SAFEGUARDING OUR STUDENTS

WHO TO SPEAK WITH

MR S.LIDDLE

Assistant Head Teacher

Designated Senior Person Child Protection and Safeguarding

MRS C.CONSTABLE

Safeguarding Officer

Deputy Designated Person Child Protection and Safeguarding

SAFEGUARDING CPD SEPT 2021

Safeguarding and
Child Protection is
EVERYONE'S
responsibility.

WHAT WE WILL COVER TODAY…

CPOMS

STATUTORY POLICIES

Department for Education

All staff MUST read these policies.

1. Our schools Child Protection | Peer on Peer Abuse & Behaviour Policies Sept 2021
2. DfE's Keeping Children Safe In Education – Part 1 September 2021
3. Staff Code of Conduct and Low Level Concerns Sept 2021

KCSIE 2021 KEY UPDATES

Department for Education

- Peer on Peer Abuse (Sexual)
- Low Level Concerns (Staff)
- Cyber Harms

1. CPOMS – is an online electronic system used in school, by all staff, for recording any safeguarding concerns.

2. CPOMS is accessed via a link on the school website

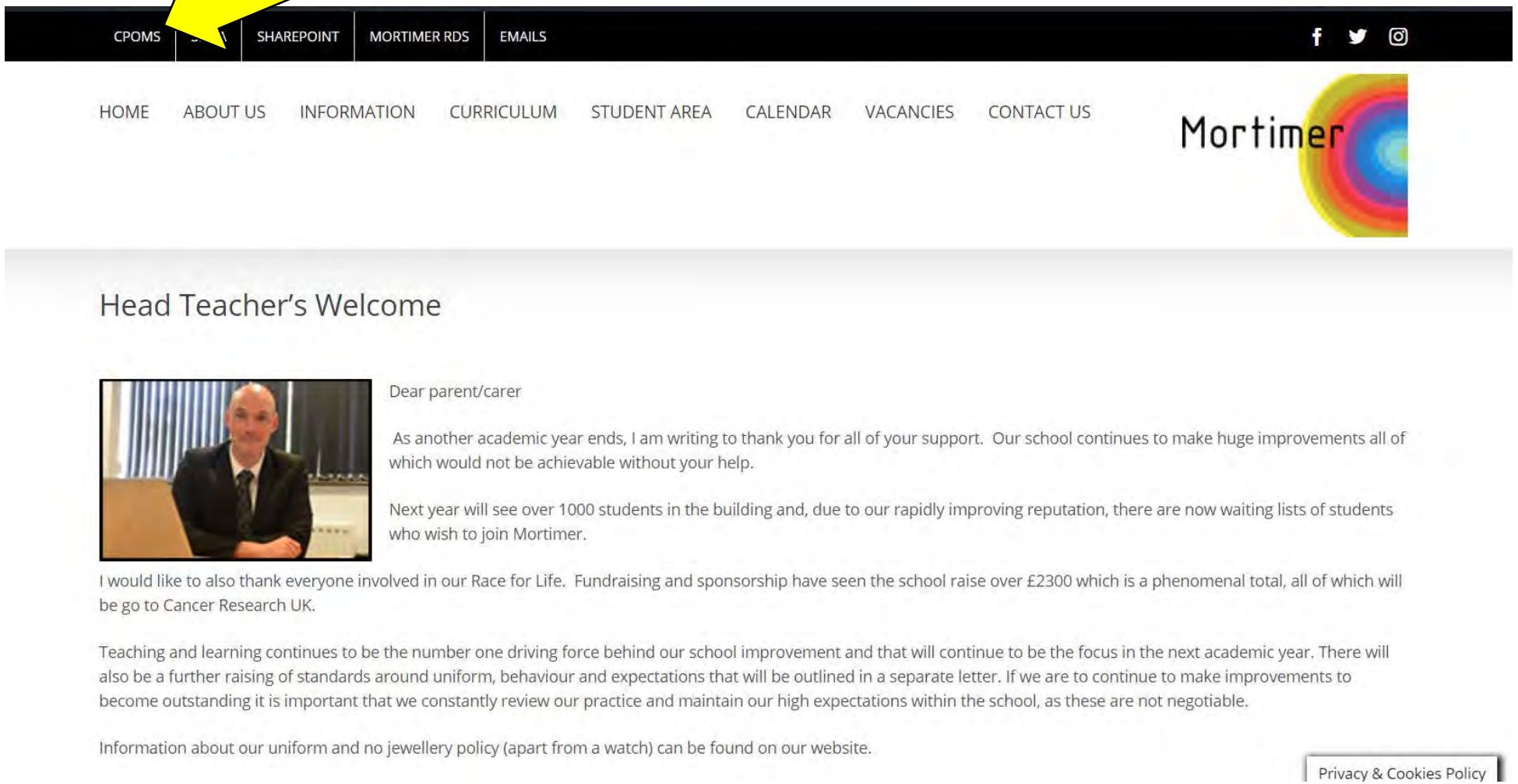
3. To log in use your school email address for your username and the password you set.

