Notifications to Schools'. We will record this information and store this information in accordance with the record keeping procedures outlined in this policy

THE GOVERNING BODY

The Governing Body will: ensure that they comply with their duties under legislation

- Ensure they facilitate a whole school approach to safeguarding, this means ensuring safeguarding and child protection are at the forefront and underpin all relevant aspects of process and policy development in their schools are effective and comply with the law at all times

The governing body will ensure that:

The school contributes to inter-agency working in line with statutory guidance Working Together to Safeguard Children 2018. This includes providing a co-ordinated offer of early help when additional needs of children are identified and contributing to inter-agency plans to provide additional support to children subject to child protection plans

- The school will allow access for children's social care from the host local authority and, where appropriate, from a placing local authority, for that authority to conduct, or to consider whether to conduct, a section 17 or a section 47 assessment
- Online safety is considered with increasing work online, which poses concerns around potentially harmful and inappropriate online material. The Governing body will ensure that appropriate filters and monitoring systems are in place.

- The school has an effective Safeguarding Policy in accordance with the procedures of LSCB. These describe the procedures which are in accordance with government guidance and refer to locally agreed inter-agency procedures put in place by the LSCB. The Governing Body will ensure that the Policy is updated annually, and is available publicly either via the school website or by other means.
- The school initiates appropriate safeguarding responses to children who go missing from education, particularly on repeat occasions, to help identify the risk of abuse and neglect including sexual abuse or exploitation and to help deal with these and these are well understood across all staff
- The school complete regular updated safeguarding training, including online safety training and ensure that children are taught about safeguarding and online safety
- Safeguarding training for staff, including online safety training, is considered as a whole school approach to safeguarding and curriculum planning
- The Head Teacher ensures that safeguarding policies and procedures which have been adopted by the Governing Body are consistently implemented
- The school has a staff Behaviour Policy (sometimes called the Code of Conduct) which should amongst other things include - staff/child relationships and communications including the use of social media
- The school has procedures for managing allegations and concerns about adults that work or volunteer with children and that these include the procedures for making referrals to the DBS, LADO and NCTL as the teaching professional body where appropriate
- The school operates "safer recruitment" procedures and ensures that appropriate checks are carried out on all new staff and relevant volunteers in accordance with Keeping Children Safe in Education 2021
- At least one senior member of the school's leadership team acts as a Designated Safeguarding Lead which is clearly defined within the role holder's job description and that this person has the appropriate authority, time, training, funding and resources to undertake this role as per Appendix B Keeping Children Safe In Education, 2021

- The Designated Safeguarding Lead attends appropriate refresher training every two years
- The school has designated a teacher with appropriate training, skills and knowledge to promote the educational achievement of Looked After Children
- The Head Teacher and all other staff who work with children undertake training at three yearly intervals which is informed by the local context of the school together with LSCB local priorities
- Temporary staff and volunteers are made aware of the school's arrangements for child protection and their responsibilities
- The school remedies any deficiencies or weaknesses brought to its attention without delay; and recognises the importance of utilising the expertise of the DSL and Deputies shaping safeguarding arrangements
- The school has procedures for dealing with allegations of abuse against staff/volunteers.

The Governing Body reviews its policies/procedures annually

The Nominated Governor for child protection at the school is Jenny Flannigan. The Nominated Governor is responsible for liaising with the Head teacher and Designated Safeguarding Lead over all matters regarding child protection issues. The role is strategic rather than operational – they will not be involved in concerns about individual children.

The Nominated Governor will liaise with the Head teacher and the Designated Safeguarding Lead to contribute to the production of an annual report for governors and the local authority (Section 175/Section157).

Ensure a member of the Governing Body, usually the chair, is nominated to liaise with the designated officer(s) from the relevant local authority and partner agencies in the event of allegations of abuse made against the Head Teacher.

Ensure that procedures are in place to manage allegations against other children that are commensurate with LSCB procedures such as those for sexually problematic and harmful behaviours.

Ensure that there are processes in place which enable children to express their wishes and feelings and provide feedback.

A SAFER SCHOOL CULTURE

- The culture of this school is one that is safe for children and unsafe for adults that may pose a risk to children. There is a belief that safeguarding is the responsibility of all adults working or volunteering within the organisation and that all concerns will be reported to the designated senior manager (usually the Head teacher) in accordance with the procedures of the organisations. Essential to this is professional curiosity, openness and transparency where the focus remains on the children attending the establishment.
- The school has a culture of listening to, and hearing the voice of the child
- The school ensures victims are taken seriously and allegations are responded to appropriately

Safer Recruitment and Selection

The school pays full regard to 'Keeping Children Safe in Education' (DfE 2021). Safer recruitment practice 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 interviews and undertaking appropriate checks through the Disclosure and Barring Service (DBS) and prohibition order checks in relation to qualified teachers. School acknowledge that S128 checks should be completed on governors. A section 128 would prohibit someone from serving as a school governor. For best practice, the name on the birth certificate should be checked. An individual who is subject to a section 128 direction is unable to:

- Take up a management position in an independent school, academy, or in a free school as an employee;
- Be a trustee of an academy or free school trust; a governor or member of a proprietor body of an independent school; or
- Be a governor on any governing body in an independent school, academy or free school that retains or has been delegated any management responsibilities.

All recruitment materials will include reference to the school's commitment to safeguarding and promoting the wellbeing of children

Jane Thomas, Vicki Rayner, Rachel Bardon, Adam Bell, Natalie Crawford, Jon Parker and Nicola Powell have undertaken CWDC/NCSL Safer Recruitment training. One of the above will be involved in **all** staff / volunteer recruitment processes and sit on the recruitment panel.

STAFF SUPPORT

We recognise the stressful and traumatic nature of safeguarding and child protection work. We will support staff by providing an opportunity to talk through their anxieties with the Designated Safeguarding Lead and to seek further support as appropriate.

OUR ROLE IN THE PREVENTION OF ABUSE

In accordance with Working Together 2018, the school recognises the need to safeguard children from:

- Neglect
 - Emotional abuse
 - Physical abuse
 - Sexual abuse
- Appendix 1 contains more information about definitions and indicators
- In addition, school are alert to the need to safeguard children in specific circumstances as defined within Keeping Children Safe in Education 2021
 - The safeguarding policy cannot be separated from the general ethos of the school, which should ensure that children are treated with respect and dignity, taught to treat each other with respect, feel safe, have a voice and are listened to

The curriculum

We will provide opportunities for children to develop skills, concepts, attitudes and knowledge that promote their safety and well-being together with preparing children for life in modern Britain and embedding fundamental British Values.

In accordance with Working Together 2018, the school recognise the need to safeguard children from:

Relevant issues will be addressed through the PSHE curriculum, for example self-esteem, emotional literacy, assertiveness, power, sex and relationship education, e-safety and bullying. This will be undertaken with reference to guidance around how to promote children's spiritual, moral, social and cultural development.

Relevant issues will be addressed through other areas of the curriculum, for example, Circle Time, English, History, Drama, Art.

Regulations have been put in place whereby the subject Relationships Health and Sex Education (for primary schools) in state funded schools will be mandatory in 2020.

Other areas of work

All our policies which address issues of power and potential harm to ensure a whole school approach such as:

- Safer Recruitment
- Code of Conduct
- Visitors/External speakers
- Online Safety
- Whistleblowing
- Children Missing Education
- Inclusion
- Mobile phones and cameras
- Physical Restraint and the Restriction of Liberty
- PSHE
- Disqualification
- Social Networking
- Health and Safety
- Bullying

Our Safeguarding Policy cannot be separated from the general ethos of the school, which should ensure that children are treated with respect and dignity, taught to treat each other with respect, feel safe, have a voice, and are listened to.

