



Safeguarding Policy including Child Protection

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| Prepared by: | Sheila Birdi Director of Safeguarding and Attendance in consultation with CEO WHMAT |
| Applies to: | Trustees, Directors, Governors, Teachers, Support Staff and Visitors in WHMAT |
| Approved by: | Nominated Director for Safeguarding date 29/11/17 |
| Issued to WHMAT Academies for use: | with effect from 15th Dec 2017 |
| To be ratified at next Board Meeting | 7/12/17 |
| Annual review date | 12 months from ratification by Board of Directors OR As required in line with changes in legislation if sooner. |
| Version | 2017/18 issue 1 (Dec 17) |

The policy is in two parts –

- Part 1 contains policy statements
- Part 2 contains procedures for responding to concerns about a child and advice for Heads of Academies, Designated Safeguarding Leads and teachers

- This policy will be reviewed regularly and may be revised and updated. WHMAT Board of Directors will review and formally approve the policy annually, and authorise appropriate people (for example the Chair of the Board of Directors and/ or the Nominated Director for Safeguarding) to accept updates in matters of detail between reviews, and to inform staff of these changes. The details of these changes will be listed in codicil inserts.

Links with other Policies

This safeguarding policy has obvious links with the wider safeguarding and child protection agenda such as:

- **Personal, Social and Health Education and Sex and Relationships Education; child protection issues will be addressed through the curriculum as appropriate**
- **Curriculum policy**
- **Bullying; the schools will also ensure that bullying is identified and dealt with so that any harm caused by other pupils can be minimised. We will pay particular attention to sexualized behaviour, or bullying that is homophobic in nature, or where there appear to be links to domestic abuse in the family home**
- **Safer Recruitment Policy**
- **Staff Code of Conduct Policy**
- **Racist incidents**
- **Confidentiality**
- **Behaviour and the school rules**
- **Physical Intervention**
- **Allegations against members of staff**
- **Online safety including appropriate usage, mobile phones and personal devices, sexting**
- **Whistle Blowing Code**
- In drawing up this policy Washwood Heath Multi Academy Trust has referred to the procedures of Birmingham Safeguarding Children Board, available on <http://westmidlands.procedures.org.uk/>

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PART ONE: SAFEGUARDING POLICY

1. INTRODUCTION

1.1 Safeguarding is defined as –

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

1.2 Washwood Heath Multi Academy Trust is committed to safeguarding and promoting the welfare of all its pupils/students. We believe that:

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

1.3 Washwood Heath Multi Academy Trust will fulfil their local and national responsibilities as laid out in the following documents: -

- The most recent version of [Working Together to Safeguard Children \(DfE\)](#)
- The most recent version of [Keeping Children Safe in Education: Statutory guidance for schools and colleges \(DfE Sept 2016\)](#)
- [West Midlands Safeguarding Children Procedures](#)
- [The Education Act 2002 s175](#)
- [Mental Health and Behaviour in Schools: Departmental Advice \(DfE 2014\)](#)
- [Sexting in Schools & Colleges – responding to incidents and safeguarding young people \(UKCCIS\) 2016](#)

1.4 The UN Convention on the Rights of the child state that 'the best interests of the child must be a top priority in all decisions and actions that affect children.'

Article 19 states that governors must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them.

Washwood Heath Multi Academy Trust is committed to the principles of the Convention and is actively committed in its academies becoming Rights Respecting Schools.

2. OVERALL AIMS

- 2.1 This policy will contribute to the protection and safeguarding of our pupils/students, and all adults, and promoting their welfare by:
- Clarifying standards of behaviour for staff and pupils/students;
 - Contributing to the establishment of a safe, resilient and robust ethos in the academies, built on mutual respect, and shared values
 - Introducing appropriate work within the curriculum;
 - Encouraging pupils/students and parents to participate;
 - Alerting staff to the signs and indicators that all might not be well;
 - Developing staff awareness of the causes of abuse;
 - Developing staff awareness of the risks and vulnerabilities their pupils/students face;
 - Addressing concerns at the earliest possible stage; and
 - Reducing the potential risks pupils/students face of being exposed to violence, extremism, exploitation, or victimisation
- 2.2 This policy will contribute to supporting our pupils/students by:
- Identifying and protecting the most vulnerable
 - Identifying individual needs as early as possible; and
 - Designing plans to address those needs.
- 2.3 This policy will contribute to the protection of our pupils/students by:
- Including appropriate work within the curriculum;
 - Implementing child protection policies and procedures; and
 - Working in partnership with pupils/students, parents and agencies.
- 2.4 This policy applies to all students within WHMAT, from students in the Early Years Foundation Stage up to, and including, students in Post 16.

3. KEY PRINCIPLES

- 3.1 These are the key principles of safeguarding, as stated by Birmingham Safeguarding Children Board:
- Always see the child first.
 - Never do nothing.
 - Do **with**, not **to**, others.
 - Do the simple things better.

- Have conversations, build relationships.
- Outcomes not outputs.

3.2 In addition Birmingham Safeguarding Children Board has identified the following key safeguarding messages for schools and academies.

- Every child is entitled to a rich and rounded curriculum.
- Academies operate with public money: this should be spent wisely, targeting resources on the evidenced needs of children at academies now. Assurance and audit are important aspects of this.
- Governance is corporate and decisions are collective, but individual directors/governors can and should take the lead on specific aspects of academy life such as safeguarding.
- When issues arise, heads of academies should speak out, addressing them internally where possible and escalating them when this is unsuccessful.

4. KEY PROCESSES

4.1 All staff should be aware of the guidance issued by Birmingham Safeguarding Children Board in [Right Help Right Time](#), and [Early Help](#).

5. EXPECTATIONS

5.1 All staff and visitors will:

- Be familiar with this child protection and safeguarding policy;
- Understand their role in relation to safeguarding;
- Be subject to Safer Recruitment processes and checks, whether they are new staff, supply staff, contractors, volunteers etc.
- Be involved, where appropriate, in the implementation of individual education programmes, Early Help Assessments and support plans, child in need plans and interagency child protection plans;
- Be alert to signs and indicators of possible abuse (See Appendix 1 for current definitions and indicators);
- Record concerns and give the record to the Designated Safeguarding Lead (DSL) or deputy DSL, in each Academy
- Deal with a disclosure of abuse from a child in line with the guidance in Appendix 2 - you must inform the Designated Safeguarding Lead immediately, and provide a written account as soon as possible;

5.2 All staff will receive annual safeguarding and child protection training and update briefings as appropriate. Key staff will undertake more specialist child protection training as agreed by the WHMAT Board of Directors. Academies within Washwood Heath Multi Academy Trust run refresher training on an annual basis for **ALL** school staff. Designated Safeguarding Lead training is received on a 2-year basis. All staff, Members, Directors and Governors also complete HAYS online safeguarding training. This is a mandatory part of current Safeguarding Training for all who work within Washwood Heath Multi Academy Trust.

