



Waterton Pre-Schools

SAFEGUARDING AND CHILD PROTECTION POLICY
2022 / 2023

Waterton Pre-Schools Safeguarding and Child Protection Policy

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PART B CHILD PROTECTION PROCEDURES

Categories and definitions of abuse including grooming, Indicators, Impact, Taking Action, Early Intervention, Dealing with Disclosures/Allegations, Notifying Parents, Recording and Monitoring, Referral to Social Care, Referral to Police, Home Visits, Confidentiality and Information sharing.

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Local and National contacts.

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Date: September 2022

Wrenthorpe Pre-School Manager and Designated Safeguarding Lead: Vickey Bruce

Date: September 2022

Cherry Blossom Pre-School Manager and Designated Safeguarding Lead: Claire Hough

Date: September 2022

Deputy Managers and DDSLs: Lindsey Sykes, Joanne Crossland, Lisa Cartwright

Date: September 2022

PART A

1. Policy Statement and Principals

This document is part of a portfolio of integrated policies and procedures underpinning our approach to safeguarding children.

Related safeguarding documents / policies/procedures:

- EYFS Welfare requirements
- Loss and Bereavement
- GDPR Statement
- Managing Medicines and First Aid
- Online Safety
- Positive Behaviour Management
- Staff code of conduct
- Educational Visits Risk Assessments
- Attendance Policy
- Uncollected Child Policy
- Inclusion Policy
- Missing Children
- Intimate Care Policy
- Complaints Procedure
- Whistleblowing Policy
- Safer Recruitment
- Managing Allegations
- Emergency Response Procedures and Planning
- Safer Food Better Business

It should also be considered alongside Health and Safety legislative requirements: [Health and safety: advice for schools - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/consultations/health-and-safety-advice-for-schools)

The school's safeguarding arrangements are inspected by Ofsted Inspecting Safeguarding in early years, education and skills settings.

Our core safeguarding principles are:

- Waterton Pre-Schools' responsibility to safeguard and promote the welfare of children is of paramount importance
- Safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their families has a role to play
- Safer children make more successful learners
- Representatives of the Pre-School community are involved in policy development and review
- Policies will be reviewed annually unless an incident or new legislation or guidance suggests the need for an interim review
- Our Pre-Schools will work with other agencies and share information appropriately to ensure the safety and wellbeing of our children
- Actions will be taken in the best interests of the child.

Child protection statement

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all children. We endeavour to provide a safe and welcoming environment, maintaining a culture of vigilance, where children are respected and valued. We will act quickly and follow our procedures to ensure children receive early help and effective support, protection and justice.

Safeguarding is;

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

Policy principles

- Welfare of the child is paramount; actions will be taken in the child best interests.
- All children, regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection
- All staff have an equal responsibility to identify children who may benefit from early help and to act on any suspicion or allegation that may suggest a child is at risk of harm.
- There is a culture of vigilance, transparency, openness and, if needed, challenge with regards to maintaining high standards in safeguarding.
- Children and staff involved in child protection issues will receive appropriate support

Policy aims

- To provide all staff with the necessary information to enable them to meet their child protection responsibilities
- To ensure consistent good practice
- To demonstrate Waterton Pre-School's commitment with regard to child protection to children, parents and other partners.

The procedures contained in this policy apply to all staff and trustees and are consistent with those of the:

West Yorkshire Consortium Procedures [West Yorkshire Consortium Inter Agency Safeguarding and Child Protection Procedures \(proceduresonline.com\)](#)

WSCP Wakefield Safeguarding Children Partnership [Wakefield Safeguarding Children Partnership \(wakefieldscp.org.uk\)](#)

We will engage locally with Wakefield Safeguarding Children Partnership (which includes the 3 key partners of Police, Local Authority and Health) including taking part in the annual safeguarding audit and training offer.

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We will ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. We recognise, welcome and respect diversity.

Coronavirus

We recognise that the recent global Covid 19 pandemic and other world events have had a significant and ongoing impact on some of our children and increased pressure on our staff. It is recognised that Covid lockdowns have been a highly vulnerable time for children and families. We understand that poor behaviour may be a sign of trauma. During the pandemic we followed all government advice, keeping our provision open and running, prioritising places for vulnerable children and those whose parents are key workers. Children who did not attend were able to access activities, ideas and recordings from staff via our website and social media.

If the situation were to arise again we would again follow government and DFE guidance and strive to continue to look after our children.

Research suggests that between 6-19% of school aged children will suffer severe maltreatment, and disabled children are three to four times more likely to be abused. Five children in an average classroom have a diagnosable mental health condition. Due to their day-to-day contact with children, pre-school staff are uniquely placed to observe changes in children's behaviour and the outward signs of abuse and mental health concerns. Children may also turn to a trusted adult in school when they are in distress or at risk. It is vital that pre-school staff are alert to the signs of abuse, both inside (e.g. bullying or staff grooming behaviours) and outside the school and understand the procedures for reporting their concerns. We will create an open transparent culture and environment where staff and children feel safe and can raise any issues. Staff will be supported to be professionally curious with regards to safeguarding matters and to use a restorative approach when working with children, families and other agencies. The pre-school will act on identified concerns and provide early help, or support others to do so, to prevent concerns from escalating.

Terminology

Child/Children includes everyone under the age of 18.

Safeguarding Protecting children from maltreatment. Preventing the impairment of their mental and physical health or development. Ensuring that they grow up in circumstances consistent with the provision of safe and effective care. Taking action to enable the best outcomes.

Child protection refers to the processes undertaken to protect children who have been identified as suffering, or being at risk of suffering significant harm.

Early Help providing support as soon as a problem emerges at any point in a child's life, from the foundation years through to the teenage years. It is about providing support quickly whenever difficulties emerge to reduce the impact of problems.

Early help Assessment All Early help assessments offer a basis for early identification of children's additional needs, the sharing of this information between organisations and the coordination of service provision. Early help assessments require consent and should identify what help the child and family require to prevent needs escalating to a point where intervention would be needed via a statutory assessment under the Children Act 1989. The findings from early help assessments may give rise to concerns about the child's safety and welfare. In these circumstances, it should be used to support a Referral to Children's Social Care: however, this is not a pre-requisite for making a referral in emergency circumstances. **CAF** – Common Assessment Framework is one form of early help inter-agency assessment. Signs of Safety -3 column and scaling is another example. Any Early help assessment can be used in Wakefield.

EIP Service Early Intervention and Prevention Service

TAC/F/S/EY Team around Child/Family/School/Early Years

Staff refers to all those working for or on behalf of Waterton Pre-Schools, full time or part time, temporary or permanent, in either a paid or voluntary capacity.

Parent refers to birth parents and other adults who are in a parenting/carer role, for example step-parents, foster carers and adoptive parents.

LADO Local Authority Designated Officer: a post in the local authority, to coordinate and manage allegations against staff.

Social Care MASH Wakefield's children social care/Family services/Integrated Front Door/Multi Agency Safeguarding Hub

CAMHS Child and Adolescent Mental Health Service

WSCP Wakefield Safeguarding Children Partnership.

Signs of Safety an approach to family intervention work, used across the Continuum of Need. This has been incorporated into Wakefield Families Together – Connecting Practice Approach now used in Wakefield.

Restorative Approach – using language and skills to reduce conflict and foster relationships in order to help people reach sustainable solutions to problems. This is the overarching aim of any work and training in Wakefield district.

Continuum of Need – outlines the different levels of support for children and families in Wakefield District.

DSL - Designated Safeguarding Lead. School will have a team of at least two DSL's.

MARF – Multi Agency Referral Form used in Wakefield District

ACES Adverse Childhood Experiences

CiC Child In Care

KCSIE Keeping Children Safe in Education -Statutory guidance

2. Safeguarding Legislation and Guidance

The Children Act 1989 and 2004 Provides the overarching framework for care and protection of children.

Education Act 2002 Section 175 of the Education Act 2002 requires local education authorities and the trustees of maintained schools and further education (FE) colleges to make arrangements to ensure that their functions are carried out with a view to safeguarding and promoting the welfare of children.

The Early Years Foundation Stage 2021 Welfare requirements section sets out the legal requirements for all early years provisions. www.gov.uk/government/publications/early-years-foundation-stage-framework--2

Working Together to Safeguarding Children (2018) covers the legislative requirements and expectations on all services working with children to safeguard and promote the welfare of Children. The three safeguarding Partners of Health, Police and Local Authority will make arrangements for education to be fully engaged in their local area arrangements. [Working together to safeguard children - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Keeping Children Safe in Education (2022) Schools and colleges must have regard to this guidance when carrying out their duties to safeguard and promote the welfare of children. All staff should read Part One and Annex A and B. [Keeping children safe in education - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Prevent Duty Guidance – England and Wales Covers the duty of schools and other providers in section 29 Counter Terrorism and Security Act 2015, to have due regard to the need to prevent people being drawn into terrorism. [Prevent duty guidance - GOV.UK \(www.gov.uk\)](http://www.gov.uk)
[Protecting children from radicalisation: the prevent duty - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Teaching Standards The Manager Standards 2012 state that managers, including head managers should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties.

Counter Terrorism and Security Act 2015 Section 26 Applies to schools and other providers; To have due regard to the need to prevent people being drawn into terrorism.

Serious Crime Act 2015 Includes the mandatory reporting of FGM.

Equality Act 2010 Schools/Colleges must not unlawfully discriminate against children because of their sex, race, disability, religion or belief, gender reassignment, pregnancy and maternity or sexual orientation (protected characteristics) and also the **Public Sector Equality Duty (PSED)** for state funded schools/colleges. www.gov.uk/guidance/equality-act-2010-guidance

3. Roles and Responsibilities

Key personnel

- **The Designated Safeguarding Lead (DSL) is Executive Headteacher Becky Cook**
Contact details: email: Bcook@watertonacademytrust.org tel: 07979758826
- **Wrenthorpe Pre-School DSL is Vickey Bruce, Manager at Wrenthorpe Pre-School**
Contact details: email: Vbruce@watertonacademytrust.org tel: 01924 370770
- **Cherry Blossom Pre-School DSL is Claire Hough, Manager at Cherry Blossom Pre-School**
Contact details: email: Chough@watertonacademytrust.org tel: 01977 704138
- **Deputy DSL at Wrenthorpe Pre-School is Lindsey Sykes, Deputy manager**
Contact details: email: Lsykes@watertonacademytrust.org tel: 01924 370770
- **Deputy DSL at Cherry Blossom Pre-School is Lisa Cartwright, Deputy Manager**
Contact details: email: Lcartwright@watertonacademytrust.org tel: 01977 704138
- **The Wellbeing Lead is Lindsey Sykes, Deputy Manager at Wrenthorpe Pre-School**
Contact details: email: Lsykes@watertonacademytrust.org tel: 01924 370770
- **Chair of Trustees is Lorraine Harrison**
Contact details: Via Waterton Academy Trust tel: 01924 240767

All staff have a responsibility for Safeguarding no matter what their role. These are outlined clearly in Keeping Children Safe in Education 2022 of which appropriate sections are issued to all staff.

We will ensure that an appropriate senior member of staff, from each Pre-School is appointed to the role of designated safeguarding lead. The designated safeguarding lead will take lead responsibility for safeguarding and child protection (including online safety). This will be explicit in the role holder's job description. We recognise this role carries a significant level of responsibility and they will have the appropriate status and authority within the pre-school to carry out the duties of the post. They will be given the time, funding, training, resources and support to provide advice and support to other staff on child welfare and child protection matters, to take part in strategy discussions and inter-agency meetings, and/or to support other staff to do so, and to contribute to the assessment of children.

Voice of the child

We will always seek and record the voice of the child and take this into consideration when taking decisions. However, there may be circumstances where we override the child's wishes and feelings to act in their best interests.

Equality and Diversity

All members of the school staff and board of trustees will uphold the ethos of the Equality Act and any prejudicial related incidents will be recorded and actioned immediately.