SAFEGUARDING CHILDREN IN SPECIFIC CIRCUMSTANCES: CHILDREN WHO ARE VULNERABLE TO EXTREMISM

St Matthew's Primary school:

- Seek to protect children and young people against the messages of all violent extremism including, but not restricted to those linked to Islamist ideology, or to Far Right/Neo Nazi/ White Supremacist ideology, Irish Nationalist and Loyalist paramilitary groups and extremist Animal Rights movements
- In accordance with the Prevent Duty placed upon school by the Counter Terrorism and Security Act 2015 we understand the specific need to safeguard children and families from violent extremism

- Are clear that this exploitation and radicalisation should be viewed as a safeguarding concern
- Understand the referral process in place within Luton should a Prevent concern arise
- St Matthew's Primary School values the freedom of speech and the expression of beliefs / ideology as fundamental rights underpinning our society's values. Both children and teachers have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion. Essential to this school are the fundamental British Values of Democracy, Rule of Law, Equality of Opportunity, Freedom of Speech and the rights of all Women and Men to live free from persecution of any kind and it would be expected that views and opinions expressed would be commensurate with these.

The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity in support of terrorism. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation. St Matthew's Primary School is clear that this exploitation and radicalisation should be viewed as a safeguarding concern.

Definitions of radicalisation and extremism, and indicators of vulnerability to radicalisation are in Appendix 4.

Risk reduction

The school governors, the Head Teacher and the Designate Safeguarding Lead will assess the level of risk within the school and put actions in place to reduce that risk. Risk assessment may include consideration of the School's RE Curriculum, SEND policy, assembly policy, the use of school Premises by external agencies, integration of children by gender and SEN, Anti-bullying policy and other issues specific to the school's profile, Community and philosophy. In addition, the school Prevent Action Plan template may be used to demonstrate how the organisation is fulfilling the Prevent duty.

his risk assessment will be reviewed as part of the bi-annuals return that is monitored by the local authority and the Multi Agency Safeguarding arrangements.

Response

Our school, like all others, is required to identify a Prevent Single Point of Contact (SPOC) who will be the lead within the organisation for safeguarding in relation to protecting individuals from radicalisation and involvement in terrorism: this will normally be the Designated Safeguarding Lead. The SPOC for St Matthew's Primary School is Jane Thomas. The responsibilities of the SPOC are described in Appendix 5.

When any member of staff has concerns that a child may be at risk of radicalisation or involvement in terrorism, they should speak with the SPOC and to the Designated Safeguarding Lead if this is not the same person. If a child is thought to be at risk of radicalisation advice will be sought from the Channel Team or the Multi Agency Safeguarding Hub, and if advised, information will be shared with the Channel Panel from the referral made through the Multi Agency Safeguarding Hub.

Numerous factors can contribute to and influence the range of behaviours that are defined as violent extremism, but most young people do not become involved in extremist action. For this reason the appropriate interventions in any particular case may not have any specific connection to the threat of radicalisation, for example they may address mental health, relationship or drug/alcohol issues.

Staff receive online Home Office Prevent training in order to raise awareness of Prevent and to understand their role in ensuring vulnerabilities are recognised and appropriate support or intervention is secured.

SAFEGUARDING CHILDREN IN SPECIFIC CIRCUMSTANCES: FORCED MARRIAGE/MODERN DAY SLAVERY, FEMALE GENITAL MUTILATION

FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It can be known as female circumcision or female cutting and is often carried out for cultural, religious and social reasons within families and communities.

FGM is illegal in the UK and it's also illegal to take a British national or permanent resident abroad for FGM, or help someone trying to do this.

Female Genital Mutilation Act 2003 (section 74 of the Serious Crime Act 2015) places a statutory duty upon teachers (along with social

workers and health care professionals) to report to the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. This is in addition to following the school's safeguarding reporting procedures. A Teacher means any person within the Education ACT 2002 employed or engaged to carry out teaching work at school.

Our Safeguarding Policy through the school's values, ethos and behaviour policies provides the basic platform to ensure children and young people are given the support to respect themselves and others, stand up for themselves and protect each other.

Our school keeps itself up to date on the latest advice and guidance provided to assist in addressing specific vulnerabilities and forms of exploitation.

Our staff are supported through training to recognise warning signs and symptoms in relation to specific issues, including such issues in an age appropriate way in their curriculum.

Our school works with and engages our families and communities to talk about such issues.

Our staff are supported to talk to families about sensitive concerns in relation to their children and to find ways to address them together wherever possible. However, if a child is thought to be at risk of significant harm and discussing this with the parent may increase the risk of harm, advice will be sought from the Multi Agency Safeguarding Hub and a referral will be made.

Our Designated Safeguarding Lead knows where to seek and get advice as necessary.

SAFEGUARDING CHILDREN IN SPECIFIC CIRCUMSTANCES: PEER ON PEER ABUSE

- St Matthew's Primary School recognises that children can abuse other children and such behaviours are never viewed simply as 'banter' or as part of growing up. Down playing certain behaviours for example dismissing sexual harassment as "just banter", "just having a laugh", "part of growing up" or "boys being boys" can lead to a culture of unacceptable behaviours and an unsafe environment for children. Subsequently this can normalise abuse, leading children to accept

that this is normal and minimises the chance of children reporting abuse.

- Peer on peer abuse can take many different forms, such as; Bullying (including cyberbullying, prejudice-based and discriminatory bullying)
- Cyber-bullying
- Sending or posting sexually suggestive images including nude or semi-nude photographs via mobiles or over the internet by persons aged under 18 (referred to as Youth Produced Sexual Imagery)
- Sexual assault, 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
- Sexually harmful or problematic behaviour
- Gang initiation or hazing type violence.
Initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).
- Sexual violence or harassment such as sexual comments, remarks, jokes and online sexual harassment, which may be stand alone or part of a broader pattern of abuse

The school will reassure victims that they are being taken seriously and that they will be supported and kept safe. A victim 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.

The School will follow Violence and Sexual Harassment guidance (DfE 2017) when responding to such issues alongside local interagency procedures and the Harmful Sexual Behaviours strategy. This includes responding to any reports in a child centred manner and undertaking an immediate risk and needs assessment in relation to the victim, the alleged perpetrator and other children. The school will respond to reports of sexual violence and sexual harassment on a case by case basis considering the Effective Support document, whether a criminal offence may have been considered and whether a report to the Multi Agency safeguarding Hub or the police is necessary. The school will also consider seeking specialist advice, guidance and assessment and will work with

partner agencies in relation to management of information and what should be shared with staff, parents and carers.

SAFEGUARDING CHILDREN IN SPECIFIC CIRCUMSTANCES: SEXUALISED BEHAVIOURS

- Where children display sexualised behaviours, the behaviours will be considered in accordance with the children's developmental understanding, age and impact on the alleged victim. Tools such as Brook Traffic Light Tool will be used to assist in determining whether the behaviour is developmental or a cause for concern. This will assist in ensuring the child/ren receives the right support at the right time either via an Early Help response or referral to Children's Social Care.
- In all cases of peer on peer abuse the school will consider the vulnerability of all children including those alleged to have caused the harm and those alleged to be victims and provide a safeguarding response consistent with the Effective Support model.
- Where necessary, the school behaviour policies will be invoked and any sanctions applied will be consistent with these procedures
- Where issues indicate that a criminal offence may have been committed a report will be made to Bedfordshire police. The school will support victims through reporting concerns to the police and will ensure the wellbeing of support for the child thereafter.

SAFEGUARDING CHILDREN IN SPECIFIC CIRCUMSTANCES: GANG RELATED VIOLENCE (Contextual/ Extra Familial Risk)

All staff should be aware that safeguarding incidents and/or behaviours can be associated with factors outside the school and/or can occur between children outside of these environments.