6. THE DESIGNATED SAFEGUARDING LEAD

- 6.1 The Designated Safeguarding Lead (DSL) for each academy is on the senior leadership team and has lead responsibility and management oversight and accountability for child protection and, with their Head of Academy, will be responsible for coordinating all safeguarding and child protection activity. In the absence of a DSL, the Deputy DSL will deputise.
- 6.1.1 The deputy DSLs will support the DSL within the role and deputise when the DSL is not on-site.
- 6.2 The Designated Safeguarding Lead will lead regular case monitoring reviews of vulnerable children identified within the academy. These reviews must be evidenced by minutes and recorded in case files.
- 6.3 When the school has concerns about a child, the Designated Safeguarding Lead will decide what steps should be taken and should advise the Head of Academy. The Director of Safeguarding and Attendance should be consulted if required.
- 6.4 Child protection information will be dealt with in a confidential manner. Staff will be informed of relevant details only when the Designated Safeguarding Lead feels their having knowledge of a situation will improve their ability to deal with an individual child and / or family. A written record will be made of what information has been shared with whom, and when.
- 6.5 Safeguarding records will be stored securely in a central place separate from academic records. Individual files will be kept for each child: the academies will not keep family files. Files will be kept for at least the period during which the child is attending the academy, and beyond that in line with current data legislation and guidance.
- 6.5.1 All schools within the WHMAT use CPOMS to store these records electronically.
- 6.6 Access to these records by staff other than by the Designated Safeguarding Lead will be restricted to the Deputy DSL and identified key pastoral and support staff and a written record will be kept of who has had access to them and when.
- 6.7 Parents will be aware of information held on their children and kept up to date regarding any concerns or developments by the appropriate members of staff. General communications with parents will be in line with any home school policies and give due regard to which adults have parental responsibility.
- 6.8 **Do not disclose to a parent any information held on a child if this would put the child at risk of significant harm.**

- 6.9 If a pupil/student moves from our trust, child protection records will be forwarded on to the Designated Safeguarding Lead at the new school, with due regard to their confidential nature and in line with current government guidance on the transfer of such records. Direct contact between the two schools may be necessary, especially on transfer from primary to secondary schools. We will record where and to whom the records have been passed and the date.
- 6.10 If sending by post pupil records will be sent by “Special/Recorded Delivery”. For audit purposes a note of all pupil records transferred or received should be kept in either paper or electronic format. This will include the child’s name, date of birth, where and to whom the records have been sent and the date sent and/or received.
- 6.11 If a pupil/student is permanently excluded and moves to a Pupil Referral Unit, child protection records will be forwarded on to the relevant organisation.
- 6.12 Where a vulnerable young person is moving to a Further Education establishment, consideration should be given to the student’s wishes and feelings regarding their child protection information being passed on in order that the FE establishment can provide appropriate support.
- 6.13 When a Designated Safeguarding Lead resigns their post or no longer has child protection responsibility, there should be a full face to face handover/exchange of information with the new post holder.
- 6.14 In exceptional circumstances when a face to face handover is unfeasible, the Head of Academy will ensure that the new post holder is fully conversant with all procedures and case files.

7. THE BOARD OF DIRECTORS

- 7.1 The Board of Directors are the accountable body for ensuring the safety of the academies within the trust
- 7.2 The directors will ensure that:
- The trust has a combined safeguarding and child protection policy in accordance with the procedures of Birmingham Safeguarding Children Board;
 - The trust operates, “safer recruitment” procedures and ensures that appropriate checks are carried out on all new staff and relevant volunteers;
 - At least one senior member of each academy’s leadership team acts as a Designated Safeguarding Lead; and at least a further deputy DSL is appointed.
 - The Designated Safeguarding Leads attend appropriate refresher training every two years;
 - That appropriate time is made available to the DSL to allow them to undertake their duties;

- The Head of Academy and all other staff who work with children undertake safeguarding training on an annual basis with additional updates as necessary within a 2 year framework;
- Temporary staff and volunteers are made aware of the trust's arrangements for safeguarding and child protection and their responsibilities;
- The trust remedies any deficiencies or weaknesses brought to its attention without delay; and
- The trust has procedures for dealing with allegations of abuse against staff/volunteers.

7.3 The Board of Directors reviews all policies/procedures that relate to safeguarding and child protection annually

7.4 The Nominated Director for Safeguarding at the trust is Aftab Chughtai. The Nominated Director is responsible for liaising with the Chief Executive Officer, the Director of Safeguarding and Attendance, the Heads of Academy and Designated Safeguarding Leads over all matters regarding child protection issues. The role is strategic rather than operational they will not be involved in concerns about individual pupils/students.

7.4.1 The Nominated Governor will receive safeguarding training relevant to the governance role and this will be updated every 2 years.

7.5 The Nominated Governor for Safeguarding within each Academy will liaise with the Head of Academy and Designated Safeguarding Lead to produce a report at least annually for governors.

7.6 The Nominated Governor will liaise with the Head of Academy and the Designated Safeguarding Lead to produce the annual Section 175 safeguarding self-assessment, and ensure this is submitted on time to the Birmingham Safeguarding Children's Board.

7.7 The Chief Executive Officer of WHMAT is nominated to be responsible for liaising with the local authority and other partner agencies in the event of allegations of abuse being made against a Head of Academy.

7.8 The Chair of the Board of Directors is nominated to be responsible for liaising with the local authority and other partner agencies in the event of allegations of abuse being made against the Chief Executive Officer of WHMAT.

8. A SAFER SCHOOL CULTURE

Safer Recruitment and Selection

8.1 The trust pays full regard to 'Keeping Children Safe in Education Sept 16'. Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also

- includes undertaking interviews and undertaking appropriate checks through the Disclosure and Barring Service (DBS).
- 8.2 All recruitment materials will include reference to the trust's commitment to safeguarding and promoting the wellbeing of pupils.
- 8.3 All members of the Senior Leadership Teams have undertaken Safer Recruitment training. One of the above will be involved in **all** staff / volunteer recruitment processes and sit on the recruitment panel.

Staff support

- 8.4 We recognise the stressful and traumatic nature of child protection work. We will support staff by providing an opportunity to talk through their anxieties with the Designated Safeguarding Lead or the Director of Safeguarding and Attendance and to seek further support as appropriate.
- 8.5 Regular supervision will be offered to the DSL's within WHMAT Academies, usually half termly and may be extended to other members of staff as deemed appropriate by each academy. Lead DSLs will be supervised by the WHMAT Director of Safeguarding and Attendance. Lead DSLs will implement the supervision of other members of staff as deemed appropriate by each academy

9. OUR ROLE IN THE PREVENTION OF ABUSE

- 9.1 We will provide opportunities for pupils/students to develop skills, concepts, attitudes and knowledge that promote their safety and well-being.

The curriculum

- 9.2 Safeguarding issues will be addressed through the PSHE curriculum, for example self-esteem, emotional literacy, assertiveness, power, healthy relationship education (previously known as sex and relationship education SRE), online safety (formally known as e-safety), sexting and bullying (including cyber bullying).
- 9.3 Relevant issues will be addressed through all areas of the curriculum.

Other areas of work

- 9.4 All our policies which address issues of power and potential harm, for example bullying, discrimination, equal opportunities, handling, positive behaviour, will be inter-linked to ensure a whole trust approach.
- 9.5 Our safeguarding policy cannot be separated from the general ethos of the trust, which should ensure that pupils/students are treated with respect and dignity, taught to treat each other with respect, feel safe, have a voice, and are listened to.