4. If you have forgotten it you will need to request a password reset from the login webpage.

HOW TO LOG ON

CPOMS

CPOMS is accessed via a link on the school website



STATUTORY POLICIES

Department for Education

All staff MUST read these policies.

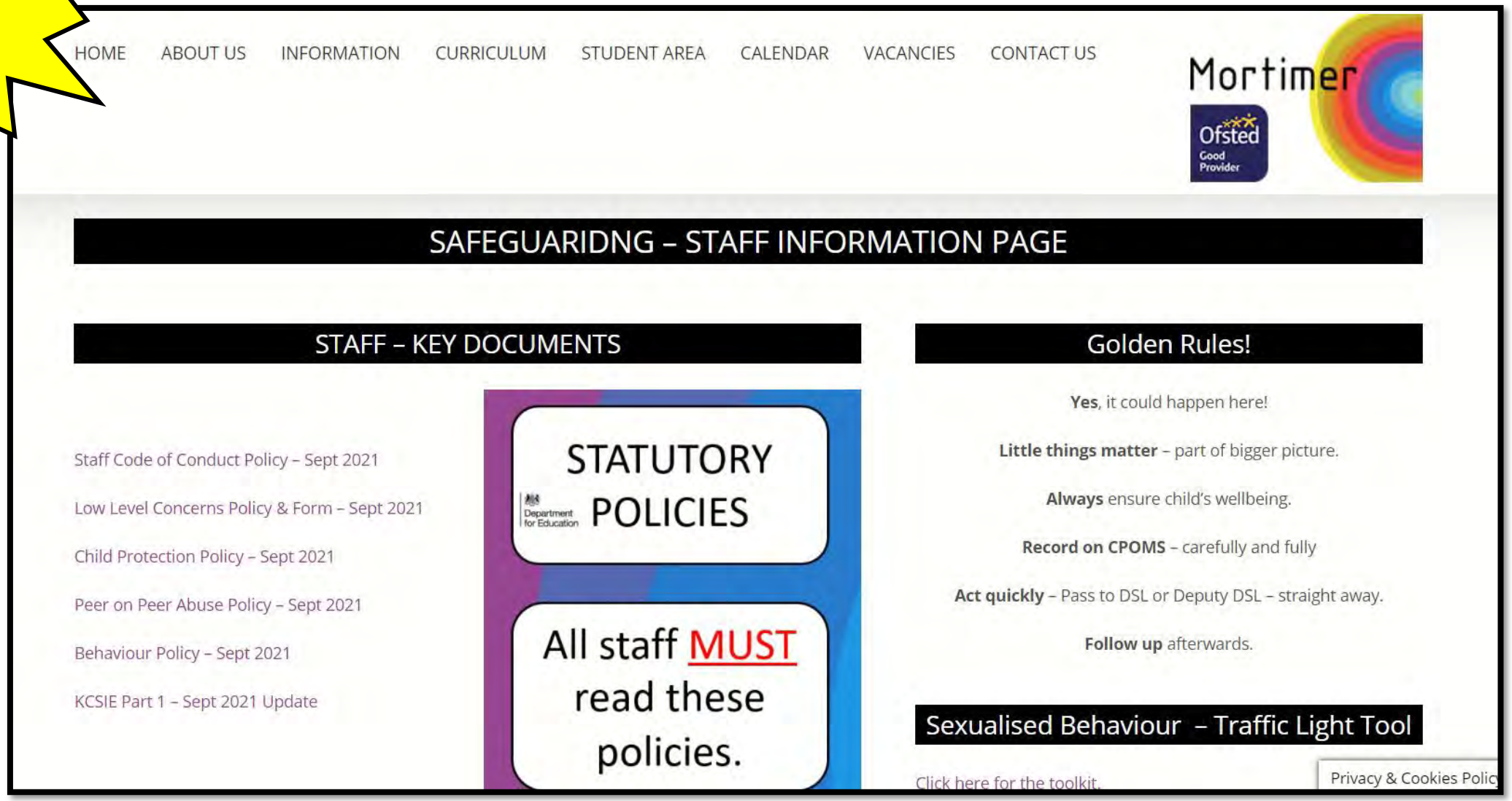
1. Our schools **Child Protection Policy | Peer on Peer Abuse Policy | Behaviour Policy** - Sept 2021