Deputy designated safeguarding leads

Any deputies will be trained to the same standard as the designated safeguarding lead and the role will be explicit in their job description.

Whilst the activities of the designated safeguarding lead can be delegated to appropriately trained deputies, the ultimate lead responsibility for child protection, as set out, remains with the designated safeguarding lead, this lead responsibility should not be delegated.

Availability

When our Pre-Schools are open the designated safeguarding lead (or a deputy) will always be available during provision hours for staff to discuss any safeguarding concerns. Whilst generally we would hope that the DSL was available in person on occasion a phone call or Teams meeting may be appropriate.

DSL responsibilities;

For full description of the role of the DSL please see: [Keeping children safe in education 2022 \(publishing.service.gov.uk\)](#) - Annex C

DSLs will review this policy annually and also complete a full safeguarding audit annually.

Leaders and trustees recognise the large and emotionally intense role the DSL is and provide support to the team by:

Acknowledging their caseload at Trustee meetings.

Providing individual case / general safeguarding supervision meetings.

Having regular safeguarding team meetings at each setting.

Ensuring that training, information and support materials are readily available.

Full responsibilities of trustees and senior leaders are set out in Part 2 of KCSIE

The Board of Trustees and Executive Headteacher ensure that the pre-schools comply by addressing all aspects of KCSIE 2022

Trustees receive a safeguarding report from the Executive Headteacher termly.

4. Good Practice Guidelines and Staff Code of Conduct

To meet and maintain our responsibilities towards children we need to agree standards of good practice which form a code of conduct for all staff. Good practice includes:

- treating all everyone with respect
- being alert to changes in children's behaviour and to signs of abuse and neglect and recognising that challenging behaviour/Mental Health issues may be an indicator of abuse
- setting a good example by conducting ourselves appropriately, including online.
- involving children where possible, in decisions that affect them
- encouraging positive, respectful and safe behaviour among children including always challenging inappropriate, sexual or discriminatory language or behaviour.
- avoiding behaviour or language which could be seen as favouring children or being overly familiar.
- avoiding any behaviour which could lead to suspicions of anything other than a professional relationship with children.
- avoiding taking photos of children on personal mobile phones.
- reading and understanding the Safeguarding policy and guidance documents on wider safeguarding issues, for example bullying, behaviour, missing in education and appropriate IT/social media use.

- asking the children's permission before initiating physical contact, such as providing intimate care or when assisting with dressing.
- maintaining appropriate standards of conversation and interaction with and between children. Avoiding the use of sexualised or derogatory language, even in joke.
- being clear on professional boundaries and conduct with other staff when children are present.
- being aware that the personal, family circumstances and lifestyles of some children lead to an increased risk of abuse
- referring all concerns about a child's safety and welfare to a DSL, or, if necessary directly to police or children's social care
- following the pre-school's rules with regard to communication with children or their parents and use of social media and online networking
- avoiding unnecessary time alone with 1 child and risk manage any time alone or 1:1 working.

Transporting Children

- In general staff will not transport children in their own vehicles. If it is necessary staff will ensure this is agreed and recorded and that they have business insurance, ensure child is in the back seat in an age appropriate seat and restraint and that other staff and parents are informed of departure and estimated arrival times.

All of our staff are reminded of codes of conduct and safer working practice though specific training and regular reminders from the Executive Headteacher which incorporates Safer Working Practices in Education guidance 2022: [Home \(saferrecruitmentconsortium.org\)](http://saferrecruitmentconsortium.org)

5. Abuse of Position of Trust

All school staff are aware that inappropriate behaviour towards children is unacceptable and that their conduct towards children must be beyond reproach. Disciplinary and, in some cases, legal action can be taken if professional standards are not upheld.

In addition, staff should understand that, under the Sexual Offences Act 2003, it is an offence for a person over the age of 18 to have a sexual relationship with a person under the age of 18, where that person is in a position of trust, even if the relationship is consensual. This means that any sexual activity between a member of the school staff and a child under 18 may be a criminal offence, even if that child is over the age of consent.

6. Children Who May Be Particularly Vulnerable

Some children may have an increased risk of abuse. It is important to understand that this increase in risk is due more to societal attitudes and assumptions, and child protection procedures that fail to acknowledge children's diverse circumstances, rather than the individual child's personality, impairment or circumstances. Many factors can contribute to an increase in risk, including prejudice and discrimination, isolation, social exclusion, communication issues and reluctance on the part of some adults to accept that abuse can occur.

To ensure that all of our children receive equal protection, we will give special consideration to children who are:

- disabled or have special educational needs SEND/Young Carers/Children who need a social worker/Children in Care/ those recently returned to family from care/Children persistently absent from education/Children Missing Education CME/Electively Home Educated/ privately fostered/LGBT (lesbian gay bisexual trans)/asylum seekers/living transient lifestyles/do not have English as a first language/ under 1 year old/affected by domestic abuse/substance misuse/drug use/parental mental health issues/affected by mental health issues including self-harm and eating disorders/affected by poor

parenting/at risk of Fabricated or Induced Illness or perplexing presentations/taking part in anti-social behaviour or at risk of gang and youth violence/at risk of exclusion due to behaviour that may be trauma related/living away from home/vulnerable to being bullied, or engaging in bullying including cyber, homophobic, racist etc./missing from home or care/living in chaotic and unsupportive home situations/vulnerable to discrimination and maltreatment on the grounds of race, ethnicity, religion, disability or sexuality/vulnerable to extremism or radicalisation/vulnerable to faith abuse/involved directly or indirectly in child sexual exploitation CSE,CCE or trafficking/at risk of Honour Based Violence/Abuse (HBV/A) including; female genital mutilation (FGM) ,forced marriage and breast ironing.

This list provides examples of additional vulnerable groups and is not exhaustive.

Children with SEND

We know disabled children are 3-4 times more likely to suffer abuse than those without disabilities. Our school staff are alert to this and the additional barriers that can exist when recognising abuse and neglect in this group of children:

- The potential for children with SEND or certain medical conditions being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs
- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's condition or disability without further exploration
- Children with SEND being more prone to peer group isolation or bullying (including prejudice-based bullying) than other children
- Communication barriers and difficulties in managing or reporting these challenges

We work to address these additional challenges and consider the extra time and specific support required to allow these children to communicate effectively. Extra consideration will be given if using restraint and the impact this can have for children and young people experiencing abuse.

Wakefield SEND local offer: [Homepage \(mylocaloffer.org\)](http://mylocaloffer.org)

Children with a social worker

We recognise these children are highly likely to have suffered trauma. We will promote educational outcomes of this group by DSL's appropriately sharing information about the welfare, safeguarding and child protection issues that this group of children are experiencing, or have experienced with staff. DSL's will ensure staff, know who these children are, understand their learning and development progress, attendance and attainment and maintain a culture of high aspirations for this cohort; supporting staff to identify the challenges that children in this group might face due to their adverse childhood experiences ACES and the additional support and adjustments that they could make to best support these children.

7. Emotional Health and Wellbeing

Mental health is a state of well-being in which every individual realises their own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to their community. (World Health Organization)

In an average classroom, 5 children will be suffering from a diagnosable mental health condition. In addition to this it is likely that many more children will be struggling with their emotional wellbeing.

All staff are aware that mental health problems can, in some cases, be an indicator that a child has suffered or is suffering abuse. Only appropriately trained professionals can diagnose mental health problems but staff in our pre-schools are well placed to identify early signs that may suggest an issue. If staff have concerns about the mental health of a child they will speak to the DSL.

We understand the key messages below;

Key Messages

- **B**ehaviour is communication
- **A** significant trusted adult in school is key. Relationships are vital.
- **S**tudents need to feel safe to learn and thrive
- **I**nteraction can be an intervention
- **S**taff wellbeing is essential as a priority to supporting students, parents, carers and colleagues



If individual care plans are required this should be drawn up involving the child, the parents and relevant health professionals. This can include:

- Details of a child's condition/presenting difficulties
- Special requirements and precautions
- Medication and any side effects
- What to do and who to contact in an emergency
- The role the school can play

We understand the impact that the global pandemic of coronavirus and other national and world events, will have on our staff and children. We aim to promote positive mental health for every member of our staff and respond to mental ill health. We will ensure emotional support is provided especially during stressful times.

Possible warning signs of mental health issues and indicators to explore can include:

- Physical signs of harm that are repeated or appear non-accidental
- Changes in eating or sleeping habits
- Increased isolation from friends or family, becoming socially withdrawn
- Changes in activity and mood
- Unexplained changes in progress and achievement
- Discussing or joking about self-harm or suicide
- Substance misuse and/or engaging in risk taking behaviour
- Expressing feelings of failure and/or hopelessness
- Changes in clothing – e.g. long sleeves in warm weather, wearing baggy clothes, looking unkempt or spending a disproportionate amount of time on appearance.
- Secretive behaviour
- Repeated lateness or absence from school without obvious explanation
- Repeated physical pain, nausea and other physical symptoms with no evident cause

This list is not exhaustive which is why we invest in relationships with our children and being able to recognise, even small changes, in their individual behaviour and presentations.

We understand that taking a listening and empathetic approach is important when talking to children about their mental health issues and we have a culture that follows a supportive approach to mental health and wellbeing.

Listening and better understanding the circumstances and children's view may be initially what is needed rather than immediate advice or direction. If there are safeguarding concerns a discussion with the DSL and appropriate next steps will be taken to ensure safeguarding of the child.

We are aware that this may apply to our children's parents and therefore we may need to be ready to sign post to support. There is lots of information on our website: watertonpreschool.org/healthy-families/

Further information and links can be found at:

[Homepage - WF-I-Can](#)

[The Wakefield Resilience Framework \(riskandresilience.org.uk\)](http://riskandresilience.org.uk)

[Supporting children with medical conditions at school - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

[Promoting and supporting mental health and wellbeing in schools and colleges - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

[Mental health and behaviour in schools - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Suicide (suspected)

We recognise that suicide is one of the biggest killers of children and young people in the UK. Sadly, it is always a possibility that a school in our Trust may have to face dealing with a suspected suicide of a young person or staff member. We recognise that our PSED curriculum needs to be embedded in a culture of openness and support children's well-being and self esteem encouraging children to recognise and talk about their feelings.

Samaritans Step by Step guide responding to a suicide: [Step by Step resources | Samaritans](#)

To request support:

Email: stepbystep@samaritans.org

Call 0808 168 2528

The Step by Step service will help manage an effective and safe response, support staff and the child community to prepare for, respond to and recover from a suspected suicide.

We are aware of the national guidance document 'Building a Suicide Safer School/College' by Papyrus; advice on policy, prevention, postvention etc.

[400734-Schools-guide-PAPYRUS.pdf \(papyrus-uk.org\)](#)

[Supporting a child or young person with stress, depression or suicidal thoughts - Wakefield Council](#)

[Children's mental health - Wakefield Council](#)

If a serious incident happens involving one of our children or their parents we will immediately inform the Local Authority by contacting social care/MASH. And refer to the procedures in our Loss and Bereavement policy. watertonpreschool.org/policies/

8. Sexual Violence and Sexual Harassment (SVSH) & other Current Issues

There are many issues of concern affecting children today and not all can be listed here. For a guidance and further resources/links list, see Part 1 and Annex B in Keeping Children Safe in Education. [Keeping children safe in education - GOV.UK \(www.gov.uk\)](http://www.gov.uk) The issues are often complex and overlap. For resources on a wide range of safeguarding topics locally [Schools & Colleges • Wakefield Safeguarding Children \(wakefieldscpc.org.uk\)](http://wakefieldscpc.org.uk)

Whilst we don't anticipate that this will be an issue with our young children, we have a consistent approach of managing children's behaviour and recognising it as communication and as possible signs of abuse. We will always consult with other agencies if there are any concerns.