Peer on Peer Abuse and Sexting

- 9.6 WHMAT recognises that children are capable of abusing their peers. WHMAT staff recognise that abuse is abuse and should never be tolerated or passed off as “banter” or “part of growing up”.
- 9.7 Peer on peer abuse can manifest itself in many ways. Different gender issues can be prevalent when dealing with peer on peer abuse for example, girls being sexually touched/assaulted or boys being subject to initiation/hazing type violence. Sexting refers to the sharing of sexual imagery by young people.
- 9.8 To minimise the risk of peer on peer abuse, all students receive regular advice on how to keep themselves safe, both in face to face communications and also when using social media or web based communication, as part of the normal school curriculum with specific focus on healthy relationships, PHSE/ Citizenship, Online safety and Anti-bullying policies.
- 9.9 In the event of an allegation of abuse made by another child, normal safeguarding procedures will be followed to ensure confidentiality for both the victim and the alleged perpetrator of the abuse.
- 9.10 Any student found to be the victim of such abuse will be supported with the aim of minimising further distress. Individual support will be offered on a case by case basis. All support will be offered with the aim of ensuring minimum disruption to the victim’s schooling. Examples of such support could include some, or all, of the following. (This list is intended to serve as an exemplar only)
- Perpetrator removed from the victim’s form/ registration group
 - Perpetrator removed from the victim’s lessons
 - Perpetrator denied social time during school day ie break and lunchtime.
 - Victim offered additional in-house pastoral support via a named key contact in school
 - Time out pass for victim to go to a supervised agreed place of emotional safety/ support
 - Perpetrator to be prevented access to trips/ visits/ social events if victim is attending
 - Signposting or referrals to be made to appropriate external specialist support agencies at any time following the event.
- 9.11 Normal school sanctions will be applied to students found to have breached a WHMAT Academy’s behaviour policy. Whilst WHMAT is not seeking to criminalise students, if a criminal offence is thought to have been committed WHMAT Academies will refer the matter to the police as required under Keeping Children Safe in Education guidelines.
- 9.12 Any student found to be the perpetrator of such abuse will be supported to learn how to address their inappropriate behaviours. Their parents will be spoken to and, if necessary, the school link Police Officer will be asked to speak to the student. Referrals will be made to specialist external support

services, including Children's Services, if required. Dependent upon the nature of the allegation made against the student, a risk assessment may be undertaken to ensure there is no risk to other students in the school.

- 9.13 Support will be offered to the perpetrator with the aim of minimising disruption to their schooling. However, as the victim's safety and wellbeing is paramount, some of the support available may result in the perpetrator moving schools within WHMAT.

9.14 Work Experience

The academies have detailed procedures to safeguard pupils undertaking work experience, including arrangements for checking people who provide placements and supervise pupils on work experience which are in accordance with the guidance in Keeping Children Safe in Education (2016). These procedures are available on the website of each academy.

10. SAFEGUARDING PUPILS/STUDENTS WHO ARE VULNERABLE TO RADICALISATION

- 10.1 Since 2010, when the Government published the first version of the Prevent Strategy, there has been an awareness of the specific need to safeguard children, young people and families from extremist ideologies. There have been several occasions both locally and nationally in which extremist groups have attempted to radicalise vulnerable children and young people to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation.
- 10.2 Washwood Heath Multi Academy Trust values freedom of speech and the expression of beliefs and ideology as fundamental rights underpinning our society's values. Both pupils/students and teachers have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.
- 10.3 The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity in support of terrorism. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation. Washwood Heath Multi Academy Trust is clear that this exploitation and radicalisation should be viewed as a safeguarding concern and that protecting children from the risk of radicalisation is part of the trust's safeguarding duty.
- 10.4 Definitions of radicalisation and extremism, and indicators of vulnerability to radicalisation are in Appendix 4.

- 10.5 Washwood Heath Multi Academy Trust seeks to protect children and young people against the messages of all violent extremism including, but not restricted to, those linked to Islamist ideology, or to Far Right/Neo- Nazi/White Supremacist ideology, Domestic Terrorism, Irish Nationalist and Loyalist paramilitary groups, and extremist Animal Rights movements.

Risk reduction

- 10.6 The Directors, Governors, Chief Executive Officer, the Heads of Academy, the Director of Safeguarding and Attendance and the Designated Safeguarding Leads will assess the level of risk within the schools and put actions in place to reduce that risk. Risk assessment may include consideration of the school's RE curriculum, SEND policy, assembly policy, the use of school premises by external agencies, integration of pupils by gender and SEND, anti-bullying policy and other issues specific to the trust's profile, community and philosophy. To this end open source due diligence checks will be undertaken on all external speakers invited to our school. An example of this can be found at: https://www.birmingham.gov.uk/downloads/download/773/the_prevent_duty
- 10.7 This risk assessment will be reviewed as part of the annual s175 return that is monitored by the local authority and the local safeguarding children board.

Response

- 10.8 With effect from 1st July 2015 all schools are subject to a duty to have "due regard to the need to prevent people being drawn into terrorism" (section 26, Counter Terrorism and Security Act 2015). This is known as The Prevent Duty.
- 10.9 There is no single way to identify an individual who is likely to be susceptible to an extremist ideology. Specific background factors may contribute to vulnerability and these are often combined with specific needs for which an extremist group may appear to provide answers, and specific influences such as family, friends and online contacts. The use of social media has become a significant feature in the radicalisation of young people. More information on these factors is in Appendix 4.
- 10.10 Our trust, like all others, is required to identify a Prevent Single Point of Contact (SPOC) within each Academy who will be the lead for safeguarding in relation to protecting individuals from radicalisation and involvement in terrorism: this will normally be the Designated Safeguarding Lead. The responsibilities of the SPOC are described in Appendix 5.
- 10.11 Staff of Washwood Heath Multi Academy Trust will be alert to changes in a child's behaviour or attitude which could indicate that they are in need of help or protection.
- 10.12 Washwood Heath Multi Academy Trust will regularly monitor online activity within the trust to ensure that inappropriate sites are not accessed by pupils or staff. This is best done by the use of specialist online monitoring software, which in WHMAT schools is called Policy Central.

10.13 When any member of staff has concerns that a pupil/student may be at risk of radicalisation or involvement in terrorism, they should speak with the SPOC, and to the Designated Safeguarding Lead if this is not the same person.

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

Channel

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

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

10.15 The Channel programme focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It provides a mechanism for schools to make referrals if they are concerned that an individual might be vulnerable to radicalisation. An individual's participation in the programme is entirely voluntary at all stages.

10.16 Schools have a duty to cooperate with the Channel programme in the carrying out of its functions, and with the Police in providing information about an individual who is referred to Channel (Section 38, Counter Terrorism and Security Act 2015).

10.17 All staff within WHMAT attend the Home Office endorsed Workshop to Raise Awareness of Prevent (WRAP) delivered by the WHMAT Director of Safeguarding and Attendance or other Home Office accredited and approved WRAP trainers.

Further guidance about duties relating to the risk of radicalisation is available in the Advice for Schools on [The Prevent Duty](#).