2. **Staff Code of Conduct - Sept 2021** and **Low Level Concerns Policy 2021** (new for 2021)

3. **DfE's Keeping Children Safe In Education – Part 1** September 2021 (41 pages, full version 164 pages)

NEW for 2021

STAFF SAFEGUARDING WEBPAGE



http://mortimercommunitycollege.co.uk/safeguarding-staff-hub/

What to do if you have concerns about a child?

1. ACT QUICKLY create a CPOMS entry to log all the details.

2. RECORD the following:

PURPOSE what is the purpose of the entry?

ACTION what action have you taken or what have you seen or been told?

OUTCOME how was the incident with the child left?

3. IF A CHILD is in immediate danger speak to the DSL (Mr Liddle) or Deputy DSL (Mrs Constable) in person before the end of the school day as the child may need to remain in school and other agencies informed.

4. FOLLOW UP afterwards to find out the outcome.

5. MORE HELP and advice can be sought from South Tyneside's Integrated Safeguarding & Interventions Team on 0191 424 5010. Outside of working hours ISIT phone number is 0191 456 2093.

Dealing with a Disclosure

If a child comes to speak to you, the following guidance should be adhered to.

1. DISCLOSURES initially will likely be made to an adult the child trusts.

2. NEVER promise a child confidentiality.

3. REASSURE the child you are taking them seriously.

4. BE supportive and respectful.

5. LISTEN carefully to the child and be non-judgemental.

6. DON'T ask leading questions.

7. WRITE UP a thorough summary immediately onto CPOMS.

8. ONLY record the facts as the child presents them.

9. INFORM DSL or Deputy DSL as soon as practically possible.

Radicalisation and Extremism

What to do if you are worried about a child who might be being radicalised or becoming in involved in terrorist activities.
The following guidance should be adhered to.

1. RECORD your concerns on CPOMS.

2. SPEAK to the DSL or Deputy DSL in person about your concerns.

3. ACTION DSL and/or Deputy DSL may report incident under PREVENT.

4. SOUTH TYNESIDE REPORTING PROCEDURES

In South Tyneside anyone worried about a child who might be being radicalised or becoming in involved in terrorist activities can contact:

South Tyneside ISIT (Integrated Safeguarding and Information Team) on 0191 424 5010 or out of hours on 0191 456 2093.

Make sure you state that you are making a referral under 'Prevent' (radicalisation).

IN AN EMERGENCY the police should be called on 999.