When to report to police the following guidance will be followed: [2491596 C&YP schools guides.indd \(npcc.police.uk\)](#)

Online safety is exceptionally important and will recognise that children including young children have easy access to the internet and gaming at home which can quickly lead to inappropriate content. Appropriate filters and monitoring are in place in our settings, as well as education of staff.

We share information on online safety with parents via our website and through our newsletters.

watertonpreschool.org/safeguarding/

Children will often not feel ready or able to tell someone about the abuse, we work hard to build trusting and safe relationships with all of our children and all staff are encouraged to be professionally curious if they suspect safeguarding issues.

Child on Child Abuse Sharing nudes & semi nudes/bullying/racism/sexual assaults/physical assault/hazing or initiating

Child on child abuse, will always be taken seriously and swiftly acted upon, under the appropriate policy e.g. safeguarding, behaviour, bullying and a risk assessment completed as required. Children will be encouraged to report any concerns freely.

It will not be dismissed as 'banter' or 'part of growing up'. All staff are trained to respond to inappropriate comments etc. These issues will be part of PSED discussions.

Sexual Violence and Harassment Sexual violence and sexual harassment can occur between two children of any age and sex, from early years through to secondary stage and into colleges. It can occur through a group of children sexually assaulting or sexually harassing a single child or group of children. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and face to face (both physically and verbally) and are never acceptable.

Like with all safeguarding issues our staff will recognise that 'it could happen here' and be vigilant to signs and indicators that a child could be suffering.

Addressing inappropriate behaviour (even if it appears to be relatively innocuous) can be an important intervention that helps prevent problematic, abusive and/or violent behaviour in the future. Girls are especially vulnerable to this type of abuse.

Sexual Violence includes rape, assault by penetration and sexual assault.

Sexual Harassment is unwanted conduct of a sexual nature and can include lewd comments/sexual jokes, physical behaviour e.g. showing sexual pictures, deliberately touching/brushing up against someone, online sexual harassment, up skirting.

we will;

- never tolerate or normalise this behaviour and are very clear is not an inevitable part of growing up;
- not tolerate or dismiss sexual violence or sexual harassment as "banter", "part of growing up", "just having a laugh" or "boys being boys";
- challenge behaviour (potentially criminal in nature), such as grabbing bottoms, breasts and genitalia and

flicking bras/pulling down trousers and lifting up skirts.

- understand that all of the above can be driven by wider societal factors beyond the school and college, such as everyday sexist stereotypes and everyday sexist language.
- ensure this is addressed through our sequential RSHE program.
- ensure all incidents are recorded and acted upon swiftly.

Consent is about having the freedom and capacity to choose. Consent can be withdrawn at any time.

We recognise children with Special Educational Needs and Disabilities (SEND) are three times more likely to be abused than their peers. Additional barriers can sometimes exist when recognising abuse in SEND children. Therefore, any reports of abuse involving children with SEND will involve liaison with the Designated Safeguarding Lead (or deputy) and the SENCO

Children who are lesbian, gay, bi, or trans (LGBT) can be targeted by their peers. In some cases, a child who is perceived by their peers to be LGBT (whether they are or not) can be just as vulnerable as children who identify as LGBT.

Victim's will never be blamed or made to feel ashamed for coming forward. We will ensure support for the alleged perpetrator as well as the alleged victim throughout the process. Support can run alongside any sanctions for perpetrator as we realise perpetrators may be victims themselves. (we are aware that the term victim and perpetrator may not be how children identify themselves and will be considerate of this especially when talking to children and their parents)

We will seek advice from other agencies such as police or social care if the case is above early help or internal management.

Any incidents of sexual violence will be reported to police. If police then interview a child we understand the requirement for an Appropriate Adult to be present, parent etc

National Harmful Sexual Behaviour Support Service: Harmful Sexual Behaviour Support Service | SWGfL

Sexual Assault Referral Centre SARC: Visiting Our SARC - THE HAZLEHURST CENTRE

See victim support services in Wakefield (on webpage).

In April 2021 in response to 'Everyone's Invited' website testimonies the NSPCC set up a Report Abuse in Education Helpline 0800 136 663. For children/adults/professionals and parents.

Up skirting Up skirting is a term used to describe the act of taking a sexually intrusive photograph under a person's clothing without their permission/knowledge with the intention of viewing to obtain sexual gratification or to cause the victim humiliation, distress or alarm. This is a criminal offence. We will take police advice on any cases of this.

Sharing Nudes and Semi Nudes (previously known as Sexting/Youth Produced Sexual Imagery) This is defined as the sending or posting of nude or semi-nude images, videos or live streams online by young people under the age of 18. This could be via social media, gaming platforms, chat apps or forums. It could also involve sharing between devices via services like Apple's AirDrop which works offline. Alternative terms used by children and young people may include 'dick pics' or 'pics'. The motivations for taking and sharing nude and semi-nude images, videos and live streams are not always sexually or criminally motivated.

This advice does not apply to adults sharing nudes or semi-nudes of under 18-year olds. This is a form of child sexual abuse and must be referred to the police as a matter of urgency. Nor does it apply to children

sharing adult pornography, which depending on its nature and other circumstances, may be handled through the school's behaviour policy.

School will follow the below guidance to define (aggravated or experimental), risk assess and respond to any incident; and staff will avoid viewing, saving or forwarding any images or videos. Agencies such as police and social care will be involved if required.

The incident will be referred to DSL asap. The DSL team will hold an initial review meeting. Children involved will be spoken to. Parents will be informed to support child (unless this places the child at risk). Referrals will be made to other agencies if necessary.

Sharing nudes and semi nudes guidance: [Sharing nudes and semi-nudes: advice for education settings working with children and young people - GOV.UK \(www.gov.uk\)](#)

Remove a nude image online: [Remove a nude image shared online | Childline](#)

Searching screening and confiscation guidance for schools: [Searching, screening and confiscation at school - GOV.UK \(www.gov.uk\)](#)

Children with Harmful Sexual Behaviour HSB/Wakefield HSB panel

Research suggests that up to 40 per cent of child sexual abuse is committed by someone under the age of 18.

Harmful sexual behaviour (HSB) is developmentally inappropriate sexual behaviour which is displayed by children and young people and which may be harmful or abusive (derived from Hackett, 2014). It may also be referred to as sexually harmful behaviour or sexualised behaviour.

HSB encompasses a range of behaviour, which can be displayed towards younger children, peers, older children or adults. It is harmful to the children and young people who display it, as well as the people it is directed towards

The management of children and young people with sexually harmful behaviour is complex and we will work with other agencies to risk assess and maintain the safety of the whole school community. Young people who display such behaviour may be victims of abuse themselves and the child protection procedures will be followed for both victim and perpetrator. Staff who become concerned about a child's sexual behaviour should speak to a DSL as soon as possible. We will consider the Brook Traffic Light tool when making judgements. – (ensure you have the most up to date version of this tool)

Wakefield HSB panel The support offered by this panel will be accessed via MASH if necessary. This will ensure a coordinated response for perpetrator as well as victim.

Panel members include;

Police

Social care

Forensic CAMHS: [Forensic child and adolescent mental health services \(CAMHS\) - South West Yorkshire Partnership NHS Foundation Trust](#)

Bullying Is usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- where there is an imbalance of power.

Is a very serious issue that can cause considerable anxiety and distress. At its most serious level, bullying can have a disastrous effect on a child's wellbeing and in very rare cases has been a feature in the suicide of some young people.

For info on sexual and sexist bullying;

All incidences of bullying, including cyber-bullying, sexual bullying and prejudice-based bullying will be recorded and reported and will be managed through our behaviour and tackling-bullying procedures. All children and parents receive a copy of the procedures on joining the school and the subject of bullying is addressed at regular intervals in PSHE/RSHE education. If the bullying is particularly serious, or the tackling bullying procedures are deemed to be ineffective, the Headteacher and the DSL's will consider implementing child protection procedures.

Bullying incidents including discriminatory and prejudicial behaviour e.g. sexual, racist, disability and homophobic bullying and use of derogatory language will be recorded, analysed and swiftly responded to.

<https://watertonpreschool.org/policies/>

[Preventing bullying - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

[Sexual and sexist bullying \(anti-bullyingalliance.org.uk\)](http://anti-bullyingalliance.org.uk)

[Cyberbullying Guidance | Childnet](#)

Contextual Safeguarding/ Extra Familial abuse

Contextual Safeguarding/Extra Familial abuse is an approach to understanding, and responding to, young people's experiences of significant harm beyond their families. It recognises that the different relationships that young people form in their neighbourhoods, schools and online can feature violence and abuse. Parents and carers have little influence over these contexts, and young people's experiences of extra-familial abuse can undermine parent-child relationships. Extra Familial abuse, therefore, expands the objectives of child protection systems in recognition that young people are vulnerable to abuse in a range of social contexts. For example, online safety, drug use, CCE, CSE, Mental Health issues, knife crime, radicalisation.

Contextual Safeguarding Network: contextualsafeguarding.org.uk

Hate Crime

Any hate crime/incident will be reported through local reporting mechanisms –Hate Crime/incident is any behaviour that anyone thinks was caused by hatred of: race, sexual orientation, gender identification, disability, religion or faith.

A hate crime could be name calling, arson/fire, attacks or violence, damage such as to your house or car, graffiti or writing. Police will be involved if necessary.

Hate crime - Wakefield Council

Children Missing Education CME CME is defined as children of compulsory school age who are not registered at a school and are not receiving suitable education otherwise that at school e.g. home schooling.

However, at any stage persistence absence and any child going missing from school, which includes within the school day, is a potential indicator of abuse and neglect, including exploitation, mental health concerns, risk of forced marriage, Fabricated and Induced Illness etc. Unauthorised absences will be monitored and followed up in line with procedures, particularly where children go missing on repeated occasions. All staff will be aware of the signs of risk and individual triggers including travelling to conflict zones, FGM and forced marriage.

We take attendance registers at the start of every session. Although attendance is not statutory for our children, we uphold our attendance policy and follow procedures relating to non-attendance at our pre-schools.

watertonpreschool.org/policies/

All children will be placed and removed from admission and attendance registers as required by law.

We will collect, where possible, more than one emergency contact number for each child.

We will inform the local authority of any child removed from our admission register. We will inform the local authority of any child who fails to attend for a continuous period in line with local Wakefield procedures. Missing Officer – details in appendix.

Local procedures: [Children Missing Education - Wakefield Council](#)

One Minute Guides: [Wakefield Safeguarding Children \(wakefieldscp.org.uk\)](http://wakefieldscp.org.uk)

Child Sexual Exploitation CSE CSE is a form of sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child (male or female) into sexual activity (a) in exchange for something the victim wants or needs, 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. CSE does not always involve physical contact; it can occur through the use of technology. CSE can affect 16- and 17-year olds who can legally consent to have sex. It includes contact and non-contact sexual activity e.g. copying images and posting on social media. It can affect both male and females and can include children who have been moved/trafficked for exploitation.

This is a serious crime and is never the victim's fault even if there is some form of exchange. Staff will be careful to use appropriate language that does not victim blame;

[Appropriate language: Child sexual and/or criminal exploitation guidance for professionals - Tackling Child Exploitation \(researchinpractice.org.uk\)](#)

[Child sexual exploitation: definition and guide for practitioners - GOV.UK \(www.gov.uk\)](#)

The police team can be contacted for extra support and information. (details in appendix) NB they do not take the place of your usual reporting procedures.

Child Criminal Exploitation CCE / County Lines In a similar way to sexual exploitation CCE is when there is a power imbalance where children are used by individuals or gangs to take part in criminal activity, this can include drug running, working in cannabis factories, stealing/pickpocketing, vehicle crime, threatening other young people, etc. The child often believes they are in control of the situation. High levels of violence, coercion and intimidation are common. Where gangs/organised groups often manipulate children and create situations where the child owes them money – debt bonding. Staff will be careful to not use language that blames the victim – see above guidance.