11 SAFEGUARDING PUPILS/STUDENTS WHO ARE VULNERABLE TO EXPLOITATION, FORCED MARRIAGE, FEMALE GENITAL MUTILATION, OR TRAFFICKING

- 11.1 Our safeguarding policy above and the trust's values, ethos and behaviour policies provides the basic platform to ensure children and young people are given the support to respect themselves and others, stand up for themselves and protect each other.
- 11.2 Our trust keeps up to date on the latest advice and guidance provided to assist in addressing specific vulnerabilities and forms of exploitation.
- 11.3 Our staff are supported to recognise warning signs and symptoms in relation to specific issues, and include such issues in an age appropriate way in their curriculum,
- 11.4 Our academies work with and engage our families and local communities to talk about such issues.
- 11.5 Our staff are supported to talk to families about sensitive concerns in relation to their children and to find ways to address them together wherever possible.
- 11.6 Our Designated Safeguarding Leads and Deputy Safeguarding Leads are required to seek and get advice from the WHMAT Director of Safeguarding and Attendance as an integral part of the WHMAT support offered to DSLs in the execution of their duties.
- 11.7 Our academies bring in experts and use specialist material to support the work we do, in consultation with the WHMAT Director of Safeguarding and Attendance.

Reporting of female genital mutilation

- 11.8 With effect from October 2015 all schools are subject to a mandatory reporting requirement in respect of female genital mutilation. When a teacher discovers that an act of FGM appears to have been carried out on a girl aged under 18, that teacher has a statutory duty to report it to the police. Failure to report such cases will result in disciplinary sanctions.
- 11.9 When a teacher at Washwood Heath Multi Academy Trust has reasons to suspect that an act of FGM has been carried out on a pupil / student, s/he will discuss the situation with the Designated Safeguarding Lead, who may consult children's social care before a decision is made as to whether the mandatory reporting duty applies.

12 CHILDREN WHO GO MISSING FROM EDUCATION

- 12.1 A child going missing from education is a potential indicator of abuse or neglect, including sexual exploitation, FGM, forced marriage or travelling to

conflict zones. Trust staff will be alert to these safeguarding concerns when a pupil / student goes missing for an extended period, or on repeat occasions.

12.2 The Academies must notify the local authority of any pupil/student who fails to attend school regularly after making reasonable enquiries, or has been absent without the school's permission for a continuous period of 5 days or more. The school (regardless of designation) must also notify the local authority of any pupil/student who is to be deleted from the admission register because s/he –

- Has been taken out of school by their parents and is being educated outside the school system (e.g. home education);
- Has ceased to attend school and no longer lives within a reasonable distance of the school at which s/he is registered (moved within the city, within the country or moved abroad but failed to notify the school of the change);
- Displaced as a result of a crisis e.g. domestic violence or homelessness;
- Has been certified by the school medical officer as unlikely to be in a fit state of health to attend school before ceasing to be of compulsory school age, and neither s/he nor his/her parent has indicated the intention to continue to attend the school after ceasing to be of compulsory school age;
- Is in custody for a period of more than four months due to a final court order and the proprietor does not reasonably believe that s/he will return to the school at the end of that period; or
- Has been permanently excluded.

12.3 Our academies will demonstrate that we have made reasonable enquiries to ascertain the whereabouts of children that would be considered 'missing'.

13. WHAT WE DO WHEN WE ARE CONCERNED

13.1 Where unmet needs have been identified for a child/ young person utilising the Right Help Right Time (RHRT) model but there is no evidence of a significant risk, the DSL will add the child/young person to the school's vulnerable child list and support school staff to deliver an appropriate Early Help response.

13.2 In the first instance the child/young person will be enabled through the Signs of Safety and Wellbeing practice framework to express their lived experience. This will be documented in the '3 houses format' and added to the child's file. At this stage simple reasonable adjustments within the educational setting may be all that is needed to address the unmet needs and after review the child/young person may then be removed from the vulnerable children list.

13.3 Should the lived experience of the child and professional opinion of the DSL indicate that a wider Early Help response is required in order to meet the unmet safeguarding need, the DSL will develop a school focused action plan with the child/young person and parent/carer as appropriate utilising the Signs of Safety

and Wellbeing practice framework, the 3 columns of the Early Help Assessment or Early Help conversation log. This school focused plan will then be regularly reviewed and updated to record progress towards the goals until the unmet safeguarding needs have been addressed. Once all unmet safeguarding needs have been addressed the child can then be removed from the vulnerable children list.

13.4 Should the professional opinion of the DSL indicate that a multiagency Early Help response is required in order to meet the unmet safeguarding need the DSL will initiate an Early Help Assessment and an Our Family Plan and register these documents with the Early Help support team. This multi-agency plan, with support from the Early Help panels as appropriate, will then be reviewed regularly and progress updated towards the goals until the unmet safeguarding needs have been addressed.

13.5 Should the DSL feel that a Think Family or Social care response is needed to meet the unmet safeguarding need; the DSL will initiate a Request for Support, seeking advice from Children's Advice and Support Service (CASS) as required. The DSL will then oversee the agreed intervention from school as part of the multiagency safeguarding response and ongoing school focused support.

14 PHOTOGRAPHING CHILDREN

14.1 We understand that parents like to take photos of or video record their children in academy plays, or at sports day, or academy presentations. This is a normal part of family life and we will not discourage parents from celebrating their child's successes. However, if there are Health and Safety issues associated with this – i.e. the use of a flash when taking photos could distract or dazzle the child, and cause them to have an accident, we will encourage parents to use settings on their camera that do not require flash.

14.2 We will not allow images of pupils to be used on academy websites, publicity, or press releases, without express permission from the parent, and if we do obtain such permission, we will not identify individual children by name.

14.3 The academies cannot however be held accountable for photographs or video footage taken by parents or members of the public at an academy function.

14.4 WHMAT operates a zero tolerance policy of any member of staff, employed or volunteer, within the WHMAT photographing any pupil/ student on their own personal devices. Any such photographs are to be taken on official WHMAT cameras or devices.

14.5 CCTV is used within WHMAT academies to enhance the safety and security of pupils/ students, staff and visitors. CCTV footage will not be shared with any outside agencies unless it is required as evidence resulting from investigations relating to possible criminal offences.

15 CONDUCT OF STAFF

15.1 The trust has a duty to ensure that professional behaviour applies to relationships between staff and children, and that all members of staff are clear about what constitutes appropriate behaviour and professional boundaries. At all times, members of staff are required to work in a professional way with children.

15.2 All staff should be aware of the dangers inherent in:

- working alone with a child
- physical interventions
- cultural and gender stereotyping
- dealing with sensitive information
- giving to and receiving gifts from children and parents
- contacting children through private telephones (including texting),
- e-mail, MSN, or social networking websites
- disclosing personal details inappropriately
- meeting pupils outside school hours or school duties

15.3 If any member of staff has reasonable suspicion that a child is suffering harm and fails to act in accordance with this policy we will view this as misconduct, and take appropriate action.