All staff, but especially DSL (and deputies) should consider whether children are at risk of exploitation or abuse outside of 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.

St Mathew's Primary School is aware of indicators that may signal children are involved with serious violent crime. All staff recognises that these may include:

- Increased absences from school

- A change in friendships or groups (friendships with older children or groups)

 - A decline in performance
 - Changes to well-being or self-harm
 - Unexplained injuries
 - Unexplained gifts or possessions (this may indicate they have been approached by individuals associated with gangs)
-
- The school recognises the risks posed to children in relation to involvement in gang related activity which may be street gang, peer group or organised crime. Young people who are involved in gangs are more likely to suffer harm themselves, through retaliatory violence, displaced retaliation and territorial violence with other gangs or other harm suffered whilst committing a crime. In addition children may experience violence as part of an initiation or hazing practices.

 - The school understands that referral can be crucial in the early identification of children who may need additional support due to gang related activity and as such will provide an appropriate response/referral to the Family Partnership Service.

 - If, however, information suggests a child may be at risk of significant harm due to gang related activity, a referral will be made to the Multi Agency Safeguarding Hub within Children's Social Care.

 - Where there are concerns that a child or young person may be, or is at risk of becoming involved in gang related activity, a referral will be made to the MAG panel in accordance with local procedures as part of the safeguarding response.

See Appendix 8 for more information.

Contextual Safeguarding

The school recognises that safeguarding incidents and/or behaviours can be associated with factors outside the school and/or can occur between children outside the school. All staff, but especially the Designated Safeguarding Lead (and Deputies) will be considering the context within such incidents and/or behaviours occur. Staff are aware of Contextual Safeguarding and that it simply means assessments should take into account whether wider environmental factors are present in a child's life that are a threat to their safety and/or welfare. Children's Social Care and information as possible as part of the referral process.

SAFEGUARDING CHILDREN IN SPECIFIC CIRCUMSTANCES: YOUTH GENERATED SEXUAL IMAGERY

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- The school recognises the impact of online social communication and the issue of sending or posting sexually suggestive images including nude or semi-nude photographs via mobiles or over the internet. We pay due regard to the guidance issued by the UK Council for Child Internet Safety in relation to how we respond to incidents.

All staff should have an awareness of safeguarding issues that can put children at risk of harm. Behaviours linked to issues such as drug taking and or alcohol misuse, deliberately missing education and consensual and non-consensual sharing of nude and semi-nude images and/or videos can be signs that children are at risk.

- In all cases where an incident of youth produced sexual imagery is reported the following actions will be undertaken:
 - The incident should be reported to the Designated Safeguarding Lead as soon as possible.
 - The Designated Safeguarding Lead should hold an initial review discussion or meeting with appropriate school staff.
 - There should be subsequent interviews with the young people involved (if appropriate).
 - Parents should be informed at an early stage and involved in the process unless there is good reason to believe that involving parents would put the young person at risk of harm.
 - At any point in the process if there is a concern a young person has been harmed or is at risk of harm a referral should be made to Children's Social Care and/or the police immediately.
- An immediate referral will be made to the police and social care in the following circumstances:
 - The incident involves an adult
 - There is reason to believe that a young person has been coerced, blackmailed or groomed, or if there are concerns about their capacity to consent (for example, owing to special educational needs)
 - The imagery suggests the content depicts sexual acts which are unusual for the young person's developmental stage, or are violent

- The imagery involves sexual acts and any child in the imagery is under 13

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- There is reason to believe a young person is at immediate risk of harm owing to the sharing of the imagery, for example, the young person is presenting as suicidal or self-harming
- If none of the above applies the school may choose to deal with the incident without involving the police or social care. This will usually be the case where the Designated Safeguarding Lead is confident that they have enough information to assess the risks to the pupils involved and the risks can be managed within the school pastoral support and disciplinary framework. All decisions and rationale for decision making will be recorded. All decisions will be based on the best interests of the child/ren.
- The school will pay due regard to the Department for Education guidance: Searching, Screening and Confiscation advice.
- Adults in the school will not view youth produced sexual imagery unless there is a good and clear reason to do so. Wherever possible the Designated Safeguarding Lead will respond to an incident based on what they have been told about the imagery.
- All incidents will be recorded.

What to do when there are concerns about a child

All concerns will be viewed alongside the Luton's Effective Support Model in order to ensure the appropriate support or intervention is provided at the earliest opportunity in the least intrusive way. The School will also give due regard to the guidance in 'What to do if you are worried a child is being abused (2015).

If in consultation with the Effective Support document, the level of concern sits at level 2, support will be provided by the school by the lead professional. The Luton directory can be used to identify appropriate agencies and wider support for families, If in consultation with the Effective Support document, the concern sits at Level 3, a referral will be made into the Family Partnership Service via the Multi Agency Safeguarding Hub, Additional support or advice for this work may be sought from the Family Partnership Service as a multi-agency response.

Where risk factors are present but there is no evidence of a particular risk then our DSL /SPOC will advise us on preventative work that can be done within school to engage the child into mainstream activities and social groups. The DSL may well be the person who talks to and has conversations with the child's family, sharing the school's concern about the young person's vulnerability and how the family and school can work together to reduce the risk.

The school will review each case to ensure that any support or intervention provided has impacted positively on the welfare / safety of the child or young person and that improvement is sustained.

In the event that of a professional disagreement in relation to a specific concern, the school will follow the LSCB procedures for resolution of professional disagreements, also known as escalation procedures.

Parents/carers will be informed of the referral unless informing them may place the child at increased risk of harm

If the school is concerned that a child / young person has experienced or is at risk of FGM a Child Protection referral will be made to the Multi Agency Safeguarding Hub in accordance with interagency procedures produced by the LSCB

If the school is concerned that a child may be at risk of significant harm in relation to radicalisation or involvement in violent extremism a child protection referral will be made to the Multi Agency Safeguarding Hub.

INVOLVING PARENTS / CARERS

In general, we will discuss any safeguarding and child protection concerns with parents / carers before approaching other agencies, and will seek their consent to making a referral to another agency. Appropriate staff will approach parents / carers after consultation with the Designated Safeguarding Lead. However there may be occasions when the school will contact another agency before informing parents/carers because it considers that contacting them may increase the risk of significant harm to the child.

Parents / carers will be informed about our Safeguarding Policy through the school website.

MULTI-AGENCY WORK

St Matthew's Primary School works in partnership with other agencies in the best interests of the children. The school will, where necessary, liaise with the school nurse, initiate an Effective Support strategy and make referrals to children's social care.

Referrals and contacts should be made by the Designated Safeguarding Lead to either the Family Partnership Service, or the Multi Agency Safeguarding Hub depending on the level of need. 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 or Duty Worker.

We will cooperate with any child protection enquiries conducted by children's social care: the school will ensure representation at appropriate inter-agency meetings such as Team around the Family meetings, initial and review child protection conferences, together with core group meetings.

We will provide reports as required for these meetings in accordance with the Multi Safeguarding Arrangements (LSCB) interagency procedures. If the school is unable to attend, a written report will be sent. The report will, wherever possible, be shared with parents / carers at least 24 hours prior to the meeting.

Where there are concerns about a child who may be at risk of or experiencing Child Sexual Exploitation, in addition to the processes referred to above the school will make a referral to the Child Sexual Exploitation Panel in accordance with local procedures.

Where there are concerns that a child or young person may be, or is at risk of becoming involved in gang related activity, a referral will be made to the MAGPAN in accordance with local procedures

Where a child is subject to an inter-agency child protection plan, child in need plan or early help assessment, the school will contribute to the preparation, implementation and review of the plan as appropriate.