County lines is a term used to describe

gangs supplying drugs to suburban areas and market and coastal towns using dedicated mobile phone lines or “deal lines”. It involves child criminal exploitation (CCE) as gangs use children and vulnerable people to move and store drugs and money. Gangs establish a base in the market location, typically by taking over the homes of local vulnerable adults by force or coercion in a practice referred to as ‘cuckooing’.

County lines is a major, cross-cutting issue involving drugs, violence, gangs, safeguarding, criminal and sexual exploitation, modern slavery, and missing persons; and the response to tackle it involves the police, the

National Crime Agency, a wide range of Government departments, local government agencies and VCS (voluntary and community sector) organisations. County lines activity and the associated violence, drug dealing and exploitation have a devastating impact on young people, vulnerable adults and local communities.

[Criminal exploitation of children and vulnerable adults: county lines - GOV.UK \(www.gov.uk\)](#)

Local exploitation resources: Child Exploitation Wakefield Safeguarding Children (wakefieldscp.org.uk)

In both CSE and CCE children's vulnerability as victims is not always recognised by professionals.

Serious Violence Staff will look out for signs that indicate that a child may be at risk of or involved in serious crime, including criminal networks or gangs and follow the appropriate referral pathways for help and support. We understand that children who are likely to be involved in violence may have previously suffered trauma and abuse and that peak times, for serious violence involving school children, can be just before or just after school hours.

Practical advice for schools/colleges: [Advice to schools and colleges on gangs and youth violence - GOV.UK \(www.gov.uk\)](#)

Searching screening and confiscation guidance for schools: [Searching, screening and confiscation at school - GOV.UK \(www.gov.uk\)](#)

Domestic Abuse This does not have to include violence to be classed as abuse.

Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, personally connected. The abuse can encompass, but is not limited to:

- coercive/controlling
- physical
- sexual
- economic
- emotional

1:4 women and 1:6 men will experience Domestic abuse at some time in their lifetime. Children are victims in their own right of this type of abuse, i.e. if they are seeing or hearing this abuse it can have a detrimental long-term impact on their health, development and ability to learn.

We are mindful that staff may be victims or perpetrators and we signpost to local and national services.

The schools in which we operate are taking part in Operation Encompass. Where they receive information, the next day, if police have been called out to a domestic abuse incident and any of our children were present. The purpose of this information sharing is to make the next day better for the child. Where siblings in our settings are involved the school's DSL will share this information with our DSLs.

[Home: Operation Encompass](#)

[Domestic abuse - here to help - Wakefield Council](#)

National Service - Injunctions etc: [Domestic Violence & Abuse · Emergency Injunction Service \(ncdv.org.uk\)](#)

Resources for children: [The Hide Out](#)

Parental Conflict advice website: [Home - Relationship Matters](#)

Honour Based Violence/Abuse HBV/A – e.g. FGM/Forced Marriage/Breast Ironing.

Female Genital Mutilation FGM This is illegal and a form of child abuse. It involves a procedure to remove all or some of the female genitalia or any other injury to these organs. Staff will be aware of the signs and indicators of this and their mandatory legal duty to report *known cases* on under 18's to the police. How school staff will know is probably through intimate care or the child making a direct disclosure.

Multi agency guidelines: [Multi-agency statutory guidance on female genital mutilation - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/392222/multi-agency-guidance-on-female-genital-mutilation.pdf)

[PDF FGM Schools Guidance 18.06.2019 \(nationalfgmcentre.org.uk\)](https://www.nationalfgmcentre.org.uk/PDF/FGM_Schools_Guidance_18.06.2019.pdf)

Forced Marriage Is illegal and a form of child abuse. A marriage entered into without the full and free consent of one or both parties, where violence, threats or coercion is used.

Multi agency guidelines: [Handling cases of forced marriage: multi-agency practice guidelines \(English\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/392222/multi-agency-guidance-on-forced-marriage.pdf)

National Charity – Karma Nirvana: [Karma Nirvana](https://www.karnanirvana.org/)

Breast ironing, also known as **breast** flattening, is the pounding and massaging of a pubescent girl's breasts, using hard or heated objects, to try to make them stop developing or disappear.

Preventing Radicalisation This is part of our wider safeguarding duty. We recognise that school plays a significant part in the prevention of this type of harm. We will include education through our PSED curriculum and encourage 'British Values' and critical thinking.

We are aware extremism spans many topics including misogynistic e.g. Incel. However, in Wakefield right wing extremism is most common.

An incel, an abbreviation of "involuntary celibate", is a member of an online subculture of people who define themselves as unable to find a romantic or sexual partner despite desiring one. Discussions in incel forums are often characterised by resentment and hatred, misogyny, self-pity and self-loathing, racism, a sense of entitlement to sex, and the endorsement of violence against women and sexually active people.

We will intervene where possible to prevent vulnerable children being radicalised. The internet has become a major factor in radicalisation and recruitment.

Extremism – vocal or active opposition to our fundamental values, including democracy, rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.

Radicalisation – refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

Terrorism – an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

As with all other forms of abuse, staff should be confident in identifying children at risk and act proportionately.

The DSL team is appropriately trained and be able to offer advice, support and information to other staff. We will work with other partners including the Prevent Police officer and Channel Panel – a voluntary confidential support program for those who are considered vulnerable to being drawn into terrorism.

We will ensure safe internet filters are in place and ensure our children are educated in online safety.

Resources to educate children: [Educate Against Hate - Prevent Radicalisation & Extremism](#)

Prevent in Wakefield - Wakefield Council

Private Fostering A private fostering arrangement is one that is made privately (without the involvement of a local authority) for the care of a child under the age of 16 years (under 18, if disabled) by someone other than a parent or close relative, in their own home, with the intention that it should last for 28 days or more. (*Close family relative is defined as a 'grandparent, brother, sister, uncle or aunt' and includes half-siblings and step-parents; it does NOT include great-aunts or uncles, great grandparents or cousins.)

The school will follow the legal requirements of reporting to the Local Authority as set out by WSCP.

[Private Fostering • Wakefield Safeguarding Children \(wakefieldscp.org.uk\)](#)

Homelessness

Wakefield procedures and support, including 16- and 17-year olds: [Being homeless - Wakefield Council](#)

Drug Use

Local service – Turning Point Inspiring Recovery: [Turning Point | Health & Wellbeing \(turning-point.co.uk\)](#)

National Drug website: [Honest information about drugs | FRANK \(talktofrank.com\)](#)

Dealing with issues relating to Parental Responsibility – Dispute Resolution: Parental responsibility: guide for schools and local authorities - GOV.UK (www.gov.uk)

[Get help with child arrangements - Get help with child arrangements \(justice.gov.uk\)](#)

Perplexing Presentations and Fabricated Illness Fabricated or induced illness (FII) is a rare form of child abuse. It occurs when a parent or carer, usually the child's biological mother, exaggerates or deliberately causes symptoms of illness in the child. Perplexing Presentations sits under this where we have concerns but do not have evidence the child is a risk of significant harm. In all these cases we will follow local protocols and seek advice from health colleagues. See protocol below (includes signs and indicators);

Local procedures: [1.4.22 Perplexing Presentations \(PP\) and Fabricated or Induced Illness \(FII\) in Children \(proceduresonline.com\)](#)

Safe Sleeping/Coping with Crying – for early years: ICON / Safer Sleep | Wakefield Safeguarding Children Partnership (WSCP) (wakefieldscp.org.uk)

9. Online Safety

Many of our children will have access to mobile phones, tablets and computers at home on a daily basis. They are a source of fun, entertainment, communication and education. However, we know that some adults and young people will use these technologies to harm children. The harm might range from sending hurtful or abusive communications, to enticing children to engage in sexually harmful conversations, webcam photography, encouraging radicalisation or face-to-face meetings. We have reasonable filters and monitoring in place on school equipment and provide advice to parents on our website. The DSL team are responsible for online safety Cyberbullying and sharing nudes and semi nudes by children, via texts and emails, will be treated as seriously as any other type of bullying and in the absence of a child protection concern will be addressed.

Chatrooms and some social networking sites are the more obvious sources of inappropriate and harmful behaviour and children are not allowed to access these sites in school. Some children may be 'chatting' outside school. Parents are encouraged to consider measures to keep their children safe when using social media, we advise parents by sending regular online newsletters and promoting online safety on our website.

We also discuss online safety at parents' meetings and speak to individual families as soon as we become aware of any issues.

The breadth of issues classified within online safety is considerable, but can be categorised into four areas of risk:

- **Content:** being exposed to illegal, inappropriate or harmful material; for example, pornography, fake news, racism, misogyny, self-harm, suicide, anti-Semitism or radical and extremist views;
- **Contact:** being subjected to harmful online interaction with other users; for example, Child on Child pressure, commercial advertising as well as adults posing as children or young adults with the intention to groom and exploit them for financial, criminal, sexual or other purposes.
- **Conduct:** personal online behaviour that increases the likelihood of, or causes, harm; for example, making, sending and receiving explicit images (consensual and non-consensual sharing of nudes and semi nudes and 'or pornography, or online bullying and
- **Commerce.** Risks such as online gambling, inappropriate advertising, phishing or other financial scams.

Children will be educated in online safety in an age appropriate way, and regularly reminded, as an ongoing part of our curriculum.

If required we will seek advice from local sources or the national helplines;

Professionals Online Safety Helpline POSH

[Professionals Online Safety Helpline - UK Safer Internet Centre](#)

[Online Safety Self-Review Tool for Schools | 360safe | 360safe](#)

If we use any external speaker to add to our curriculum we will ensure we follow the below advice and checklist: [Using External Visitors to Support Online Safety Education: Guidance for Educational Settings - GOV.UK \(www.gov.uk\)](#)

We will not respond to individual apps or challenges which may occur, so as not to give more attention to the publicity, but will simply reiterate our basic online safety messages as and when required.

[Harmful online challenges and online hoaxes - GOV.UK \(www.gov.uk\)](#)

To protect children from mobile technology accessing 3G, 4G and 5G we will have a ban on mobile phones whilst in school.

Report harmful content: [Report Harmful Content - We Help You Remove Content](#)

Teaching Online Safety in Schools: [Teaching online safety in schools - GOV.UK \(www.gov.uk\)](#)

Education for a Connected World: [Education for a Connected World - GOV.UK \(www.gov.uk\)](#)

Filtering and monitoring: [Appropriate Filtering and Monitoring - UK Safer Internet Centre](#)

10.Helping Children to Keep Themselves Safe

Children are taught to understand relationships, respect and promote British values and respond to and calculate risk through our PSED curriculum. Included in this is the knowledge they need to recognise and to report abuse whilst being clear that it is never the fault of the child who is abused and that victim blaming is always wrong.

Our approach is designed to help children to think about risks they may encounter both on and off line and have help to work out how those risks might be overcome and the support available to them. Discussions

about relationships and risk are empowering and enabling for all children and promote sensible behaviour rather than fear or anxiety. Children are taught how to conduct themselves and how to behave in a responsible manner. Children are also reminded regularly about consent, online safety, including sharing nudes/semi nudes and bullying procedures including the legalities and consequences and where to go for help. We mark anti bullying week, safer sleeping week, children's mental health week, internet safety day etc.

Our Pre-Schools continually promote an ethos of respect for children and the emotional health and wellbeing of our children is important to us. Children are encouraged to speak to a member of staff about any worries they may have.

We make our children aware that if they disclose that they are being harmed or that they have, or intend, to harm another that this cannot be kept secret and that information will need to be shared.

We acknowledge and sign up to Wakefield's Young Peoples Charter and actively promote this across school. [Wakefield Safeguarding Children \(wakefieldscp.org.uk\)](http://wakefieldscp.org.uk)

Further resources: [The Wakefield Resilience Framework \(riskandresilience.org.uk\)](http://riskandresilience.org.uk)

Primary schools NSPCC PANTS program
[PANTS resources for schools and managers](#) | [NSPCC Learning](#)

[Childline](#) | [Childline](#)

11.Support for Those Involved in a Child Protection Issue

Child abuse is devastating for the child and can also result in distress and anxiety for staff who become involved.