16 PHYSICAL CONTACT & RESTRAINT

16.1 Members of staff may have to make physical interventions with children.

16.2 Members of staff should only do this where:

- It is necessary to protect the child, or another person, from immediate danger, or
- Where the member of staff has received suitable training

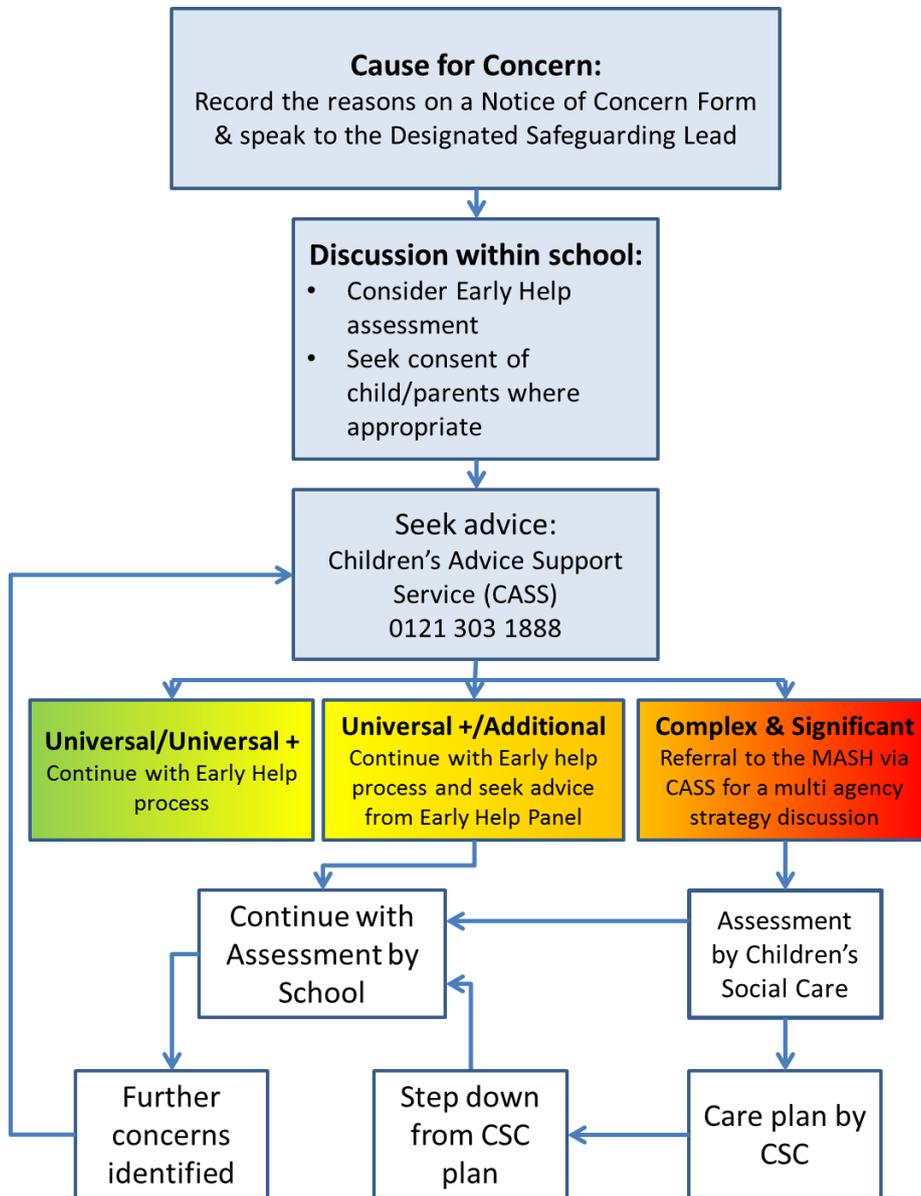
17 BEFORE AND AFTER SCHOOL ACTIVITIES

17.1 Where the Governors transfer control of use of academy premises to bodies (such as sports clubs) to provide out of school hours' activities, the Governors will ensure that these bodies have appropriate safeguarding and child protection policies and procedures, and that there are arrangements in place to link with the academy on such matters. Such considerations will be made explicit in any contract or service level agreement with the bodies.

18 CONTRACTED SERVICES

18.1 Where the Directors contracts its services to outside providers, eg Stay and Play, we will ensure that these providers have appropriate safeguarding and child protection policies and procedures, and that there are arrangements in place to link with the academies on such matters. Such considerations will be made explicit in any contract or service level agreement with the provider.

PART TWO – THE KEY PROCEDURES RESPONDING TO CONCERNS ABOUT A CHILD



19. INVOLVING PARENTS / CARERS

- 19.1 In general, we will discuss any child protection concerns with parents / carers before approaching other agencies, and will seek their consent to making a referral to another agency. Appropriate staff will approach parents / carers after consultation with the Designated Safeguarding Lead/ Deputy Designated Safeguarding Lead. However, there may be occasions when the academy will contact another agency **before** informing parents/carers because it considers that contacting them may increase the risk of significant harm to the child.
- 19.2 Parents/ carers will be informed about our safeguarding policy through the trust and academy websites.

20. MULTI-AGENCY WORK

- 20.1 We work in partnership with other agencies to promote the best interests of our children as a top priority in all decisions and actions that affect them. The academies will, where necessary, liaise with these agencies and make requests for support from children's social care. These requests will be made by the Designated Safeguarding Leads to the Children's Advice Support Service (CASS) - 0121 303 1888. Where the child already has a safeguarding social worker or family support worker the request for support should go immediately to the team involved, or in their absence to their team manager.
- 20.2 When invited the DSL will participate in a MASH strategy meeting, usually by conference phone, adding school held data and intelligence to the discussion so that the best interests of the child are met.
- 20.3 We will co-operate with any child protection enquiries conducted by children's social care: the academies will ensure representation at appropriate inter-agency meetings such as integrated support plan meetings initial and review, child protection conferences, and core group meetings.
- 20.4 We will provide reports as required for these meetings. If the academy is unable to attend, a written report will be sent. The report will, wherever possible, be shared by Social Care with parents / carers at least 24 hours prior to the meeting.
- 20.5 Where a pupil/student is subject to an inter-agency child protection plan or a multi-agency risk assessment conference (MARAC) meeting, the academy will contribute to the preparation, implementation and review of the plan as appropriate.

21. OUR ROLE IN SUPPORTING CHILDREN

- 21.1 We will offer appropriate support to individual children who have experienced abuse or who have abused others (child on child abuse) or who act as Young Carers in their home situation.

- 21.2 A safeguarding action plan will be devised, implemented and reviewed regularly for these children. This plan will detail areas of support, who will be involved, and the child's wishes and feelings. A written outline of the individual support plan will be kept in the child's safeguarding record.
- 21.3 Children and young people who abuse others will be responded to in a way that meets their needs as well as protecting others within the school community through a multi-agency risk assessment. Within our academies we will ensure that the needs of children and young people who abuse others will be considered separately from the needs of their victims.
- 21.4 We will ensure the academies work in partnership with parents / carers and other agencies as appropriate.

22. RESPONDING TO AN ALLEGATION ABOUT A MEMBER OF STAFF

See also *Birmingham Safeguarding Children Board Procedures on [Allegations against Staff and Volunteers](#)*.