Main types of abuse - recap

Four main categories

Physical Abuse

Neglect

Sexual Abuse

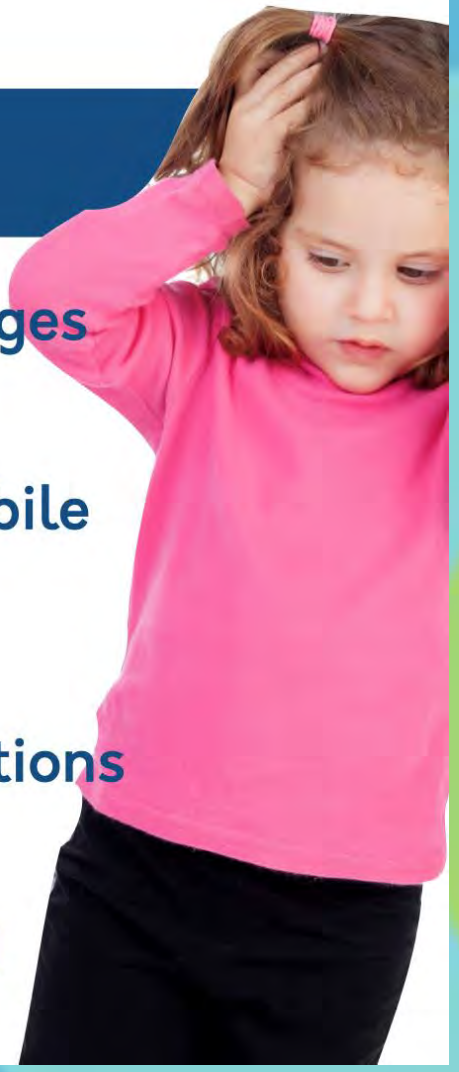
Emotional Abuse

Physical Abuse

Physical abuse

Physical abuse involves any action that causes physical harm to a child including fabricating the symptoms of of inducing illnesses.

- Bruising of various ages
- Bite marks
- Burns and scalds
- Fractures in non-mobile children
- Refusal to discuss injuries
- Inconsistent explanations
- Arms and legs kept covered
- Parents uninterested



Sexual Abuse

Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including non-contact activities.

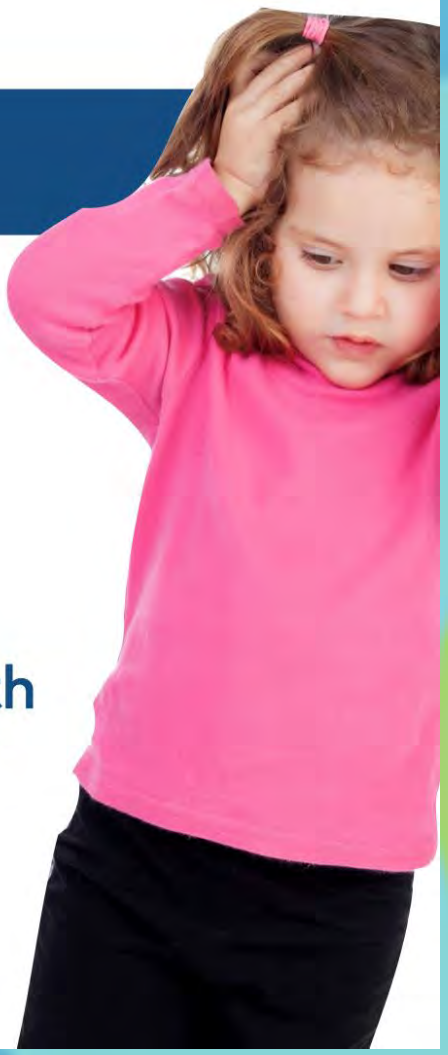
- Change in behaviour
- Self-harming, including eating disorders
- Sexually explicit drawings or graffiti
- Atypical sexual activity or behaviour
- Reluctance to change for PE or swimming

Neglect

Neglect

Neglect is the failure to meet a child's physical or psychological needs.

- Inadequate clothing for size of child or time of year
- Underweight
- Poor health
- Emotionally needy
- Persistently dirty with a strong body odour
- Regularly hungry