We will support children, their families, and staff by:

- taking all suspicions and disclosures/ allegations seriously
- nominating a link person (*DSL*) who will keep all parties informed and be the central point of contact
- where a member of staff is the subject of an allegation made by a child, a separate link person will be nominated to avoid any conflict of interest
- responding sympathetically to any request from a child or staff for time out to deal with distress or anxiety
- maintaining confidentiality and sharing information on a need-to-know basis only with relevant individuals and agencies
- maintaining and storing records securely
- offering details of helplines, counselling or other avenues of external support
- following the procedures laid down in our whistleblowing, complaints and disciplinary procedures
- cooperating fully with relevant statutory agencies.

12.Complaints Procedure

Our complaints procedure will be followed where a child or parent raises a concern about poor practice that initially does not reach the threshold for child protection action. Poor practice examples include unfairly singling out a child, belittling a child or discriminating against them in some way. Complaints are managed by senior staff, the Executive Headteacher and trustees.

Complaints from staff are dealt with under the Trust's complaints and disciplinary and grievance procedures.

All complaints and concerns are recorded.

13. If you have Concerns about a Colleague or Safeguarding Practice

Staff who are concerned about the conduct of a colleague or safeguarding practice within the school are undoubtedly placed in a very difficult situation.

All staff must remember that the welfare of the child is paramount and staff should feel able to report all concerns, no matter how small, about a colleague or the safeguarding practice within our pre-schools. The school's whistleblowing code enables staff to raise concerns or allegations in confidence and for a sensitive enquiry to take place.

All concerns of poor practice or possible child abuse by colleagues should be reported immediately to the Executive Headteacher. Complaints about the Executive Headteacher should be reported to the chair of trustees.

Staff may also report their concerns directly to the LADO or the police if they believe direct reporting is necessary to secure action or to the NSPCC whistleblowing helpline – see appendix.

All concerns will be recorded.

14. Allegations and low-level concerns against staff

When an allegation is made against a member of staff, including supply staff and volunteers, set procedures must be followed. See Keeping Children Safe in Education Part 4. It is vitally important to have a culture of openness and transparency and a consultation with the LADO will happen if staff have;

- Behaved in a way which has harmed, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child or
- Behaved towards a child or children in a way that indicates they would pose a risk of harm to children or
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children. (this includes behaviour that may have happened outside of work – transferable risk)

Allegations and low-level concerns against staff should be immediately reported, in any event within 24hrs of becoming aware, to the Executive Headteacher. Allegations and concerns against the Headteacher should be reported to the Chair of Trustees. Staff may also report their concerns directly to Police or LADO or NSPCC whistle blowing helpline if they believe direct reporting is necessary to secure action.

The Executive Headteacher should do an initial consideration/fact find in order to establish if there is substance to the allegation or concern. Any agency for supply staff/contractors etc should also be involved/informed.

In the event of the Executive Headteacher being absent the next senior DSLs are the setting managers.

In cases of allegations hitting the above criteria:

The Executive Headteacher should NOT carry out any investigation, other than the initial basic fact find, until consultation with the LADO. Full and accurate records will be made at every stage alongside HR processes.

Referrals must be made to the LADO within one working day. Case managers may then be invited to a meeting coordinated by the LADO.

Depending on outcomes of investigations it may be necessary to report to the DBS/Teaching Regulation Agency as per guidance.

It is rare for a child to make an entirely false or malicious allegation, although misunderstandings and

misinterpretations of events do happen. We recognise that a child may also make an allegation against an innocent party because they are too afraid to name the real perpetrator. However, if a child is found to continually make false allegations this may be a sign of mental health issues and a referral to services such as CAMHS may be required.

An uncomfortable fact is that some professionals do pose a serious risk to children and we must act on every allegation and concern. However, staff who are the subject of an allegation have the right to have their case dealt with fairly, quickly and consistently and to be kept informed of its progress. Suspension is *not* the default option and alternatives to suspension will always be considered. In some cases, staff may be suspended where this is deemed to be the best way to ensure that children are protected. Staff will be advised to contact their trade union and will also be given access to a named representative.

The full procedures for dealing with allegations against staff, including supply staff, can be found in *Keeping Children Safe in Education* part 4.

Staff, parents and trustees are reminded that publication of material that may lead to the identification of a staff member who is the subject of an allegation is prohibited by law. Publication includes verbal conversations or writing, including content placed on social media sites. We will communicate this to all parties.

Safer Working Practice training is undertaken every 2 years by the Executive Headteacher and Managers who then provide regular reminders regarding staff of code of conduct and behaviour expectations. This is important to avoid any culture slippage or erosion of the code of conduct and values we expect from all staff.

In cases of low-level concerns

We will robustly record any low-level concerns that may not reach the above thresholds. We promote a culture of openness and provide a robust structure to handling concerns about behaviour however low level. Sharing of low-level concerns by staff to the Executive Headteacher will be viewed as a neutral act.

These records will be kept in a central low-level concerns file including the details of the concern, the context and the action taken. These records will be reviewed by the Executive Headteacher and the Managers so that patterns can be identified and a record of these reviews will be made. Records will be kept until the person leaves our employment.

Staff are encouraged to self-refer any of their own behaviour both inside and outside school which could be constituted as a concern.

The Executive Headteacher will speak to the person who raised the concern, witnesses and also to the person subject to the concern. Then review the information to determine, if the behaviour is consistent with the code of conduct, the behaviour constitutes a low-level concern or the behaviour is not serious enough to consider a referral to LADO but may merit advice from the LADO or this is a pattern that now hits LADO referral criteria. Robust recording will take place including the rationale for decision and action taken.

This will all be done discreetly and, on a need to know basis.

We will use the reporting form – see appendix E (farrer toolkit): [safe_low-level-concerns-guidance-2021-as-at-june-2022.pdf \(farrer.co.uk\)](#)

15. Staff Training and Induction

It is important that all operational staff, including temporary and volunteers, have regular training to enable them to recognise the possible signs of abuse and neglect and to know what to do if they have a concern, including, Early Help responsibilities and whistleblowing.

All staff, including site staff, college children and volunteers will be inducted in and then regularly trained in Safeguarding, including sexual violence and harassment and online safety, and be given regular updates by the DSL team in the form of emails/ online training updates / 1 min / 7 min guides / input at staff meetings termly or as required when new information emerges.

WSCP advice is that all staff receive basic safeguarding refresher training once every 2 years with DSL team having top ups in between alongside Safer Working Practice Training also every 2 years with the Managers issuing regular code of conduct reminders to all staff in between. We hold our Pre-Schools to the same robust standards and expectations in terms of safeguarding knowledge and practices. All of our staff are aware of and trained in the following; Safer Working Practices in Education guidance 2022.

[Home \(saferrecruitmentconsortium.org\)](http://saferrecruitmentconsortium.org)

New staff and trustees will receive an induction in safeguarding which includes the school's child protection policy, appropriate parts of KCSIE, details of the DSL's and their role, reporting and recording arrangements specific to the Pre-School, dates of their last training, the staff code of conduct, CME and positive behaviour policy and the whistleblowing policy. Staff will sign to say they have received this and understood and will be tested to ensure comprehension.

Staff are trained to seek and record the voice of the child and take this into consideration when taking decisions. However, there may be circumstances where we override the child's wishes and feelings to act in their best interests e.g. in case of CSE/CCE where, as a result of perpetrator grooming, the child states they do not want any intervention.

Our staff are trained in ACEs Adverse Childhood Experiences, and are trauma aware, they understand and aim to work towards trauma informed practice.

DSL's will receive face to face training updated every two years. They must also do Prevent training. All DSL's are strongly recommended to also attend the Wakefield multi-agency Working Together Training – A Shared Responsibility.

DSL's will be supported and encouraged to attend additional training to keep up to date, including DSL forums, sign up to WSCP E-bulletin and other multi-agency training offered by WSCP and the Safeguarding Advisor. Specifically, they are encouraged to attend specific Domestic Abuse training, before signing up to Operation Encompass, and specific Online Safety training.

For further info on multi agency free face to face or recorded courses see: [Schools, Colleges, Learning & Development • Wakefield Safeguarding Children \(wakefieldscp.org.uk\)](#)

All trustees will receive strategic level safeguarding training every 2 years. The DSL team may invite trustees to any staff operational training / include them in staff safeguarding newsletters etc, whilst acknowledging this just for interest / understanding and is in addition to the strategic level training they require.

DSL team also provide trustees with regular strategic reports.

The Executive Headteacher and Chair of Trustees are encouraged to undertake managing allegations against staff training / or to have read and understood Part 4 of KCSIE. Any member of staff involved in recruitment of staff / interview panels etc is encouraged to read part 3 of KCSIE and undertake the Safer Recruitment training – at least one member of interview panel must be trained. WSCP recommend Safer Recruitment Consortium as the provider (this course is offered through Wakefield Traded Services)

All training will be noted in the training file, including sign in sheets, certificates and test/quiz results and monitored to flag in advance when updates are required. Any training done by third party or independent providers MUST reflect local protocols and training minimum standards.

The booklet 'What to do if you're worried a child is being abused' 2015 and Part One & Annex B of Keeping Children Safe in Education are distributed to the staff team and can be found on the staff notice board and in the Safeguarding information file. Relevant parts of KCSIE are issued and understanding checked at the start of every academic year.

Supply staff and other visitors in contact with children will be given the Pre-School's Visitor Leaflet with a brief summary of key safeguarding information pertinent to the Pre-School.

We will check staff have understood the training received by;

Running an annual quiz and collating the results following up any identified misunderstandings if they arise. Staff will have a safeguarding quiz question or topic to discuss as part of every staff meeting. A notes sheet is completed by each team member and a copy given to the manager detailing key learning from training attended either face to face or online. Staff may be asked to present and disseminate information to colleagues in their setting.

16.Safer Recruitment

Our Pre-Schools endeavour to ensure that we do our utmost to employ 'safe' staff by following the guidance in Keeping Children Safe in Education; together with WSCP and the school's individual procedures. At least one person on every interview panel will have undertaken Safer Recruitment training run by The Safer Recruitment Consortium which is provided locally and recommended by WSCP. The Executive Headteacher and setting Managers will keep up to date with this training.

Recruitment, selection and pre-employment vetting is carried out in accordance with Keeping Children Safe in Education – Part 3. Including;

- Recruitment and selection process
- Pre-appointment and vetting checks, regulated activity and recording information
- Other checks that may be necessary for staff volunteers and others including the responsibilities on schools and colleges for children in other settings.
- How to ensure ongoing safeguarding of children and the legal reporting duties on employers

CV's will not be accepted as part of the application process

Self-disclosure information on applicants obtained prior to shortlisting will not be used as part of the shortlisting process

Online searches of publicly available information will be carried out as part of the Pre-Schools due diligence on shortlisted candidates and candidates will be made aware of this.

References will be sought before interview so any concerns can be explored with the applicant at interview along with any gaps or inconsistencies from their application form.

All offers of employment will be conditional upon satisfactory completion of the pre-employment checks applicable for the role.

To comply with the DBS code of practice and Under GDPR we will not keep the original or copies of DBS certificates.

The Single Central Record is maintained in accordance with Keeping Children Safe in Education Part 3. Template available from: <https://www.tradedservices.wakefield.gov.uk/Services/5407>

We will obtain written confirmation from supply agencies that agency and third-party staff have been appropriately checked and trained and ensure the correct person arrives in school.

Volunteers

Volunteers, including trustees will be risk assessed and undergo checks commensurate with their work in the Pre-Schools and contact with children i.e. if they are in regulated activity or not and this will be recorded. Copies of this can be found in Safeguarding information file in Pre-School offices. Also available to download from: <https://www.tradedservices.wakefield.gov.uk/Services/5407>

Contractors

We will check the identity of all contractors working on site and request evidence of checks where they work in regulated activity or unsupervised.