If a child is subject to a referral to a multi-agency safeguarding panel such as MARAC, MAGPAN or CHANNEL, the school will contribute to such arrangements.

OUR ROLE IN SUPPORTING CHILDREN

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We will offer appropriate support to individual children who have experienced abuse or who have abused others.

An individual support plan will be devised by external agencies, implemented and reviewed regularly for these children. This plan will detail areas of support, who will be involved, and the child's wishes and feelings. A written outline of the individual support plan will be kept in the child's child protection record.

Children and young people who abuse others will be responded to in a way that meets their needs as well as protecting others within the school community. The school will seek support from other agencies in accordance with Local Interagency procedures which may include providing early help or making a child protection referral depending on the nature of the abuse / harmful behaviour. We will ensure that the needs of children and young people who abuse others will be considered separately from the needs of their victims.

We will ensure the school works in partnership with parents / carers and other agencies as appropriate.

RESPONDING TO AN ALLEGATION OR CONCERN ABOUT A MEMBER OF STAFF

The school will comply with the LSCB procedures for managing allegations about adults that work or volunteer with children in all circumstances

This procedure should be used in any case in which it is alleged that a member of staff (including supply, governor, visiting professional or volunteer) has:

- Behaved in a way that has harmed a child or may have harmed a child;
- Possibly committed a criminal offence against or related to a child; or
- Behaved in a way that indicates s/he may pose a risk of harm to children

Although it is an uncomfortable thought, it needs to be acknowledged that there is the potential for staff in school to abuse children.

All staff working within our organisation must report any potential safeguarding concerns about an individual's behaviour towards children and young people immediately.

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Allegations or concerns about colleagues and visitors must be reported direct to the Head Teacher unless the concern relates to the Head Teacher. If the concern relates to the Head Teacher, it must be reported immediately to the Chair of Governors. Alternatively concern must be reported directly to the Local Authority Designated Officer (LADO) in children's social care, who will liaise with the Chair of Governors and they will decide on any action required.

If the Head Teacher is not available the member of staff should report their concerns to the most senior member of staff available who will make contact with the LADO and discuss the concerns. Contact with the LADO should happen at the earliest possible opportunity within one working day.

The LADO in Luton can be contacted on 01582 548069.

The LADO may request a referral, if this is requested the referral will be completed and submitted within 1 working day.

The school will engage with the LADO and HR at all stages of the management of the allegation / concern and comply with the Statutory Guidance contained within Keeping Children Safe in Education(2021) and the local procedures published by the LSCB

The school will consider whether it is necessary to suspend the member of staff while the allegation is investigated. However all reasonable alternatives to manage the risk will be considered.

Due consideration will be given to the view of the LADO in relation to suspension or in- work safeguards while the matter is investigated

Should the school dismiss a member of staff/volunteer as a result of a Substantiated allegation, or should a member of staff/volunteer resign before an investigation has been completed, in accordance with Statutory Duty, a referral to the Disclosure and Barring Service will be made

If a member of staff is engaged in teaching work, the school will in Accordance with published guidance from the Department for Education consider whether a referral to the National College of

Teaching Leadership (NCTL) will be made

The school adhere to the Statutory Guidance contained within Keeping Children Safe in Education (2021) with regard to record keeping, confidentiality, references and comprise or settlement agreements

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If a member of staff, student or volunteer has any concerns about poor, Unsafe Practice or failures of the safeguarding regime, they are encouraged to raise this with the Head teacher, Senior Leadership Team or Governing Body following the Whistle Blowing procedures of the school

CHILDREN WITH ADDITIONAL NEEDS

St Matthew's Primary School recognises that while all children have a right to be safe, some children may be more vulnerable to abuse, for example those with a disability or special educational need, a child living with domestic abuse, parental mental health, or substance abuse or a child who has returned home to their family from care.

The school ensures that assessment and referrals are made to support a child with additional needs at the earliest opportunity.

When the school is considering excluding, either fixed term or permanently, a vulnerable child and / or a child who is the subject of a child protection plan or where there is an existing child protection file, we will consult with multi-agency colleagues 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

SAFEGUARDING CHILDREN IN SPECIFIC CIRCUMSTANCES

Guidance on children in specific circumstances is in LSCB / Luton Borough Council procedures as listed below

- o Abuse Linked to Spiritual Belief
- o Child Sexual Exploitation
- o Safeguarding Children vulnerable to Gang Activity
- o Supporting individuals vulnerable to violent extremism
- o Private Fostering
- o Children missing from home or care
- o Children missing education
- o Children of Parents who Misuse Substances
- o Children of Parents with Learning Difficulties
- o Working with parents/carers with mental health problems
- o Working with parents/carers with disabilities
- o Disabled Children

- o Protocol for dealing with domestic violence when children are involved
- o E-Safety – Children Exposed to Abuse through Digital Media
- o Fabricated or Induced Illness
- o Female Genital Mutilation
- o Forced Marriage/ Honour Based Violence

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- o Practice Guidance & Procedures to distinguish between healthy and abusive sexual behaviours in children and young people
- o Safeguarding children who may have been trafficked
- o Protocol & Guidance; Working with Sexually Active Young People
- o Working with hostile, non-compliant clients and those who use disguised compliance

Mental Health

All staff should 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.

Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. However, staff are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one.

Where children have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood. It is vital that staff are aware of how these experiences can impact on children's mental health, behaviour and education.

If staff have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken following the child protection policy including discussion with the DSL or Deputy DSL.

School can access a range of advice to help them identify children in need of extra mental health support; this includes working with external agencies.

DEFINITIONS AND INDICATORS OF ABUSE

1. NEGLECT

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health 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.

The following may be indicators of neglect (this is not designed to be used as a checklist):

- Constant hunger;
- Stealing, scavenging and/or hoarding food;
- Frequent tiredness or listlessness;
- Frequently dirty or unkempt;
- Often poorly or inappropriately clad for the weather;
- Poor school attendance or often late for school;
- Poor concentration;
- Affection or attention seeking behaviour;
- Illnesses or injuries that are left untreated;
- Failure to achieve developmental milestones, for example growth, weight;
- Failure to develop intellectually or socially;
- Responsibility for activity that is not age appropriate such as cooking, ironing, caring for siblings;
- The child is regularly not collected or received from school; or
- The child is left at home alone or with inappropriate carers

2. PHYSICAL ABUSE

Physical abuse 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.

The following may be indicators of physical abuse (this is not designed to be used as a checklist):

- Multiple bruises in clusters, or of uniform shape;
- Bruises that carry an imprint, such as a hand or a belt;
- Bite marks;
- Round burn marks;
- Multiple burn marks and burns on unusual areas of the body such as the back, shoulders or buttocks;
- An injury that is not consistent with the account given;
- Changing or different accounts of how an injury occurred;
- Bald patches;
- Symptoms of drug or alcohol intoxication or poisoning;
- Unaccountable covering of limbs, even in hot weather;
- Fear of going home or parents being contacted;
- Fear of medical help;
- Fear of changing for PE;
- Inexplicable fear of adults or over-compliance;
- Violence or aggression towards others including bullying; or
- Isolation from peers.

3. SEXUAL ABUSE

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

The following may be indicators of sexual abuse (this is not designed to be used as a checklist):

- Sexually explicit play or behaviour or age-inappropriate knowledge;
- Anal or vaginal discharge, soreness or scratching;
- Reluctance to go home;
- Inability to concentrate, tiredness;
- Refusal to communicate;
- Thrush, persistent complaints of stomach disorders or pains;
- Eating disorders, for example anorexia nervosa and bulimia;
- Attention seeking behaviour, self-mutilation, substance abuse;
- Aggressive behaviour including sexual harassment or molestation;
- Unusual compliance;
- Regressive behaviour, enuresis, soiling;
- Frequent or open masturbation, touching others inappropriately;
- Depression, withdrawal, isolation from peer group;
- Reluctance to undress for PE or swimming; or
- Bruises or scratches in the genital area.