- 22.1 This procedure should be used in any case in which it is alleged that a member of staff, director, governor, visiting professional or volunteer has:
- Behaved in a way that has harmed a child or may have harmed a child;
 - Possibly committed a criminal offence against or related to a child; or
 - Behaved in a way that indicates s/he is unsuitable to work with children.
- 22.2 Although it is an uncomfortable thought, it needs to be acknowledged that there is the potential for staff in an academy to abuse children.
- 22.3 All staff working within our organisation must report any potential safeguarding concerns about an individual's behaviour towards children and young people immediately.
- 22.3.1 Allegations or concerns about staff, colleagues and visitors must be reported directly to the Head of Academy who will liaise with the Local Authority Designated Officer Team in children's social care who will decide on any action required.
- 22.3.2 If the concern relates to the Head of Academy, it must be reported immediately to the Chief Executive Officer of WHMAT who will liaise with the Chair of the Governing Body and the Chair of Directors. They will liaise with the Local Authority Designated Officer Team in children's social care, and they will decide on any action required.
- 22.4 Where staff feel unable to raise an issue with their employer or feel that their genuine concerns are not being addressed, advice and guidance can be found on the **NSPCC whistleblowing helpline 0800 028 0285** or help@nspcc.org.uk, or NSPCC Whistleblowing Advice Line

www.nspcc.org.uk/what-you-can-do/report-abuse/dedicated-helplines/whistleblowing-advice-line/ .

Additional information and advice regarding whistleblowing can also be found at www.gov.uk/whistleblowing

23. CHILDREN WITH ADDITIONAL NEEDS

- 23.1 Washwood Heath Multi Academy Trust recognises that while all children have a right to be safe, some children may be more vulnerable to abuse, for example those with a disability or special educational need, those living with domestic violence or drug / alcohol abusing parents, etc.
- 23.2 When the academy is considering excluding, either fixed term or permanently, a vulnerable pupil and / or a pupil/student who is the subject of a child protection plan or where there is an existing child protection file, we will call a multi-agency risk-assessment meeting prior to making the decision to exclude. In the event of a one-off serious incident resulting in an immediate decision to exclude, the risk assessment *must* be completed prior to convening a meeting of the Local Governing Body

24. CHILDREN IN SPECIFIC CIRCUMSTANCES

Private Fostering

- 24.1 Many people find themselves looking after someone else's child without realising that they may be involved in private fostering. A private fostering arrangement is one that is made privately (that is to say without the involvement of a local authority) for the care of a child under the age of 16 (under 18, if disabled) by someone other than a parent or immediate relative. If the arrangement is to last, or has lasted, for 28 days or more it is private fostering.
- 24.2 The Children Act 1989 defines an immediate relative as a grandparent, brother, sister, uncle or aunt (whether of full blood or half blood or by marriage or civil partnership), or a step parent.
- 24.3 People become involved in private fostering for all kinds of reasons. Examples of private fostering include –
- Children who need alternative care because of parental illness;
 - Children whose parents cannot care for them because their work or study involves long or antisocial hours;
 - Children sent from abroad to stay with another family, usually to improve their educational opportunities;
 - Unaccompanied asylum seeking and refugee children;
 - Teenagers who stay with friends (or other non-relatives) because they have fallen out with their parents;
 - Children staying with families while attending a school away from their home area.

24.4 There is a mandatory duty on the school to inform the local authority of a private fostering arrangement- this is done by contacting the CASS (0121 303 1888). The local authority then has a duty to check that the young person is being properly cared for and that the arrangement is satisfactory.

Other specific circumstances

24.5 Guidance on children in specific circumstances is in Birmingham Safeguarding Children Board's procedures as listed below

[Bullying](#)

[Children with **Disabilities**](#)

[Children Affected by **Gang Activity**](#)

[Children **Living Away** from Home](#)

[Children of **Parents** with **Mental Health** Problems](#)

[Children **Missing** from **Care, Home** and **Education**](#)

[Children of **Parents** who **Misuse Substances**](#)

[Child **Sexual Exploitation**](#)

[Domestic **Violence** and **Abuse**](#)

[E-**Safety** – Children Exposed to Abuse through the Digital Media](#)

[Fabricated or Induced Illness](#)

[Faith Abuse](#)

[Female Genital Mutilation](#)

[Forced Marriage](#)

[Honour Based Violence](#)

[Hate](#)

[Missing Children & Adults](#)

[Safeguarding Children and Young People against **Radicalisation** and **Violent Extremism**](#)

[Relationship Abuse](#)

Sexting

Trafficked Children

Underage Sexual Activity

Violence against Women and Girls

APPENDICES

APPENDIX 1

DEFINITIONS AND INDICATORS OF ABUSE

1. NEGLECT

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

- Provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- Protect a child from physical and emotional harm or danger;
- Ensure adequate supervision (including the use of inadequate care-givers); or
- Ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

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

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

2. PHYSICAL ABUSE

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

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

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

3. SEXUAL ABUSE

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

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

- Sexually explicit play or behaviour or age-inappropriate knowledge;
- Anal or vaginal discharge, soreness or scratching;
- Reluctance to go home;
- Inability to concentrate, tiredness;
- Refusal to communicate;
- Thrush, persistent complaints of stomach disorders or pains;
- Eating disorders, for example anorexia nervosa and bulimia;
- Attention seeking behaviour, self-mutilation, substance abuse;
- Aggressive behaviour including sexual harassment or molestation;
- Unusual compliance;
- Regressive behaviour, enuresis, soiling;
- Frequent or open masturbation, touching others inappropriately;

- Depression, withdrawal, isolation from peer group;
- Reluctance to undress for PE or swimming; or
- Bruises or scratches in the genital area.

4. SEXUAL EXPLOITATION

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

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

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

5. EMOTIONAL ABUSE

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

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

- The child consistently describes him/herself in very negative ways – as stupid, naughty, hopeless, ugly;

- Over-reaction to mistakes;
- Delayed physical, mental or emotional development;
- Sudden speech or sensory disorders;
- Inappropriate emotional responses, fantasies;
- Neurotic behaviour: rocking, banging head, regression, tics and twitches;
- Self-harming, drug or solvent abuse;
- Fear of parents being contacted;
- Running away;
- Compulsive stealing;
- Appetite disorders - anorexia nervosa, bulimia; or
- Soiling, smearing faeces, enuresis.

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

6. RESPONSES FROM PARENTS

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

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

7. DISABLED CHILDREN

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

- A bruise in a site that might not be of concern on an ambulant child such as the shin, might be of concern on a non-mobile child;
- Not getting enough help with feeding leading to malnourishment;
- Poor toileting arrangements;
- Lack of stimulation;
- Unjustified and/or excessive use of restraint;

- Rough handling, extreme behaviour modification such as deprivation of medication, food or clothing, disabling wheelchair batteries;
- Unwillingness to try to learn a child's means of communication;
- Ill-fitting equipment. for example, callipers, sleep boards, inappropriate splinting;
- Misappropriation of a child's finances; or
- Inappropriate invasive procedures.

APPENDIX 2

DEALING WITH A DISCLOSURE OF ABUSE

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

- Stay calm.
- Do not communicate shock, anger or embarrassment.
- Reassure the child. Tell her/him you are pleased that s/he is speaking to you.
- Never enter into a pact of secrecy with the child. Assure her/him that you will try to help but let the child know that you will have to tell other people in order to do this. State who this will be and why.
- Tell her/him that you believe them. Children very rarely lie about abuse; but s/he may have tried to tell others and not been heard or believed.
- Tell the child that it is not her/his fault.
- Encourage the child to talk but do not ask "leading questions" or press for information.
- Listen and remember.
- Check that you have understood correctly what the child is trying to tell you.
- Praise the child for telling you. Communicate that s/he has a right to be safe and protected.
- Do not tell the child that what s/he experienced is dirty, naughty or bad.
- It is inappropriate to make any comments about the alleged offender.
- Be aware that the child may retract what s/he has told you. It is essential to record all you have heard.
- At the end of the conversation, tell the child again who you are going to tell and why that person or those people need to know.
- As soon as you can afterwards, make a detailed record of the conversation using the child's own language. Include any questions you may have asked. Do not add any opinions or interpretations.
- If the disclosure relates to a physical injury do not photograph the injury, but record in writing as much detail as possible.