Visitors

If they work in regulated activity we will request identification when they visit and written evidence from their employer that all relevant checks have been carried out. The Managers will use their professional judgement regarding escorting visitors in their Pre-School. All visitors will be asked to wear a badge identifying them as a visitor.

Supply staff and other visiting staff will be given the Pre-School's Visitor Leaflet.

17.Site Security

Visitors to the school are asked to sign in, if necessary show ID, and are given a badge, which confirms they have permission to be on site. All visitors will be issued with a leaflet informing them of who the DSL's are, the code of conduct expected and what to do if they have a safeguarding concern. Parents who are simply delivering or collecting their children do not need to sign in. All visitors are expected to enter through one entrance and observe the school's safeguarding and health and safety regulations to ensure children in school are kept safe. The Pre-School Managers will exercise professional judgement in determining whether any visitor should be escorted or supervised while on site. All staff are expected to clearly display their ID badges whilst on site.

18.Extended School and Off-Site Arrangements

Where extended school activities are provided by and managed by the school, our own child protection policy and procedures apply and a DSL will be available. If other organisations provide services or activities on our site we will check that they have appropriate procedures in place, including safer recruitment procedures and clarify whose procedure is to be followed if there are concerns. There will be clear communication channels to ensure the DSL is kept appropriately informed. This will form part of our hiring arrangements.

[Keeping children safe in out-of-school settings: code of practice - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

If our children attend off-site activities, including day visits and work-related activities, we will risk assess and check that effective child protection arrangements are in place. We will clarify whose procedures are to be followed, with the DSL kept appropriately informed. If external staff have regular contact with our children they will be asked to sign up to the code of conduct to ensure clarity of expectations e.g. mobile phone use and social media restrictions.

19.Photography and Images

The vast majority of people who take or view photographs or videos of children do so for entirely innocent and acceptable reasons. Sadly, some people abuse children through taking or using images, so we must ensure that we have some safeguards in place.

To protect children, we will:

- seek parental consent for photographs to be taken or published (for example, on our website or in newspapers or publications)
- not use a child's full name with an image
- ensure children are appropriately dressed
- ensure that personal data is not shared
- store images appropriately, securely and for no longer than necessary.

- only use Pre-School's or the Academy Trust's equipment, i.e. not personal devices
- encourage children to tell us if they are worried about any photographs that are taken of them.

20. Physical Intervention and Use of Reasonable Force

All staff are encouraged to use de-escalation techniques and creative alternative strategies that are specific to the child. Restraint will only be used as a last resort and all incidents of this are reviewed, recorded and monitored. Reasonable force will be used in accordance with government guidance. Safeguarding and welfare concerns will be explicitly taken into account if restraint is used on children with SEND. Most of our children being young are small enough to be guided away from a situation and if needed, to be picked up by a member of staff if judged by them to be an appropriate action in managing an incident.

[Use of reasonable force in schools - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

[Reducing the need for restraint and restrictive intervention - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

21. Intimate Care

Most of our young children will require support with intimate care during their time with us. A record is kept of each time a child is changed and this is monitored by each setting's Manager. The changing space is out of the Pre-School classroom but in view of other staff to afford dignity to the child as well as security to the staff member. Staff will behave in an open and transparent way by informing another member of staff and having the child's consent to help.

Our Intimate Care Policy can be found at: <https://watertonpreschool.org/policies/>

22. First Aid and Managing Medical Conditions.

All staff will be trained appropriately in first aid and follow safer working practice guidance of 'saying before touching'.

Section 100 of the Children and Families Act 2014 places a duty on schools to make arrangements for supporting children at their school with medical conditions. Individual Health Care Plans may need to be drawn up and multi-agency communication will be essential. Staff will be appropriately trained and responsibilities will be carried on in accordance with government guidance Sept 2014.

[Supporting children with medical conditions at school - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Our Managing Medicines and First Aid Policy can be found at: <https://watertonpreschool.org/policies/>

23. Special Circumstances

Looked after Children LAC/Children in Care CiC and Previously in Care

Children in care and previously looked after children start school with the disadvantage of their pre-care experiences and often have special educational needs. Most commonly, the reason for children becoming looked after is as a result of abuse or neglect. The Pre-Schools must ensure that appropriate staff have information about a child's looked after status and care arrangements, including contact. The Pre-School Manager have details of the child's social worker / carer, parent or guardian; as well as the name and contact details of the local authority's Virtual School Head to inform them when the child is of school age. The Manager will support the progress and development of CiC / PCiC through appropriate target setting in their termly PEP (Personal Education Plan) alongside the child's Key Worker.

<https://www.gov.uk/government/publications/promoting-the-education-of-looked-after-children>

<https://www.gov.uk/government/publications/designated-manager-for-looked-after-children>

Wakefield Virtual School – virtualschool@wakefield.gov.uk

24. Work Experience / Student Placements

The Pre-School works with local schools and colleges to provide work experience and child placements for those looking to develop a career in early years education or childcare. Before each placement commences the Managers provide information on the Pre-School's Safeguarding arrangements to the school / college and seek assurances that where appropriate, the child has received a satisfactory DBS check in accordance with the guidance in *Keeping Children Safe in Education*. Children all receive an induction including our Safeguarding and Health and safety arrangements.

26. Remote Learning Safeguarding Considerations/Future lockdowns.

During lockdowns we follow government and local arrangements for safeguarding by providing support for vulnerable children in our Pre-Schools and support for others via calls home and home visits if necessary. If children from vulnerable families choose not to attend our settings in the event of any future lockdowns we would maintain a safeguarding tracker to allow coordinated support for children and families.

Vulnerable children include those who have a social worker and those children and young people up to the age of 25 with education, health and care (EHC) plans. Those who have a social worker include children on Child Protection CP, those who are Child in Need CIN and those who are Looked After Children LAC or Children in Care CIC in West Yorkshire. Those with an EHC plan will be risk-assessed in consultation with the Local Authority and parents, to decide whether they need to continue to be offered a school or college place in order to meet their needs, or whether they can safely have their needs met at home. Many children and young people with EHC plans can safely remain at home. Vulnerable also includes any other child the DSL deem to need to be in pre-school for any reason.

Attendance will be monitored in accordance with government guidance, with links made to local arrangements. The basics of this policy will remain unchanged e.g. reporting and recording, DSL availability and safer recruitment arrangements.

Some ideas for supporting learning at home are provided on our website:
<https://watertonpreschool.org/learning-at-home/>

Safeguarding considerations will include using local WSCP checklists and government guidance:

[Providing remote education: guidance for schools - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/remote-education-guidance-for-schools)

Part B Child Protection Procedures

Categories and Definitions

To ensure that our children are protected from harm, we need to understand what types of behaviour constitute abuse and neglect.

Abuse is a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse.

Children may be abused by an adult or adults; however, it is important that we recognise that children can also be abused by another child or children.

Abuse of a child is never acceptable we will ensure we do not have a culture where low standards are considered acceptable or viewed as 'normal for' a family or community.

For further information on Certain Safeguarding issues please see- Earlier Current Issues section.

Voice of the Child We will always seek and record the voice of the child and take this into consideration when taking decisions. However, there may be circumstances where we override the children wishes and feelings to act in their best interests e.g. in case of exploitation where, as a result of perpetrator grooming, the child does not want any intervention. We promote support for any alleged victim, including child on child abuse, and will never victim blame.

Contextual Safeguarding/Extra Familial Harm is an approach to understanding, and responding to, young people's experiences of significant harm beyond their families. It recognises that the different relationships that young people form in their neighbourhoods, schools and online can feature violence and abuse. Parents and carers have little influence over these contexts, and young people's experiences of extra-familial abuse can undermine parent-child relationships. For example, online safety, CSE, CCE, drug use, radicalisation, anti-social behaviour, mental health issues.

There are four categories of abuse: physical abuse, emotional abuse, sexual abuse and neglect. However, it is important to remember that children can be abused outside their family home.

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. (this used to be called Munchausen's Syndrome by Proxy, but is now more usually referred to as fabricated or induced illness).

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 a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including 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 of a child, although it may occur alone.

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

Position of Trust The age of consent for sexual activity is 18 years old if you are in a position of trust over that child. See abuse of position of trust in earlier section.

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.

Wakefield Neglect Toolkit – will be consulted to assess level of neglect in all cases and certainly before any referral is made regarding Neglect. See: [Wakefield Safeguarding Children \(wakefieldscp.org.uk\)](http://wakefieldscp.org.uk)

Definitions taken from *Working Together to Safeguard Children* (HM Government, 2018).

Grooming is when someone builds an emotional connection with a child to gain their trust for the purposes of abuse such as exploitation. Children and young people can be groomed online or face-to-face, by a stranger or by someone they know - for example a family member, friend or school staff. Groomers may be male or female. They can be any age. Many children and young people don't understand that they have been groomed or that what has happened is abuse.

Indicators of abuse Physical signs define some types of abuse, for example, bruising, bleeding or broken bones resulting from physical or sexual abuse, or injuries sustained while a child has been inadequately supervised. The identification of physical signs is complicated, as children may go to great lengths to hide injuries, because they are ashamed or embarrassed, or their abuser has threatened them or they don't want the abuser to get into trouble. It is also difficult for anyone without medical training to categorise injuries into accidental or deliberate with any degree of certainty.

However, children may have no physical signs or they may be harder to see (e.g. bruising on black skin) therefore staff need to also be alert to behavioural indicators of abuse.

A child who is being abused or neglected may: (not designed to be a checklist)

- have bruises, burns, fractures or other injuries which do not have a plausible explanation. E.g. bruises on babies who are not yet mobile, bruises on cheeks, ears, palms, arms, feet, back, buttocks, tummy, backs of legs, bruises in clusters, bruises with finger/belt marks, cigarette burns.
- challenge authority, have outbursts of anger, poor behaviour – trauma response.
- be reckless with regard to their own or other's safety
- show signs of pain or discomfort
- keep arms and legs covered, even in warm weather
- be concerned about changing for PE or swimming
- display a change in behaviour – from quiet to aggressive, or happy-go-lucky to withdrawn
- display affection or 'attention seeking' may actually be 'attachment seeking' behaviour
- regularly flinch to sudden but harmless actions e.g. raising a hand
- look unkempt and uncared for

- change their eating habits
- have difficulty in making or sustaining friendships
- appear fearful
- self-harm inc. head banging, eating disorders
- frequently miss school or arrive late
- show signs of not wanting to go home
- display violence/sexualised behaviour towards animals, toys, peers
- regress to younger child behaviour
- become disinterested in their school work
- be constantly tired or preoccupied
- be wary of physical contact
- be involved in, or particularly knowledgeable about drugs or alcohol
- display sexual knowledge or behaviour beyond that normally expected for their age.
- have unexplained gifts/money/mobile phones or are over secretive online
- have low self esteem
- steal or scavenging compulsively
- overly affectional to strangers or people they haven't known for very long
- traumatic mutism

Responses from parents that may cause concern;

- Unexpected delay in seeking treatment – medical, dental which is obviously needed
- Denial of any injury
- Explanations that differs from that of the child e.g. for bruising
- Claims of falls/fits etc. that never happen in school
- Unrealistic expectations or constant complaints about the child
- Uninterested in child
- Alcohol /drug misuse
- Mental health issues which affect parenting
- Requesting removal of child from school after concerns raised.
- Domestic abuse.

Disabled children; other signs to consider

- Force feeding
- Over medication
- Bruising if non-mobile
- Poor toileting arrangements
- Lack of stimulation
- Unjustified use of restraint
- Rough handling
- Unwilling to learn child's means of communication
- Ill-fitting equipment
- Misappropriation of child's finances
- Invasive procedures
- Non-consideration of child's dignity.

See document on safeguarding noticeboard for further signs and indicators.

Individual indicators will rarely, in isolation, provide conclusive evidence of abuse. They should be viewed as part of a jigsaw, and each small piece of information will help the DSL team to decide how to proceed.