3. SEXUAL EXPLOITATION

Child sexual exploitation occurs when a child or young person, or another person, receives "something" (for example food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of the child/young person performing sexual activities, or another person performing sexual activities on the child/young person.

The presence of any significant indicator for sexual exploitation should trigger a referral to children's social care. The significant indicators are:

- Having a relationship of concern with a controlling adult or young person (this may involve physical and/or emotional abuse and/or gang activity);
- Entering and/or leaving vehicles driven by unknown adults;
- Possessing unexplained amounts of money, expensive clothes or other items;
- Frequenting areas known for risky activities;
- Being groomed or abused via the Internet and mobile technology; and
- Having unexplained contact with hotels, taxi companies or fast food outlets.

The intelligence reporting form on the LSCB website will be used to share information with Police and children's social care that raises a concern around CSE.

In addition to making referrals to children's social care, referrals of children thought to be at risk of, or experiencing CSE will be referred to the Child Sexual Exploitation panel.

5. EMOTIONAL ABUSE

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. 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 the 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 also involve seeing or hearing the ill-treatment of another person. It may involve serious bullying (including cyber bullying), 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.

The following may be indicators of emotional abuse (this is not designed to be used as a checklist):

- The child consistently describes him/herself in very negative ways – as stupid, naughty, hopeless, ugly;
- Over-reaction to mistakes;
- Delayed physical, mental or emotional development;
- Sudden speech or sensory disorders;
- Inappropriate emotional responses, fantasies;
- Behaviours such as rocking, banging head, regression, tics and twitches;
- Self-harming, drug or solvent abuse;
- Fear of parents being contacted;
- Running away;
- Compulsive stealing;
- Appetite disorders - anorexia nervosa, bulimia; or
- Soiling, smearing faeces, enuresis.

N.B.: Some situations where children stop communication suddenly (known as "traumatic mutism") can indicate maltreatment.

6. RESPONSES FROM PARENTS

Research and experience indicates that the following responses from parents may suggest a cause for concern across all four categories:

- Delay in seeking treatment that is obviously needed;
- Unawareness or denial of any injury, pain or loss of function (for example, a fractured limb);
- Incompatible explanations offered, several different explanations or the child is said to have acted in a way that is inappropriate to her/his age and development;
- Reluctance to give information or failure to mention other known relevant injuries;
- Frequent presentation of minor injuries;
- A persistently negative attitude towards the child;
- Unrealistic expectations or constant complaints about the child;
- Alcohol misuse or other drug/substance misuse;
- Parents request removal of the child from home; or
- Violence between adults in the household.

7. CHILDREN WITH DISABILITIES

When working with children with disabilities, practitioners need to be aware that additional possible indicators of abuse and/or neglect may also include:

- A bruise in a site that might not be of concern on an ambulant child such as the shin, might be of concern on a non-mobile child;
- Not getting enough help with feeding leading to malnourishment;
- Poor toileting arrangements;
- Lack of stimulation;
- Unjustified and/or excessive use of restraint;
- Rough handling, extreme behaviour modification such as deprivation of medication, food or clothing, disabling wheelchair batteries;
- Unwillingness to try to learn a child's means of communication;
- Ill-fitting equipment. for example callipers, sleep boards, inappropriate splinting;
- Misappropriation of a child's finances; or
- Inappropriate invasive procedures.

DEALING WITH A DISCLOSURE OF ABUSE

When a child tells me about abuse s/he has suffered, what must I remember?

- Stay calm;
- Do not communicate shock, anger or embarrassment;
- Reassure the child. Tell her/him you are pleased that s/he is speaking to you;
- Never enter into a pact of secrecy with the child. Assure her/him that you will try to help but let the child know that you will have to tell other people in order to do this. State who this will be and why;
- Tell her/him that you believe them. Children very rarely lie about abuse; but s/he may have tried to tell others and not been heard or believed;
- Tell the child that it is not her/his fault;
- Encourage the child to talk but do not ask "leading questions" or press for information;
- 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 s/he has a right to be safe and protected;
- Do not tell the child that what s/he experienced is dirty, naughty or bad;
- It is inappropriate to make any comments about the alleged offender;
- Be aware that the child may retract what s/he has 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.

Immediately afterwards

You must not deal with this yourself. Clear indications or disclosure of abuse must be reported to children's social care without delay, by the Head Teacher or the Designated Safeguarding Lead.

Children making a disclosure may do so with difficulty, having chosen carefully to whom they will speak. Listening to and supporting a child/young person who has been abused can be traumatic for the adults involved. Support for you will be available from your Designated Safeguarding Leads or Safeguarding Manager.

ALLEGATIONS ABOUT A MEMBER OF STAFF, GOVERNOR OR VOLUNTEER

1. Inappropriate behaviour by staff/volunteers could take the following forms:
 - **Physical**
For example the intentional use of force as a punishment, slapping, use of objects to hit with, throwing objects or inappropriate physical handling.
 - **Emotional**
for example intimidation, belittling, scapegoating, sarcasm, lack of respect for children's rights, and attitudes that discriminate on the grounds of race, gender, disability or sexuality, excessive or aggressive shouting.
 - **Sexual**
For example sexualised behaviour towards peers, sexual harassment, sexual communication including via social networking, email, text, grooming behaviour, sexual assault and rape.
 - **Neglect**
For example failing to act to protect a child or children, failing to seek medical attention or failure to meet a child's basic needs.
 - **May Pose a Risk**
Behaviours that may take place outside of the workplace that present a transferable risk in their professional role with children. For example, alleged perpetrator of domestic abuse, offences demonstrating a sexual interest in children, abuse or neglect of their own children or behaviours that are incompatible with a professional role working with children.

If a child makes an allegation or raises a concern about a member of staff, governor, visitor or volunteer the Head Teacher should be informed immediately. If the allegation or concern may fall within the following criteria the LADO will be contacted at the earliest possible opportunity and within one working day:

- 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; or
- Behaved in a way that indicates s/he may pose a risk of harm to children.

The Head Teacher will not carry out the investigation him/herself or interview pupils.

If a child makes an allegation of physical abuse against an adult that works with children and there are visible bruises, marks or injuries. Or if a child makes an allegation of sexual abuse against an adult that works with children Child Protection procedures will be followed and a referral made to the Multi Agency Safeguarding Hub. The LADO will also be informed.

The Head Teacher must exercise, and be accountable for, their professional judgement on the action to be taken, as follows:

- If the actions of the member of staff are felt likely to fall within the scope of the interagency allegation management procedures as stated in point 2, the Head Teacher will notify the Local Authority Designated Officer (LADO) (Tel: 01582 548069). The LADO will liaise with the Head Teacher and advise about action to be taken which will be in accordance with the interagency procedures for managing allegations.
- If the Head Teacher is uncertain whether the concern or allegation falls within the scope of the allegation management procedures a consultation with the LADO will take place and the advice provided will be acted upon. This consultation and the advice offered will be recorded and held on file.

Where an allegation has been made against the Head Teacher, then the Chair of the Governing Body takes on the role of liaising with the LADO team in determining the appropriate way forward. For details of this specific procedure see the Section on Allegations against Staff and Volunteers in the procedures of the LSCB.

INDICATORS OF VULNERABILITY TO RADICALISATION

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.