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

Immediately afterwards

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

Children making a disclosure may do so with difficulty, having chosen carefully to whom they will speak. Listening to and supporting a child/young person who has been abused can be traumatic for the adults involved. Support for you will be available from your Designated Safeguarding Lead, Deputy Designated Safeguarding Lead, Head of Academy, the Director of Safeguarding and Attendance or the Chief Executive Officer of WHMAT.

APPENDIX 3

ALLEGATIONS ABOUT A MEMBER OF STAFF, DIRECTOR, GOVERNOR OR VOLUNTEER

1. Inappropriate behaviour by staff/volunteers could take the following forms:
 - **Physical**
For example, the intentional use of force as a punishment, slapping, use of objects to hit with, throwing objects or rough physical handling.
 - **Emotional**
For example, intimidation, belittling, scapegoating, sarcasm, lack of respect for children's rights, and attitudes that discriminate on the grounds of race, gender, disability or sexuality.
 - **Sexual**
 - For example, sexualised behaviour towards pupils, sexual harassment, inappropriate phone calls, texts, images via social media, sexual assault and rape.
 - **Neglect**
For example, failing to act to protect a child or children, failing to seek medical attention or failure to carry out an appropriate risk assessment.
 - **Spiritual Abuse**
For example, using undue influence or pressure to control individuals or ensure obedience, follow religious practices that are harmful such as beatings or starvation.
2. If a child makes an allegation about a member of staff, director, governor, visitor or volunteer the Head of Academy should be informed immediately, who will advise the Chief Executive Officer of WHMAT. The Head of Academy should carry out an urgent initial consideration in order to establish whether there is substance to the allegation. The Head of Academy should not carry out the investigation him/herself or interview pupils.
3. The Head of Academy must exercise, and be accountable for, their professional judgement on the action to be taken, as follows –
 - If the actions of the member of staff, and the consequences of the actions, raise credible child protection concerns the Head of Academy following consultation with the Chief Executive Officer of WHMAT will notify the Local Authority Designated Officer (LADO) Team (Tel: 0121 675 1669) and the Chair of Governors. The LADO Team will liaise with the Chair of Governors and advise about action to be taken, and may initiate internal referrals within children's social care to address the needs of children likely to have been affected.
 - If the actions of the member of staff, and the consequences of the actions, do not raise credible child protection concerns, but do raise other issues in relation to the conduct of the member of staff or the pupil(s), these should be addressed through the academy's own internal procedures.

- If the Head of Academy decides that the allegation is without foundation and no further formal action is necessary, all those involved should be informed of this conclusion, and the reasons for the decision should be recorded on the child safeguarding file.
4. Where an allegation has been made against the Head of Academy, the Chief Executive Officer of WHMAT, in liaison with the Chair of the Governing Body takes on the role of liaising with the LADO team in determining the appropriate way forward. For details of this specific procedure see the Section on [Allegations against Staff and Volunteers](#) in the procedures of Birmingham Safeguarding Children Board.

APPENDIX 4

INDICATORS OF VULNERABILITY TO RADICALISATION

1. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.
2. Extremism is defined by the Government in the Prevent Strategy as:
Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.
3. Extremism is defined by the Crown Prosecution Service as:
The demonstration of unacceptable behaviour by using any means or medium to express views which:
 - Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;
 - Seek to provoke others to terrorist acts;
 - Encourage other serious criminal activity or seek to provoke others to serious criminal acts; or
 - Foster hatred which might lead to inter-community violence in the UK.
4. There is no such thing as a “typical extremist”: those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.
5. Pupils may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that school staff are able to recognise those vulnerabilities.
6. Indicators of vulnerability include:
 - Identity Crisis – the student / pupil is distanced from their cultural / religious heritage and experiences discomfort about their place in society;
 - Personal Crisis – the student / pupil may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging;
 - Personal Circumstances – migration; local community tensions; and events affecting the student / pupil’s country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy;

- Unmet Aspirations – the student / pupil may have perceptions of injustice; a feeling of failure; rejection of civic life;
 - Experiences of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement / reintegration;
 - Special Educational Need – students / pupils may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.
7. However, this list is not exhaustive, nor does it mean that all young people experiencing the above are at risk of radicalisation for the purposes of violent extremism.
8. More critical risk factors could include:
- Being in contact with extremist recruiters;
 - Family members convicted of a terrorism act or subject to a Channel intervention;
 - Accessing violent extremist websites, especially those with a social networking element;
 - Possessing or accessing violent extremist literature;
 - Using extremist narratives and a global ideology to explain personal disadvantage;
 - Justifying the use of violence to solve societal issues;
 - Joining or seeking to join extremist organisations; and
 - Significant changes to appearance and / or behaviour;
 - Experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis.

APPENDIX 5

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

The SPOC/ DSL in each Academy is responsible for:

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

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

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

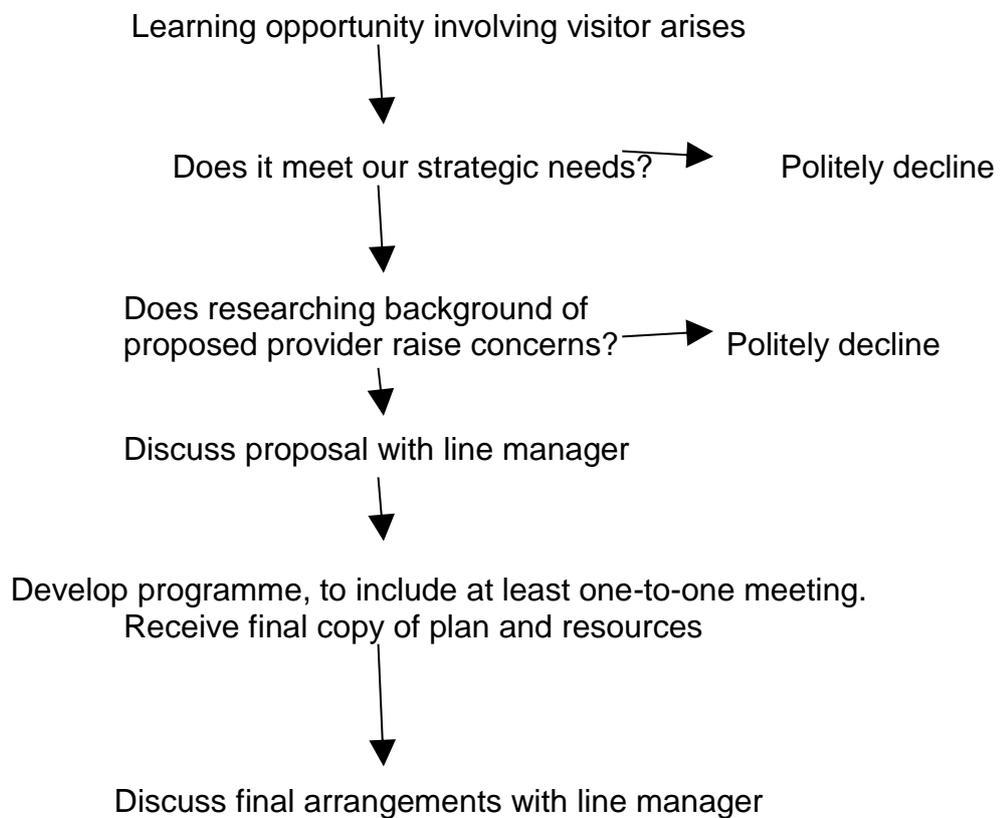
APPENDIX 6

Process for Visitors working with children at an academy within the Washwood Heath Multi Academy Trust