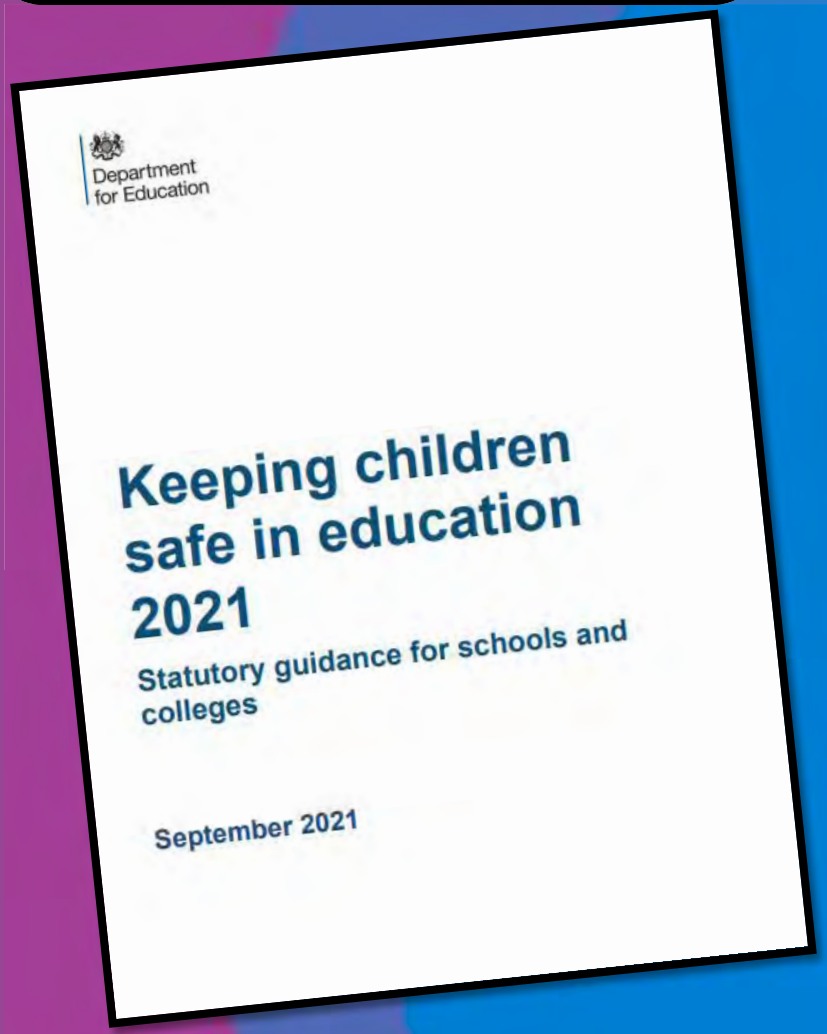
Emotional Abuse

Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child.

- Developmental delay
- Abnormal attachment to parent/carer
- Low self-esteem
- Lack of confidence
- Inappropriate emotional response

KCSIE 2021 KEY UPDATES



1. **REQUIREMENTS** – All staff **MUST** read KCSIE 2021 Part 1

2. **ALL STAFF AND SCHOOLS** recognise "that it could happen here" and develop a proactive attitude to safeguarding.

3. **ALL STAFF MUST** complete the online register to confirm you have completed this.

Peer on Peer Abuse

Peer on Peer Abuse – Increased Information

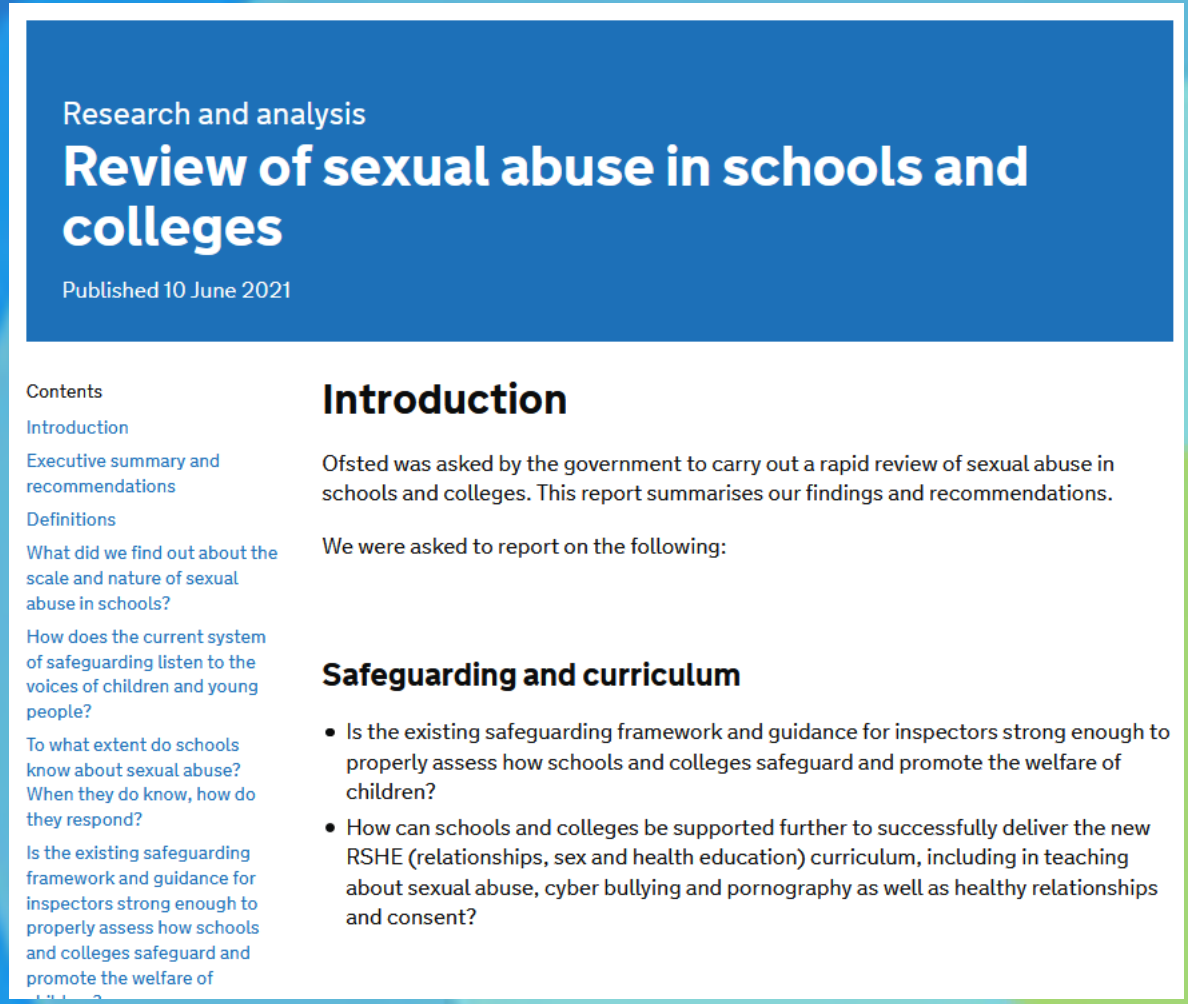
QUESTION – What types of peer on peer abuse could occur?