Extremism is defined by the Government in the Prevent Strategy as: Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

Extremism is defined by the Crown Prosecution Service as: The demonstration of unacceptable behaviour by using any means or medium to express views which:

- Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;
- Seek to provoke others to terrorist acts;
- Encourage other serious criminal activity or seek to provoke others to serious criminal acts; or
- Foster hatred which might lead to inter-community violence in the UK.

There is no such thing as a “typical extremist”: those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.

Children may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that school staff are able to recognise those vulnerabilities.

Indicators of vulnerability include:

- Identity Crisis – the child is distanced from their cultural / religious heritage and experiences discomfort about their place in society;

- Personal Crisis – the child may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging;
- Personal Circumstances – migration; local community tensions; and events affecting the child's country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy;
- Unmet Aspirations – the child may have perceptions of injustice; a feeling of failure; rejection of civic life;
- Experiences of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement / reintegration;
- Special Educational Need – children may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

However, this list is not exhaustive, nor does it mean that all young people experiencing the above are at risk of radicalisation for the purposes of violent extremism.

More critical risk factors could include:

- Being in contact with extremist recruiters;
 - Accessing violent extremist websites, especially those with a social networking element;
 - Possessing or accessing violent extremist literature;
 - Using extremist narratives and a global ideology to explain personal disadvantage;
 - Justifying the use of violence to solve societal issues;
 - Joining or seeking to join extremist organisations; and
 - Significant changes to appearance and / or behaviour;
 - Experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis.
- MUU ideology (Mixed, Unclear, Unstable) is a category within the Prevent system, introduced in 2017/18 and designed to distinguish from those cases in which an individual's ideology is obvious, well-embedded and appears to be the primary factor drawing them towards TACT offences.

It describes what appears to be an increasingly common phenomenon where individuals do not have a well-defined or well-understood ideological motivation. These individuals often seem drawn towards acts of extremism, extremist or terrorist groups or causes, or terrorist violence as a means of providing them with a solution to other problems in their lives. They commonly present with multiple and complex vulnerabilities.

- Mixed: individuals who show interest in several (sometimes disparate) ideologies simultaneously. For example, a joint interest in right-wing extremism and involuntary celibate ('incel') content or Islamist extremism and White Supremacy.
- Unstable: individuals who initially appear to adhere solely to one ideology but then switch or transition to another.
- Unclear: individuals whose ideological influences are less coherent and not easily identifiable. This can include individuals motivated by hatred of a 'perceived other' without relating to prominent, well-known forms of extremism. This includes but is not limited to those who appear fixated with mass violence (such as school shootings) and incels, whose intolerance is predominantly directed at women.
- Individuals referred for MUU display a variety of characteristics, including: an interest in multiple extremist ideologies in parallel (e.g. Islamic extremism and white supremacy); switching from one ideology to another over time, targeting a 'perceived other' of some kind without specifically identifying with a particular cause; obsession with massacre or mass violence without a particular target group; and vulnerability to being drawn into terrorism out of a desire for belonging or elevated social state.

However, this list is not exhaustive, nor does it mean that all young people experiencing the above are at risk of radicalisation for the purpose of violent extremism.

**PREVENTING VIOLENT EXTREMISM -
ROLES AND RESPONSIBILITIES OF THE SINGLE POINT OF CONTACT (SPOC)**

The SPOC for St Matthew's Primary School is Jane Thomas who is responsible for:

- Ensuring that staff of the school are aware that you are the SPOC in relation to protecting children from radicalisation and involvement in terrorism;
- Maintaining and applying a good understanding of the relevant guidance in relation to preventing children from becoming involved in terrorism, and protecting them from radicalisation by those who support terrorism or forms of extremism which lead to terrorism;
- Raising awareness about the role and responsibilities of St Matthew's Primary School in relation to protecting children from radicalisation and involvement in terrorism;
- Monitoring the effect in practice of the school's RE curriculum and assembly policy to ensure that they are used to promote community cohesion and tolerance of different faiths and beliefs;
- Raising awareness within the school about the safeguarding processes relating to protecting children from radicalisation and involvement in terrorism;
- Acting as the first point of contact within the school for case discussions relating to children who may be at risk of radicalisation or involved in terrorism;
- Collating relevant information in relation to referrals of vulnerable children into the Channel* process;
- attending Channel* meetings as necessary and carrying out any actions as agreed;
- Reporting progress on actions to the Channel* Co-ordinator; and
- Sharing any relevant additional information in a timely manner.

*Channel is a multi-agency approach to provide support to individuals who are at risk of being drawn into terrorist related activity. It is led by the West Midlands Police Counter-Terrorism Unit, and it aims to:

- Establish an effective multi-agency referral and intervention process to identify vulnerable individuals;
- Safeguard female individuals who might be vulnerable to being radicalised, so that they are not at risk of being drawn into terrorist-related activity; and
- Provide early intervention to protect and divert people away from the risks they face and reduce vulnerability.

APPENDIX 6

SAFEGUARDING CHILDEN IN SPECIFIC CIRCUMSTANCES: FEMALE GENITAL MUTILATION/FORCED MARRIAGE/MODERN DAY SLAVERY

FEMALE GENITAL MUTILATION

Female genital mutilation (FGM) is a procedure where the female genitals are deliberately cut, injured or changed, but where there is no medical reason for this to be done.

It is also known as 'female circumcision' or 'cutting', and by other terms such as sunna, gudniin, halalays, tahurm megrez and khitan, among others.

FGM is usually carried out on young girls between infancy and the age of 15, most commonly before puberty starts. It is illegal in the UK and is child abuse.

It is very painful and can seriously harm the health of women and girls. It can also cause long-term problems with sex, childbirth and mental health.

Effects of FGM:

There are no health benefits to FGM and it can cause serious harm, including:

- Constant pain;
- Pain and/or difficulty having sex;
- Repeated infections, which can lead to infertility;
- Bleeding, cysts and abscesses;
- Problems passing urine or incontinence;
- Depression, flashbacks and self-harm;
- Problems during labour and childbirth, which can be life-threatening for mother and baby.

Some girls die from blood loss or infection as a direct result of the procedure.

Why FGM is carried out:

FGM is carried out for various cultural, religious and social reasons within families and communities in the mistaken belief that it will benefit the girl in some way (for example, as a preparation for marriage or to preserve her virginity).

However, there are no acceptable reasons that justify FGM. It is a harmful practice that is not required by any religion and there are no religious texts that say it should be done. There are no health benefits of FGM. FGM usually happens to girls whose mothers, grandmothers or extended female family members have had FGM themselves or if their father comes from a community where it is carried out.

Where FGM is carried out:

Girls are sometimes taken abroad for FGM, but they may not be aware that this is the reason for their travel. Girls are more at risk of FGM being carried out during the summer holidays, as this allows more time for the to 'heal' before they return to school.

Communities that perform FGM are found in many parts of Africa, the Middle East and Asia. Girls who were born in the UK or are resident here but whose families originate from an FGM practising community are at greater risk of FGM happening to them.

Communities at particular risk of FGM in the UK originate from:

Egypt	Yemen	Eritrea	Sudan
Ethiopia	Somalia	Gambia	Sierra Leone
Guinea	Nigeria	Indonesia	Mali
Ivory Coast	Malaysia	Kenya	Liberia

The Law and FGM

FGM is illegal in the UK.

It is an offence to:

- Perform FGM (including taking a child abroad for FGM);
- Help a girl perform FGM on herself in or outside the UK;
- Help anyone perform FGM in the UK;
- Help anyone perform FGM outside the UK on a UK national or resident;
- Fail to protect a girl for whom you are responsible from FGM.

Anyone who performs FGM can face up to 14 years in prison. Anyone found guilty of failing to protect a girl from FGM can face up to 7 years in prison.