It is very important that staff report and record all their concerns as soon as possible – they do not need 'absolute proof' that the child is at risk before taking action.

Impact of abuse The impact of child abuse should not be underestimated. Many children do recover well and go on to lead healthy, happy and productive lives, although most adult survivors agree that the emotional scars remain, however well buried. For some, full recovery is beyond their reach, and research shows that abuse can have an impact on the brain and its development. The rest of their childhood and their adulthood may be characterised by anxiety or depression, self-harm, eating disorders, alcohol and substance misuse, unequal and destructive relationships and long-term medical or psychiatric difficulties.

Our leaders and most staff are trained in ACEs Adverse Childhood Experiences, they are trauma aware and work towards trauma informed practice.

Adult Survivor helpline -see appendix.

Taking Action It is the responsibility of staff to report and record their concerns as soon as possible. A DSL will be available at all times, within the school day, for staff to speak to.

We actively encourage a ‘never do nothing’ attitude, if staff have a concern about a child, and promote discussion with a DSL if in any doubt. Abuse of a child is never acceptable we will ensure we do not have a culture where low standards are considered acceptable or viewed as ‘normal for’ a family or community.

Any child, in any family in any school could become a victim of abuse. Staff should always maintain an attitude of “it could happen here” and remain professionally curious.

Key points for staff to remember for taking action are:

- In an emergency take the action necessary to help the child, for example, call 999 or seek medical attention
- REPORT your concern to a DSL as soon as possible.
- Complete a RECORD of your concern, using a professional tone and language, and immediately pass onto to a DSL if you need assistance with this please speak to the setting Manager
- Do not start your own investigation
- Share information on a need-to-know basis only – do not discuss the issue unnecessarily with colleagues, friends or family.
- Seek support for yourself if you are distressed, see helplines in contacts section.
- Ask for feedback and if there are no improvements push for reconsideration. See escalation section.

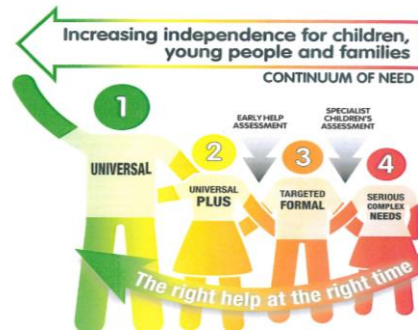
The DSL team will discuss the concern and agree a course of action. The progress of which will be monitored during DSL team peer supervision meetings.

See flowchart in Keeping Children Safe in Education Part 1.

Levels of Need Wakefield has a Continuum of Need for children and families who need support, this ranges from Level 1 to level 4. It is worth noting that a cause for concern does not always require a Level 4 response, it may be the family need a lower level of support to help the situation.

Wakefield Families Together website provides lots of advice and support around Early help;
Wakefield Families Together – Wakefield Families Together. We will add this to our school website.

The Early Intervention Prevention Service and Team Around the Early Years (TAEY) arrangements are available to DSLs to signpost and offer support.



Level 1 – Universal services are meeting the needs – no extra intervention needed.

Level 2 – For example a universal service is providing extra support, or have referred to one other single agency. Early Help Single Agency

Level 3 – Multi agency approach to support. Multi agency early help/ Early help assessment completed. EIP Service and TAS arrangements may be able to support.

Level 4 – Statutory intervention and assessment is needed where child is at risk or currently suffering significant harm. Social care/ police assess, investigate and lead at this level.

Our Pre-Schools have a duty to intervene early and support however it is not our responsibility to investigate or decide whether a child has been abused. We do not have the powers to investigate child protection concerns.

Local procedures for specific issues: Policies & Procedures (proceduresonline.com)

If you are concerned about a child's welfare There will be occasions when staff may suspect that a child may be at risk, but have no 'real' evidence. The child's behaviour may have changed, for example their artwork could be bizarre, they may write stories or poetry that reveal confusion, distress or mental health issues or their behaviour may have changed. In these circumstances, staff will give the child the opportunity to talk. The signs they have noticed may be due to a variety of factors, for example, a parent has moved out, a pet has died or a grandparent is very ill.

Staff are encouraged to be professionally curious in these situations asking the child if they are OK, if they are worried about anything or if everything is ok at home.

Staff should record these early concerns. If the child does begin to reveal that they are being harmed, staff should follow the dealing with a disclosure/ allegation advice.

Following an initial conversation with the child, if the member of staff remains concerned, they should discuss their concerns with a DSL.

Notifying parents The Pre-School will normally seek to discuss any concerns about a child with their parents, with consideration of including fathers as well as mothers. This must be handled sensitively therefore staff will not discuss safeguarding issues with parents until they have consulted with the DSL. In most cases the DSL will be in the most informed position to contact the parents in the event of a concern, suspicion or disclosure/ allegation.

However, if the Pre-School believes that notifying parents could increase the risk to the child or exacerbate the problem, advice will first be sought from Social Care MASH. Best practice for all agencies is to work alongside and openly with parents in any concerns about their children however consent is not required to refer to social care if informing the parents puts the child at more risk. e.g. in cases of forced marriage.

We will be alert if parents and children's 'stories' differ in any way e.g. with regards to how an injury was caused and will ensure this is noted and shared with other agencies as appropriate.

If parents have any queries regarding safeguarding they are encouraged to contact a DSL.

If the concern is low level and can be dealt with at (Level 2) a DSL will initiate early intervention to;

- Use a restorative approach and engage with the parents/carers as soon as possible (unless the situation is so serious that would put the child at increased risk.) We then can evidence quick action was taken and the length of time of involvement.
- We will invite the parents/carers into school for a meeting to demonstrate professional concerns and discuss a supportive working partnership for the best interests of the child (e.g. breakfast club, additional time on Pre-School) and create a plan of action.
- At this meeting we will discuss the plan of next action should the situation not improve and offer signposting to other local services.
- We will record all contacts with the family, dates and times, including phone calls/letters.
- We will then monitor the child closely - behaviour/concerns/interaction with peers and parents/academic progress etc. This will demonstrate the frequency of concerns and help to build patterns.

If necessary, the DSL will assess using the Signs of Safety framework to gather information on – what are we worried about? what’s working well? what needs to happen? (Including all subsections, e.g. complicating factors) and then scaling.

If the Pre-School needs further help (i.e. move to level 3) other agencies will be contacted and if issues escalate the social worker link workers can be contacted or if necessary a referral made to social care/MASH (level 4)

Risk assessments may be required in certain circumstances e.g. HSB. Schools can use a general risk assessment template and may wish to consult with other agencies for additional support and input.

The Wakefield Neglect toolkit will be considered in any cases of Neglect.

See: [Wakefield Safeguarding Children \(wakefieldscp.org.uk\)](http://wakefieldscp.org.uk)

It is important to continually reassess concerns if there are no improvements and follow the escalation process if required.

Dealing with Disclosures/ Allegations

It takes a lot of courage for a child to disclose that they or their peers are being abused. There are many reasons why they may be blocked from telling including -they may think it is normal, feel ashamed, particularly if the abuse is sexual; their abuser may have threatened what will happen if they tell; they may have lost all trust in adults; or they may believe, or have been told, that the abuse is their own fault.

If a child talks to a member of staff about any risks to their safety or wellbeing, the staff member will need to let the child know that they must pass the information on – staff are not allowed to keep secrets. The point at which they tell the child this is a matter for professional judgement. If they jump in immediately the child may think that they do not want to listen, if left until the very end of the conversation, the child may feel that they have been misled into revealing more than they would have otherwise. Bear in mind that in some cases children may tell ‘half a truth’ to test out how information may be handled by the listener. Children can also withdraw truthful disclosures/allegations later in the process if they feel things have gotten out of their control. Effective communication and relationship building with children will help in these situations.

During their conversations with the child it is best practice for staff to:

- Focus on listening rather than giving advice
- Allow the child to speak freely
- Remain calm and not overreact – the child may stop talking if they feel they are upsetting their listener
- Give reassuring nods or words of comfort –‘I want to help’, ‘This isn’t your fault’, ‘You are doing the right

thing talking to me'

- Not be afraid of silences, and allow space and time for child to continue, staff will recognise the barriers the child may have had to overcome to disclose.
- Clarifying or repeating back to check what they have heard if needed but will not lead the discussion in any way and will not ask direct or leading questions – such as.. whether it happens to siblings too.
- Use open questions such as Tell me what happened.....? Is there anything else you want to tell me?
- Avoid taking photographs or videos of any injuries etc.
- At an appropriate time tell the child that in order to help them, the member of staff must pass the information on
- Not automatically offer physical touch as comfort. It may be anything but comforting to a child who has been abused. However, this will be case and age specific. If it is appropriate and, in the child's, best interest, the member of staff will use safe touch following advice given in Safer Working Practice guidelines and in training.
- Remember professional boundaries and do not share personal experiences or information such as 'that happened to me'
- Avoid admonishing the child for not disclosing earlier. Saying things such as 'I wish you had told me about this when it started' or 'I can't believe what I'm hearing' is not helpful and may be interpreted by the child to mean that they have done something wrong
- Not pass judgement on the perpetrator.
- Tell the child what will happen next. Let them know that you will be consulting the DSL and why; to get them the help and support they need.
- Write up their conversation as soon as possible and hand it to the designated lead, do not discuss with other staff.
- Seek support if they feel distressed – From DSL team / helplines in contacts section.

Staff should be aware that children with SEND may face additional safeguarding challenges and any barriers to disclosure etc. should be removed.

Records and Monitoring

Why recording is important Our staff will be encouraged to understand why it is vital that recording is timely, comprehensive and accurate.

Where Pre-Schools operate in schools which use CPOMS for recording safeguarding information, the Manager will be able to log on and share information relating to families with children within the Pre-School and the school. Any concerns about a child will be recorded in a professional manner and passed to a DSL as soon as possible. All records will provide a factual and evidence-based account and there will be accurate recording of any actions. Records will be signed, dated and timed. The DSL team will then analyse this information.

We will seek the Child's voice where possible and ensure this is noted in the records.

At no time will a member of staff take photographic evidence of any injuries or marks to a child's person. The body map will be used in accordance with recording guidance.

It may be appropriate on receipt of a concern for a DSL to open a secure safeguarding file and start a chronology page. This will help in building patterns and decision making.

We will feedback to the staff member any actions, however this will be on a need to know basis. It may not be appropriate for staff members to know full details.

The Safeguarding File The establishment of a safeguarding file is an important principle in terms of storing and collating information about children which relates to either a safeguarding concern or an accumulation of welfare concerns which are outside of the usual range of concerns in ordinary life events.

It needs to be borne in mind that what constitutes a 'concern' for one child may not be a 'concern' for another and the particular child's circumstances and needs will differ i.e. a child subject to a child protection plan, looked after child, Child in Need may be looked at differently to a child recently bereaved, parental health issue etc. We will therefore use professional judgement when making this decision as will have clear links and discussions between pastoral staff and DSL's.

This file will be kept separately from the main child file and will be held securely only to be accessed by appropriately trained DSL's.

All staff will be made aware of children who have a safeguarding file or who are open to social care due to safeguarding concerns. This is highlighted by a red dot on a child's file.

The Pre-School will keep professionally written records of concerns about children even where there is no need to refer the matter to external agencies immediately. Each child will have an individual file i.e. no family files.

All incidents/episodes will be recorded e.g. phone calls to other agencies, in the chronology with more detail and analysis in the body of the file. This will help build a picture and help the DSL team in analysis and action, which may include no further action, monitoring, whether an Early help assessment should be undertaken, or whether a referral should be made to other agencies - Social Care MASH/TAS in line with the Continuum of Need document (see link in appendix). (see referral checklist on WSCP education webpage)

In cases where there is multi agency involvement - meetings and plans, actions and responsibilities shall be clarified and outcomes recorded.