Peer on Peer Abuse Can Include…

- **Bullying** (including cyberbullying, prejudice-based and discriminatory bullying);
- **Abuse in intimate personal relationships** between peers;
- **Physical abuse** such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (includes online)
- **Sexual violence,** such as rape, assault by penetration and sexual assault (includes online)
- **Sexual harassment**, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse;
- Causing someone to engage in **sexual activity without consent**, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party;
- Consensual and non-consensual **sharing of nudes** and semi nudes images and or videos
- **Upskirting**
- **Initiation/hazing** type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).

Peer on Peer Abuse - Increased Information

This follows the OFSTED review on sexual abuse which followed on from huge numbers of allegations on the "**Everyone's Invited**" website.



Research and analysis

Review of sexual abuse in schools and colleges

Published 10 June 2021

Contents

Introduction

Executive summary and recommendations

Definitions

What did we find out about the scale and nature of sexual abuse in schools?

How does the current system of safeguarding listen to the voices of children and young people?

To what extent do schools know about sexual abuse? When they do know, how do they respond?

Is the existing safeguarding framework and guidance for inspectors strong enough to properly assess how schools and colleges safeguard and promote the welfare of

Introduction

Ofsted was asked by the government to carry out a rapid review of sexual abuse in schools and colleges. This report summarises our findings and recommendations.

We were asked to report on the following:

Safeguarding and curriculum

- Is the existing safeguarding framework and guidance for inspectors strong enough to properly assess how schools and colleges safeguard and promote the welfare of children?
- How can schools and colleges be supported further to successfully deliver the new RSHE (relationships, sex and health education) curriculum, including in teaching about sexual abuse, cyber bullying and pornography as well as healthy relationships and consent?

Example statements from…

everyone's invited

At Mortimer we are committed to eradicating sexual abuse and harassment.

"When I was in primary school (age 10/11), our uniform included either a white shirt in the winter/white polo shirt in summer.

When the girls started wearing bras the boys thought it was ‘fun’ to try and undo them without us realising. They also thought it was good fun to ping them."

everyone's invited

At Mortimer we are committed to eradicating sexual abuse and harassment.

“When I was 11 all of the boys in my class went round and took pictures of each other's 'rape face'. They then culminated it into and album and sent it to all the girls in my year.

At the time I didn't know what rape was, I just felt uncomfortable. When I got home I looked up what rape meant in the dictionary. I was so scared going into school for the next few weeks in case any of the boys in my class would try anything on me."