Female Genital Mutilation Act 2003 (section 74 of the Serious Crime Act 2015) places a statutory duty upon teachers (along with social workers and healthcare professionals) to report to the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18.

Possible signs and indicators of FGM

A girl or woman who has had FGM may:

- Have difficulty walking, sitting or standing;
- Spend longer than normal in the bathroom or toilet;
- Have unusual behaviour after an absence from school or college;
- Be particularly reluctant to undergo normal medical examinations;
- Ask for help, but may not be explicit about the problem due to embarrassment or fear.

Below are some warning signs that MAY indicate a girl is at risk of FGM:

- Parents requesting additional periods of leave around school holiday times;
- If the girl comes from a country with a high prevalence of FGM;
- Mother and siblings have undergone FGM;
- Children may indicate that they are going for a special event.

Further information can be obtained from:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/512906/Multi_Agency_Statutory_Guidance_on_FGM_-_Final.pdf

- A forced marriage is where one or both people do not (or in cases of people with learning disabilities, cannot) consent to the marriage and pressure or abuse is used. It is recognised in the UK as a form of violence against women and men, domestic/child abuse and a serious abuse of human rights
- The pressure put on people to marry against their will can be physical (including threats, actual physical violence and sexual violence) or emotional and psychological (for example, when someone is made to feel like they're bringing shame on their family). Financial abuse (taking your wages or not giving you any money) can also be a factor.
- The Anti-social Behaviour, Crime and Policing Act 2014 makes it a criminal offence to force someone to marry This includes:
 - o Taking someone overseas to force them to marry (whether or not the forced marriage takes place)
 - o Marrying someone who lacks the mental capacity to consent to the marriage (whether they're pressured to or not)
 - o Breaching a Forced Marriage Protection Order
- Modern Slavery is the term used within the UK and is defined within the Modern Slavery Act 2015. The Act categorises offences of Slavery, Servitude and Forced or Compulsory Labour and Human Trafficking (the of which comes from the Palermo Protocol).

- These crimes include holding a person in a position of slavery , servitude forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after.
Although human trafficking often involves an international cross-border element, it is also possible to be a victim of modern slavery within your own country.
- **Types of Human trafficking**

There are several broad categories of exploitation linked to human trafficking, including:

- Sexual exploitation
- Forced labour
- Domestic servitude
- Organ harvesting
- Child related crimes such as child sexual exploitation, forced begging, illegal drug cultivation, organised theft, related benefit frauds etc

Forced marriage and illegal adoption (if other constituent elements are present)

Safeguarding Children in Specific Circumstances: Peer on Peer abuse

- 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 exploitation or abuse outside of 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
- The school recognises that children can abuse other children and such behaviours are never viewed simply as 'banter' or as part of growing up. We recognise that peer on peer abuse can take many different forms such as:
 - o Cyber-bullying
 - o Sending or posting sexually suggestive images including nude or semi-nude photographs via mobiles or over the internet by persons aged under 18 (referred to as Youth Produced Sexual Imagery)
 - o Sexual assault
 - o Sexually harmful or problematic behaviour
 - o Gang initiation or hazing type violence

Safeguarding Children in Specific Circumstances: Sexualised behaviours

- Where children display sexualised behaviours, the behaviours will be considered in accordance with the children's developmental understanding, age and impact on the alleged victim. Tools such as Brook Traffic Light Tool will be used to assist in determining whether the behaviour is developmental or a cause for concern. This will assist in ensuring the child/ren receive the right support at the right time either via an Early Help response or referral to Children's Social Care
- In all cases of peer on peer abuse the school will consider the vulnerability of all children including those alleged to have caused the harm and those alleged to be victims and provide a safeguarding response consistent with the LSCB Thresholds Framework. Consideration will be applied to violence in young people's relationships
- Where necessary, the school behaviour policies will be invoked and any sanctions applied will be consistent with these procedures
- Where issues indicate that a criminal offence may have been committed a report will be made to Bedfordshire police

SAFEGUARDING IN SPECIFIC CIRCUMSTANCES: YOUTH GENERATED SEXUALISED IMAGERY

- St Matthew's Primary School recognises the impact of online social communication and the issue of sending or posting sexually suggestive images including nude or semi-nude photographs via mobiles or over the internet. We pay due regard to the Guidance issued by the UK Council for Child Internet Safety in relation to how we respond to incidents.
- In all cases where an incident of youth produced sexual imagery is reporting the following actions will be undertaken:
 - The incident should be reported to the Designated Safeguarding Lead as soon as possible.
 - The Designated Safeguarding Lead should hold an initial review discussion or meeting with appropriate school staff.
 - There should be subsequent interviews with the young people involved (if appropriate).
 - Parents should be informed at an early stage and involved in the process unless there is good reason to believe that involving parents would put the young person at risk of harm.
 - At any point in the process if there is a concern a young person has been harmed or is at risk of harm a referral should be made to children's social care and/or the police immediately.
- An immediate referral will be made to the Police and Social care in the following circumstances:
 - The incident involves an adult
 - There is reason to believe that a young person has been coerced, blackmailed or groomed, or if there are concerns about their capacity to consent (for example, owing to special educational needs)
 - the imagery suggests the content depicts sexual acts which are unusual for the young person's developmental stage, or are violent
 - The imagery involves sexual acts and any pupil in the imagery is under 13
 - There is reason to believe a young person is at immediate risk of harm owing to the sharing of the imagery, for example, the young person is presenting as suicidal or self-harming

- If none of the above applies the school may choose to deal with the incident without involving the police or social care. This will usually be the case where the Designated Safeguarding Lead is confident that they have enough information to assess the risks to the pupils involved and the risks can be managed within the school pastoral support and disciplinary framework. All decisions and rationale for decision making will be recorded. All decisions will be based on the best interests of the child/ren
- The school will pay due regard to the Department for Education guidance: Searching, Screening and Confiscation advice
- Adults in the school will not view youth produced sexual imagery unless there is a good and clear reason to do so. Wherever possible the designated safeguarding lead will respond to an incident based on what they have been told about the imagery.
- All incidents will be recorded.

Under 18's sending or posting sexually suggestive images, including nude or semi-nude photographs via mobile devices or the internet.

Incidents covered by this policy:

- Person under 18 creates a sexual image of themselves and shares it with another person under 18;
- A person under 18 shares an image of another under 18 with another person under 18 or an adult;
- A person under 18 is in possession of sexual imagery created by another person under 18.

Incidents not covered by this guidance:

- Under 18s sharing adult pornography;
- Under 18 sharing sexual texts without sexual imagery;
- Adults sharing sexual imagery of under 18s (this is child sexual abuse and must always be reported to the police).

The Law

Making, possessing and distributing any imagery of someone under 18 which is indecent is illegal. This includes imagery of yourself if you are under 18.

Indecent is not definitively defined in law, but images are likely to be considered indecent if they depict:

- A naked young person;
- A topless girl;
- An image which displays genitals, and
- Sex acts including masturbation;
- Indecent images may also include overtly sexual images of young people in their underwear.

These laws were not created to criminalise young people but to protect them. Although sharing sexual images of themselves is illegal and risky, it is often the result of curiosity and exploration. We believe young people need education, support and safeguarding, not criminalisation. National Police Chiefs Council has made clear that incidents of youth produced sexual imagery should be treated primarily as a safeguarding issue. However, the Police may need to be involved in cases to ensure thorough investigation including collection of evidence.

If a young person has shared imagery consensually, such as when in a romantic relationship, or as a joke, and there is no intended malice, it is usually appropriate for the school to manage the incident directly. In contrast any incidents with aggravating factors, for example, a young person sharing someone else's imagery without consent and with malicious intent, should generally be referred to police and/or children's social care.