In some cases, files will be made available for external scrutiny for example by a regulatory agency or because of a serious case review or audit.

Records will be kept up to date and reviewed regularly by a DSL to evidence and support actions taken by staff in discharging their safeguarding arrangements. Checklists and Case supervision toolkits available on WSCP education webpage.

The Managers / DSL will discuss any safeguarding concerns within half termly supervision meetings. The Executive Headteacher meets with managers weekly and safeguarding is a standing agenda item.

The file can be non-active in terms of monitoring i.e. a child is no longer CiC, subject to a child protection plan. If future concerns then arise it can be re-activated and indicated as such on the front sheet and on the chronology as new information arises.

When the child moves up to school, the file will be securely taken, to a DSL in school within 5 days and a written receipt will be obtained. There will be a timely liaison between Pre-Schools' and each school's DSL, and if necessary a face to face meeting, to ensure a smooth and safe transition for the child. We will retain a copy of the chronology to evidence actions, in accordance with record retention guidance. [Child protection records retention and storage guidance | NSPCC Learning](#)

Child protection records may be exempt from the disclosure provisions of the Data Protection Act, which means that children and parents do not have an automatic right to see them in certain circumstances. If any member of staff receives a request from a child or parent to see child protection records, they will refer the request to the Executive Headteacher, who will consult with the Trust's GDPR leader.

Referral to Social Care MASH (Level 4)

A DSL will make a referral to Social Care MASH if it is believed that a child is suffering or is at risk of suffering significant harm – Level 4 on the Continuum of Need. In DSL absence, or if there is disagreement, anyone can

make a referral. If in doubt if thresholds are met the link social worker can be contacted, however if this causes any delay we will refer directly.

A phone call must be made initially before a referral form is filled out. There is a DSL referral checklist and referral form available on WSCP safeguarding for schools webpage. Social care should inform the DSL of the outcome within one working day. If this does not happen the DSL should follow this up in the following days and escalate if required. If there is already a social worker assigned to this case, for safeguarding reasons, the social worker should be contacted directly.

The child's parents will be told that a referral is being made, unless to do so would increase the risk to the child.

The DSL will then be expected to take part in assessments, strategy meetings, case conferences etc. as and if required.

Reports for meetings will be shared with parents beforehand, unless there is good reason not to and reports will be sent to the appropriate meeting chair if the DSL cannot attend in person.

The Wakefield Neglect toolkit will be considered in any cases of Neglect before referrals are made to other agencies. See: [Wakefield Safeguarding Children \(wakefieldscp.org.uk\)](http://wakefieldscp.org.uk)

Escalation / Professional Disagreement If the situation does not appear to be improving or there is any professional disagreement with the outcome the school will press for reconsideration and follow WSCP professional disagreement procedure.

[2.8 Resolving Multi Agency Professional Disagreements and Escalation \(proceduresonline.com\)](http://proceduresonline.com)

Any member of staff can refer to other agencies in exceptional circumstances i.e. in an emergency or when there is a genuine concern that action has not been taken.

Referral to Police

Remember if a criminal offence has occurred it will be necessary to contact the police 101 or 999 as appropriate. It may be useful to state which department we require e.g. child safeguarding unit / CVE team / indecent images team.

If we believe a child is being radicalised we will refer to the Prevent police officer using the referral form on the WSCP education page.

When to Report to Police guidance: [2491596 C&YP schools guides.indd \(npcc.police.uk\)](https://www.npcc.police.uk)

We understand that if police are interviewing any children, as they suspect them of a crime, that an appropriate adult must be present e.g. parent.

Local partnership intelligence portal PIP – to report intelligence -does not replace usual procedures if child is at risk: [Partnership Intelligence Portal | West Yorkshire Police](https://www.wy.gov.uk)

Home Visits: When our staff are required to do home visits we will follow best practice and consult the checklist. Our staff leave details of the address they are attending, the time of the visit and the time they are expected back. They have their mobile phones with them. If the visit is the last of the day and they are going home rather than back to Pre-School they will call a colleague who has sight of the list to tick that the visit has been completed.

[Schools & Colleges Key Links & Resources Wakefield Safeguarding Children \(wakefieldscp.org.uk\)](http://wakefieldscp.org.uk)

Confidentiality and Information Sharing

Staff will only discuss concerns with a Designated Safeguarding Lead, Executive Headteacher or Chair of Trustees (depending on who is the subject of the concern). That person will then decide who else needs to have the information and they will disseminate it on a 'need-to-know' basis.

We will normally seek to discuss any concerns about a child with their parents. This must be handled sensitively and a DSL will be in the most informed position to contact the parent in the event of a concern, suspicion or disclosure/ allegation.

However, if we believe that notifying parents could increase the risk to the child or exacerbate the problem, advice will first be sought from Social Care MASH.

The Seven Golden Rules for Safeguarding Information Sharing

- Data Protection/Human rights laws are not a barrier.
- Be open and honest. (unless unsafe or inappropriate)
- Seek advice. (anonymise if necessary)
- Share with consent if appropriate.
- Consider safety and wellbeing.
- Necessary, proportionate, relevant, adequate, accurate, timely and secure.
- Keep a record of decision and reason for it.

[Information sharing advice for safeguarding practitioners - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

[Data protection: toolkit for schools - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Data protection legislation GDPR does not prevent staff from sharing information with relevant agencies, where that information may help to protect a child. Ideally information sharing will be done in writing so that there is an evidence trail however there may be occasions where this method is too slow. In cases where agencies such as MASH (Multi Agency Safeguarding Hub) ring the Pre-School requesting information staff will take a message and inform a DSL *immediately*, the DSL will ensure they can identify who is requesting the information before sharing and then record what has been shared, when, why and with whom.

Child protection records may be exempt from the disclosure provisions of the Data Protection, which means that children and parents do not have an automatic right to see them in certain circumstances. However, it will be usual practice for parents to have been informed of any concerns at the time. If any member of staff receives a request from a child or parent to see child protection records, they will refer the request to the Manager or Executive Headteacher who will consult with information governance/legal team.

Any personal safeguarding information shared with external agencies will be done so securely e.g. by secure email, password protected or recorded delivery.

Local & National Contact Details

Wakefield Social Care MASH

Phone: 0345 8503 503 Consultation via phone call is necessary before submitting a referral form

Minicom: 01924 303450 (type talk welcome)

Email: social_care_direct_children@wakefield.gov.uk

Wakefield Continuum of Need document: Key Safeguarding Forms, Tools, Standards & Frameworks •
Wakefield Safeguarding Children (wakefieldscp.org.uk)

West Yorkshire Procedures for specific issues: Policies & Procedures (proceduresonline.com)

Wakefield Families Together website: Wakefield Families Together – Wakefield Families Together

Local Family Hub - Cherry Blossom:

Pomfret Family Hub

Rookhill Road
Pontefract
WF8 2DD

01977 721542

WFTPomfretFamilyHub@wakefield.gov.uk

Facebook: [@PontefractKnottingleyCluster](#)

Local Family Hub - Wrenthorpe:

Sunbeam Family Hub

Lupset Crescent
Wakefield
WF2 8RH

01924 303272

WFTSunbeamFamilyHub@wakefield.gov.uk

Facebook: [@CentralWakefieldNorthWestCluster](#)

Family Hubs – [Wakefield Families Together](#) Youth Hubs – [Wakefield Families Together](#)

School's Social Care Link Worker (social worker)

	Cherry Blossom Pre-School	Wrenthorpe Pre-School Pre-School
Name:		
Phone:		
Email:		

School's Early Intervention and Prevention EIP (was hub worker)

	Cherry Blossom Pre-School	Wrenthorpe Pre-School
Name:		
Phone:		
Email:		

PCSO linked to the school

	Cherry Blossom Pre-School	Wrenthorpe Pre-School
Name:		
Phone:		
Email:		

Police

If a criminal offence has occurred contact police via 101 or 999 as appropriate.

Child Safeguarding Unit: wakefield.sguchild@westyorkshire.pnn.police.uk

CVE Police Team: cveteam@wakefield.gov.uk 01924 303570

West Yorkshire Police partnership intelligence portal PIP – to report intelligence -does not replace usual procedures if child is at risk :[Partnership Intelligence Portal | West Yorkshire Police](#)

Wakefield Safeguarding Children Partnership WSCP: [Wakefield Safeguarding Children \(wakefieldscp.org.uk\)](http://wakefieldscp.org.uk)

Local Authority Designated Officer (LADO) – for allegations against staff: lado.referrals@wakefield.gov.uk
01977 727032

Safeguarding Advisor for Education: Vicki Maybin vmaybin@wakefield.gov.uk 07788743527

Safeguarding Information webpage for Wakefield Schools: [Wakefield Safeguarding Children Partnership | Wakefield Traded Services](#)

Multi agency Training offer, templates, audit information, resources. local and national agencies, and managing allegations info: [Wakefield Safeguarding Children \(wakefieldscp.org.uk\)](http://wakefieldscp.org.uk)

CAMHS Single point of access SPA: 01977 735865

[Child and adolescent mental health service \(CAMHS\) in Wakefield - South West Yorkshire Partnership NHS Foundation Trust](#)

Wakefield Resilience Framework: The Wakefield Resilience Framework (riskandresilience.org.uk)

Wakefield School nursing / Health visiting service: School Nurse teams - Wakefield - BDCT
Health visiting - Wakefield - BDCT

Wakefield District Domestic Abuse Service WDDAS: Domestic abuse - here to help - Wakefield Council
0800 915 1561

domesticabuse@wakefield.gov.uk

Wakefield Spectrum: RSE – Spectrum Community Health CIC (spectrumhealth.org.uk)

Child Sexual Exploitation – Spectrum Community Health CIC (spectrumhealth.org.uk)

Prevent Contacts: [Prevent in Wakefield - Wakefield Council](#)

Wakefield Education Welfare service: [Education Welfare Service - introduction - Wakefield Council](#)

[Elective Home Education - Wakefield Council](#)

[Children Missing Education - Wakefield Council](#)

Virtual Head for CiC: Jackie Roper jroper@wakefield.gov.uk

Wakefield Local Offer – for children with SEND and their families [Homepage \(mylocaloffer.org\)](http://mylocaloffer.org)

NSPCC Speak out Stay safe service for Primary schools: [Speak out Stay safe programme | NSPCC Learning](#)

Coordinator: Emma Hobson emma.hobson2@nspcc.org.uk Tel: 0161 3934421 Mobile: 07562 205039

Wakefield Young Carers: [Young Carers - Wakefield Council](#)

Drug support for young people: [Turning Point | Health & Wellbeing \(turning-point.co.uk\)](#)

Wakefield voluntary sector Young Lives Consortium: [Home » Young Lives Consortium Wakefield Safeguarding Children \(ylc.org.uk\)](#)

Wakefield Adult Services: [Adults and older people services - Wakefield Council](#)

Wakefield Well Women Centre: [Home - Well Women Centre Wakefield \(wellwomenwakefield.org.uk\)](#)

Wakefield District Housing WDH: [Contact us \(wdh.co.uk\)](#) OneCALL 0345 8 507 507

NSPCC Helpline – for advice public/professionals: 0808 800 5000

NSPCC Whistleblowing Helpline: 0800 028 0285

NSPCC Report Abuse in Education: 0800 136 663

Counter Terrorism helpline: 0800 789 321

Forced Marriage Unit: 020 7008 0151 fmu@fco.gov.uk

National Association People Abused in Childhood NAPAC: 0808 801 0331 [NAPAC – Supporting Recovery from Childhood Abuse](#)

Stop It Now

Leading charity working in the field of sexual abuse. Also provides support for people who are worried about their own thoughts or behaviour towards children.

0808 1000 900

[Stop It Now! UK and Ireland | Preventing child sexual abuse](#)

Professional Online Safety Helpline: 0844 3814772

National Services – Domestic Abuse: Domestic Violence & Abuse · Emergency Injunction Service (ncdv.org.uk)