KCSIE Changes 2021

everyone's invited

At Mortimer we are committed to eradicating sexual abuse and harassment.

"It was in 2019, Year 9. My mum has always told me to scream, shout, swear if I felt I was being assaulted or threatened. Boys in my year consistently touched girls' bums. One day it happened to me in the corridor. I screamed and swore loud at him. That day my mum received a phone call. Saying I was in detention for swearing in the corridor. He was going to be punished but so will I for breaking the school rules for swearing. My mum fought hard to have the detention revoked! What message are schools giving out?

Peer on Peer Abuse

It is essential that **ALL STAFF** challenge inappropriate behaviours between peers that are abusive in nature.

Peer on Peer Abuse

Don’t down play certain behaviours, for example dismissing sexual harassment as “**just banter**”, “**just having a laugh**”, “**part of growing up**” or “**boys being boys**”.

Peer on Peer Abuse – OFSTED Recommendations

- Carefully planned RSE Curriculum with training for teachers which includes “difficult” topics such as consent and sharing of “nudes” – Lessons | Assemblies | External Visitors
- Reporting systems and analysis of incidents – CPOMS & ClassCharts
- Develop a culture where this is not tolerated (including sanctions if appropriate) – Clear robust policies

Full details in the OFSTED report can be read by clicking here.

Reporting Sexual Abuse

Sexual Assault

Sexual Harassment

CPOMS

ClassCharts

KCSIE Changes 2021

Full details in the OFSTED report can be read by clicking here.

Reporting Sexual Abuse

Sexual Assault

- Rape
- Assault by penetration
- Sexual Assault e.g. touching

Sexual Harassment

‘Unwanted conduct of a sexual nature’ that can occur online and offline and both inside and outside of school/college

Comments | names | jokes | brushing against someone | interfering with clothes | online sexual harassment – images | upskirting | sexual comments | sexual exploitation - coercion & threats

KCSIE Changes 2021

Online Safety

KCSIE Changes 2021

Online Safety – What KCSIE 2021 says…

It is essential that children are safeguarded from potentially harmful and inappropriate online material.

Online Safety – What KCSIE 2021 says…

Increasingly children do not see any separation between “online” and “real” worlds and all staff should have a good understanding of online risks to children as well as “offline safeguarding”.

Online Safety – What KCSIE 2021 says…

…some children, whilst at school or college, sexually harass their peers via their mobile and smart technology, share indecent images: consensually and non-consensually (often via large chat groups), and view and share pornography and other harmful content.

Online Safety – What we do…

- Provide training to all staff e.g. ‘Annual Certificate in Online Safety’.
- Liaise with parent/carers - National Online Safety platform shared with all parent/carers given free access.
- Students receive lessons, assemblies and talks from external agencies such as Northumbria Police.
- Robust policies in place – Online Safety Policy, Peer on Peer Abuse Policy, Child Protection Policy and our Behaviour Policy

Online Safety - Recommendations

Staff should know the school's policy on mobile and smart technology (Pupil Phones, Staff Phones, Smart Watches…)

Online Safety - school policy on use of mobile phones

STAFF:

- **Don’t use personal phones to take any photographs of students.**

STUDENTS:

- **Only allowed to use their mobile phone at break and lunchtime.**
- **Not allowed to make phone calls whilst in school.**
- **Not allowed to take photos or videos in school.**
- **Not to use mobile technology to send inappropriate, threatening or abusive messages.**

Nudes & Semi Nudes

Nudes...updated advice published - Dec 20

UK Council for Internet Safety

What do we mean by sharing nudes and semi-nudes?

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.

KCSIE Changes 2021

Full details of DFE advice can be read by clicking here.

Nudes...updated advice published - Dec 20

UK Council for Internet Safety

What do we mean by sharing nudes and semi-nudes?

The motivations for taking and sharing nude and semi-nude images, videos and live streams are not always sexually or criminally motivated.

However any adults sharing nudes or semi-nudes of children under 18-year olds is committing a crime.

This is a form of child sexual abuse and must be reported a... referred to the police as a matter of urgency.

KCSIE Changes 2021

Full details of DFE advice can be read by clicking here.