If you have any doubts about whether to involve other agencies, you should make a referral to the police.

Assessing the risks

The circumstances of incidents can vary widely. If at the initial review stage a decision has been made not to refer to police and/or children's social care, the DSL should conduct a further review (including an interview with the young people involved) to establish the facts and assess the risks.

When assessing the risks the following should be considered:

- Why was the imagery shared? Was the young person coerced or put under pressure to produce the imagery?
- Who has shared the imagery? Where has the imagery been shared? Was it shared and received with the knowledge of the pupil in the imagery?
- Are there any adults involved in the sharing of the imagery?

- What is the impact on the young people involved?
- Do the young people involved have additional vulnerabilities?
- Does the young person understand consent?
- Has the young person taken part in this kind of activity before?

Informing parents (or carers)

Parents (or carers) should be informed and involved in the process at an early stage unless informing the parent will put the young person at risk of harm. Any decision not to inform the parents would generally be made in conjunction with other services such as children's social care and/or the police, who would take the lead in deciding when the parents should be informed.

DSLs may work with the young people involved to decide on the best approach for informing parents. In some cases DSLs may work to support the young people to inform their parents themselves.

Searching devices, viewing and deleting imagery

Viewing the imagery

Adults should not view youth produced sexual imagery unless there is good and clear reason to do so. Wherever possible responses to incidents should be based on what DSLs have been told about the content of the imagery.

If a decision is made to view imagery, the DSL would need to be satisfied that viewing:

- is the only way to make a decision about whether to involve other agencies (i.e. it is not possible to establish the facts from the young people involved);
- is necessary to report the image to a website, app or suitable reporting agency to have it taken down, or to support the young person or parent in making a report ;
- is unavoidable because a young person has presented an image directly to a staff member or the imagery has been found on a school device or network.

If it is necessary to view the imagery then the DSL should:

- Never copy, print or share the imagery; this is illegal ;

- Discuss the decision with the Head teacher;
- Ensure viewing is undertaken by the DSL or another member of the safeguarding team with delegated authority from the Head teacher;
- Ensure viewing takes place with another member of staff present in the room, ideally the Head teacher or a member of the senior leadership team. This staff member does not need to view the images;
- Wherever possible ensure viewing takes place on school or college premises, ideally in the Head teacher or a member of the senior leadership team's office;
- Ensure wherever possible that images are viewed by a staff member of the same sex as the young person in the imagery;
- Record the viewing of the imagery in the school's safeguarding records including who was present, why the image was viewed and any subsequent actions and ensure the safeguarding recording procedures for the school are followed.

The Education Act 2011 amended the power in the Education Act 1996 to provide that when an electronic device, such as a mobile phone, has been seized, a teacher who has been formally authorised by the Head teacher can examine data or files, and delete these, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.

If during a search a teacher finds material which concerns them and they reasonably suspect the material has been or could be used to cause harm or commit an offence, they can decide whether they should delete the material or retain it as evidence of a criminal offence or a breach of school discipline. They can also decide whether the material is of such seriousness that the police need to be involved.

Further details on searching, deleting and confiscating devices can be found in the DfE Searching, Screening and Confiscation advice (note this advice is for schools only).

SAFEGUARDING IN SPECIFIC CIRCUMSTANCES: GANG INVOLVEMENT

There are particular risk factors and triggers that young people experience in their lives that can lead to them becoming involved in gangs. Many of these risk factors are similar to involvement in other harmful activities such as youth offending or violent extremism.

Risk indicators may include:

- Becoming withdrawn from family;
- Sudden loss of interest in school - decline in attendance or academic achievement;
- Starting to use new or unknown slang words;
- Holding unexplained money or possessions;
- Staying out unusually late without reason;
- Sudden change in appearance - dressing in a particular style or 'uniform';
- Dropping out of positive activities;
- New nickname;
- Unexplained physical injuries;
- Graffiti style tags on possessions, school books, walls;
- Constantly talking about another young person who seems to have a lot of influence over them;
- Broken off with old friends and hanging around with a new group;
- Increased use of social networking sites;
- Starting to adopt codes of group behaviour e.g. ways of talking and hand signs;
- Expressing aggressive or intimidating views towards other groups of young people some of whom may have been friends in the past;
- Being scared when entering certain areas;
- Being concerned by the presence of unknown youths in their neighbourhood.

This is not an exhaustive list and should be used as a guide, amended as appropriate in light of local knowledge of the risk factors in a particular area.

SAFEGUARDING IN SPECIFIC CIRCUMSTANCES: CHILD SEXUAL EXPLOITATION (CSE) and Criminal Exploitation (CCE)

- Both CSE and CCE are forms of abuse and both occur where an individual or group takes advantage of imbalance in power and coerce, manipulate or deceive a child into sexual or criminal activity. Whilst age may be the most obvious factor, 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. This abuse can be perpetrated by individual groups, males or females and children or adults. The abuse can be a one-off occurrence or a series of incidents over time and range from opportunistic to complex organised abuse. It can involve force and/or enticement based methods of compliance and maybe accompanied by violence or threats of violence. Victims can be exploited even when activity appears consensual and it should be noted exploitation as well as being physical can be facilitated and/or take place online
- Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology. (DfE, 2017)
- Child sexual exploitation can occur through use of technology without the child's immediate recognition, for example the persuasion to post sexual images on the internet/mobile phones with no immediate payment or gain. In all cases those exploiting the child/young person have power over them by virtue of their age, gender, intellect, physical strength and/or economic or other resources. Violence, coercion and intimidation are common, involvement in exploitative

relationships being characterised in the main by the child or young person's limited availability of choice resulting from their social/economic and/or emotional vulnerability

- The school recognises that both boys and girls can be vulnerable to Child Sexual Exploitation and as such ensure staff are alert to signs and indicators
- The school recognises that there are various 'models' of CSE which include but not limited to:

Gangs and groups	Boyfriend/Girlfriend model
Peer on Peer	Familial
Online	Abuse of authority

- Where concerns are identified in relation to Child Sexual Exploitation the LSCB thresholds framework will be consulted in order to ensure the child receives support at the earliest possible opportunity.
- If a child is thought to be at risk of significant harm through child sexual exploitation a referral will be made to the Multi Agency Safeguarding Hub within children's social care.
- In all cases intelligence will be shared with Bedfordshire Police using the intelligence form which will also be copied to the Single Point Of Contact for CSE within Luton Borough Council

Operation Encompass

Operation Encompass connects the police with schools to enable the appropriate support is in place for children who are subject to/ witness incidents of domestic abuse. The school environment enabling rapid supervision allows for appropriate safeguarding to be put in place against the short, medium and long-term effects of domestic abuse. Following an incident, children may arrive at school distressed, anxious or upset and Operation Encompass ensures that appropriate staff are aware early enough in order to support children in making them feel safe.

Should school feel the information provided to them provides additional concern to existing concerns or worries, the school as per the local safeguarding procedures must be a referral into the Multi Agency Safeguarding Hub. Operation Encompass does not replace statutory safeguarding procedures.

National Domestic Abuse Helpline Refuge runs the National Domestic Abuse Helpline, which can be called free of charge and in confidence, 24 hours a day on 0808 2000 247. Its website provides guidance and support for potential victims, as well as those who are worried about friends and loved ones. It also has a form through which safe time from the team for a call can be booked. Additional advice on identifying children who are affected by domestic abuse and how they can be helped is available at:
NSPCC-UK domestic-abuse Signs Symptoms Effects

Refuge what is domestic violence/effects of domestic violence on children

Safelives: domestic abuse and young people

Domestic abuse specialist sources for support

Home: Operation Encompass

Model Setting Concern Process 2021