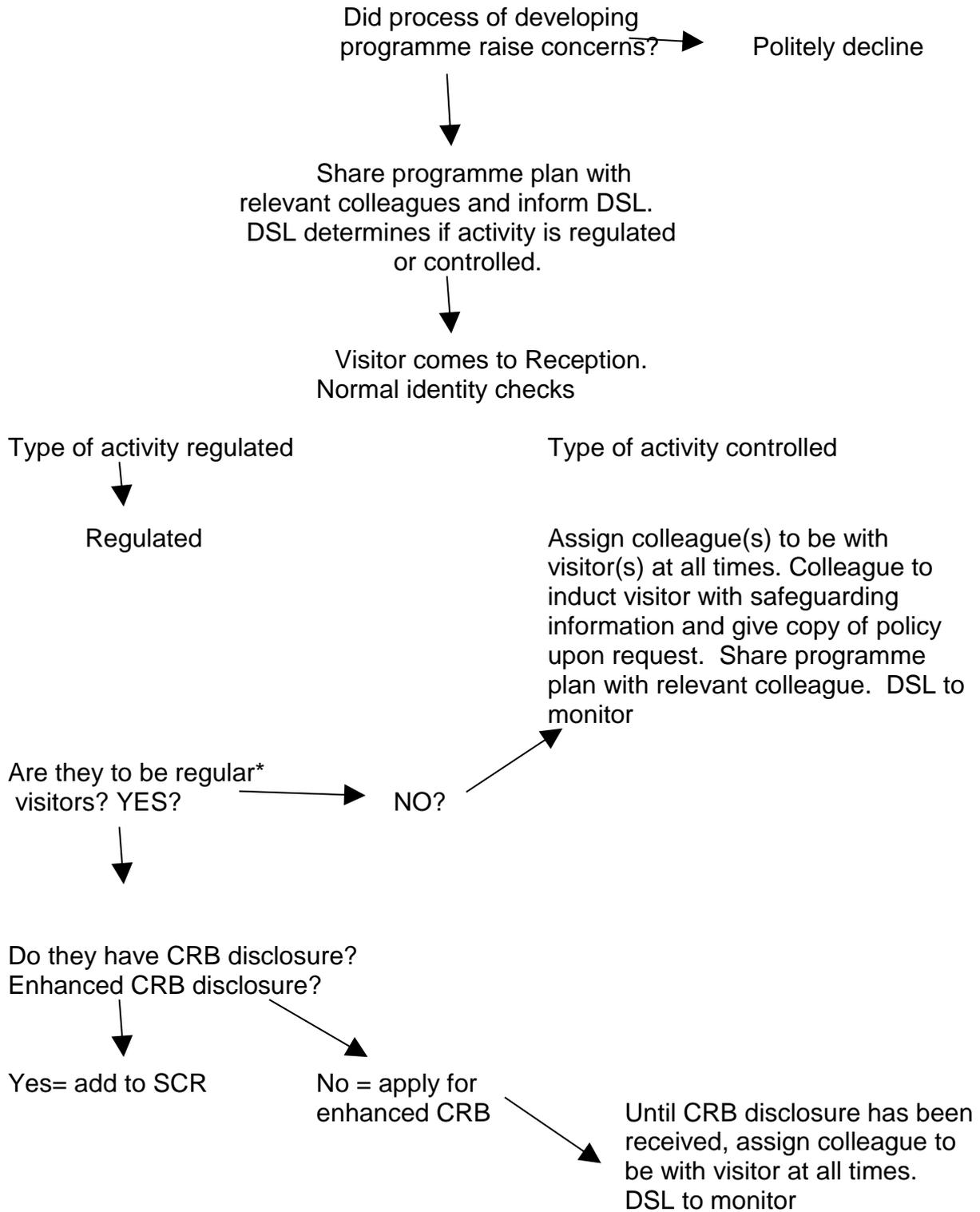
Rationale:

Washwood Heath Multi Academy Trust believe that it is essential to our mission that students work with and have the opportunity to listen to a range of adults from a variety of walks of life, but to provide these opportunities without any impact on our paramount duty and commitment to their safety and wellbeing.

This process is to ensure the quality, appropriateness and safety of such experiences.



Visitors' Safeguarding Procedures APPENDIX 7



APPENDIX 8

Washwood Heath Multi Academy Trust
Single Central Record and Safeguarding Training Compliance

- **No visitors are to be working on site without HR’s knowledge.**
- **No staff can work in an academy without an appropriate risk assessment if their DBS clearance has not come through.**
- **This document must be completed by the staff member arranging visitors/ volunteers or the HOF/ HOD in charge of the PGCE / SCITT/ Placement etc.**

Visitor Name: (please print) Date of visit:

Organisation: Dept visiting:

1. I confirm that I am aware and I am responsible for following the Safeguarding procedures in place at the Academy.

YES/NO

2. I confirm that any non-DBS cleared visitor on site at the academy must be **accompanied AT ALL TIMES** by a member of Academy staff. (There can be no exceptions to this requirement)

YES/NO

3. I confirm it is my responsibility to ensure all visitors / volunteers are aware of the basic procedures regarding safeguarding whilst they are on site (i.e. they have been given and read the visitors’ information sheet at reception on their arrival)

YES/NO

4. (For visitors arranged for more than 1 visit to an Academy). I understand it is my responsibility to make an appointment with the Safeguarding Team to ensure my visitor receives full Safeguarding/ CP Training within the first week of the visitor being on site at an academy.

YES/NO

Name: (please print)

Position:

Department:

Signature:

Date:

Once completed please hand to your Line Manager/ Head of Department or HOF as appropriate.

HOD/Line Managers/ HOFs please countersign and return to HR Department at least 1 week prior to visit/ working day commencing.

Name printed:

Signature:.....

Date:.....

APPENDIX 9

WHMAT Designated Safeguarding Leads

| Academy | Lead DSL | Job Title |
|--------------------------------|--|---------------------------------------|
| Brownmead Academy | Wendy Carter- Cotterill | Deputy Head |
| Gossey Lane Academy | Sara Hartshorn | Deputy Head |
| Washwood Heath Primary Academy | Helen Lowe | Deputy Head |
| Saltley Academy | Liz Wilson | Assistant Head Teacher |
| Tile Cross Academy | Russell Kennedy | Deputy Head |
| Washwood Heath Academy | Lynne Weir (Steve Hobson with effect from 1st Jan 2018) | Deputy Head Assistant Head Teacher |