Nudes…What to do…

- **Never** view, copy, print, share, store or save the imagery yourself, or ask a child to share or download – **this is illegal**.
- If you have already viewed the imagery by accident (e.g. if a young person has showed it to you before you could ask them not to), report this to the DSL or Deputy DSL and seek support.
- **Do not** delete the imagery or ask the young person to delete it.
- **Do not** ask the child/children or young person(s) who are involved in the incident to disclose information regarding the imagery. This is the responsibility of the DSL or Deputy DSL.
- **Do not** share information about the incident with other members of staff, the young person(s) it involves or their, or other, parents and/or carers.
- **Do not** say or do anything to blame or shame any young people involved.
- **Do** explain to them that you need to report it and reassure them that they will receive support and help from the DSL or Deputy DSL.

KCSIE Changes 2021

Full details of DFE advice can be read by clicking here.

Low Level Concerns (Adults)

Low Level Concerns About Staff – New for 2021

- This new requirement follows some serious case reviews which indicate that recording and following up low level concerns may stop some abuse of children.
- Recording and reporting low level concerns are not designed to be punitive, indeed staff are encouraged to "self report" to share issues and encourage a safe and supportive environment.
- A low level concern is one that does not reach the threshold for reporting to the LADO, but might just be a concern or nagging doubt about an individual (staff member, supply or contractor)
- Question – What might constitute a low level concern?

Low Level Concerns - Examples

- Being over friendly with children.
- Having favourites.
- Taking photographs of children on their mobile phone.
- Engaging with a child on a one-to-one basis in a secluded area or behind a closed door.
- Using inappropriate sexualised, intimidating or offensive language.

Low Level Concerns – School Example 1

Several pupils, male and female, in Year 6, approach their Head to say that they feel uncomfortable around Mrs Brown because she ‘touches’ them, and they don’t like it. When asked they explain that she puts hands on their shoulder when she is talking to them, and sometimes sits at their table in such a way that their legs touch.

Low Level Concerns – School Example 1 Cont…

The Head makes a record and speaks to Mrs Brown, who explains that she is working in very cramped conditions, especially with a group of Year 6 boys who have grown so much that they take up all the space around the table, and that she sometimes puts a hand on the shoulder to get a pupil's attention.

Low Level Concerns – School Example 1 Cont…

- The Head explains this is making pupils feel uncomfortable, and refers Mrs. Brown to the school's policy regarding appropriate touch. The Head then plans for the Year 6 class to use a different room where there is more space.
- The Head considers this to constitute a low level concern and, as such, does not make a referral to the LADO (given it is not considered to meet the threshold of an allegation). The Head retains a copy of the relevant paperwork in a central low level concerns file.
- This one off low level concern should not be referred to in any reference.

Low Level Concerns – Self Reporting Example

Mr. Oliver is a coach and asks to speak to the DSL about an incident that took place the previous evening. He tells the DSL that, after a tournament the parents of Jamie Jones contacted him at the last minute to say that they would not be able to pick him up as they had to deal with an emergency at home. Mr. Oliver offered to take Jamie home in his own car, and the parents were pleased to agree to this.

Low Level Concerns – Self Reporting Example Cont…

However, Mr. Oliver subsequently realised that this was in breach of the Safeguarding Policy, and he is therefore self reporting this to the Head Teacher and has filled out the low level concerns form.

Low Level Concerns – Self Reporting Example Cont…

- The Head Teacher is of the opinion that this was the best option available at the time, but reminds Mr. Oliver that, should he find himself in such a situation again in the future, he should seek the approval first.
- The Head Teacher considers this to constitute a low-level concern and, so does not make a referral to the LADO. The Head Teacher retains a copy of the relevant paperwork in a central low-level concerns file.
- This one-off low-level concern should not be referred to in any reference.

Low Level Concerns – How to report a concern

- Complete the low level report form.
- KCSIE 2021 states reports MUST be made to the Head Teacher only.

Low Level Concerns – How to report a concern

Appendix A: Low Level Concern Form - MCC 2021-2022

Please use this form to share any concern – no matter how small, and even if no more than a 'nagging doubt' – that an adult may have acted in a manner which:

- is not consistent with [Insert name of the organisation] Code of Conduct, and/or
- relates to their conduct outside of work which, even if not linked to a particular act or omission, has caused a sense of unease about that adult's suitability to work with children.

You should provide a concise record – including brief context in which the low-level concern arose, and details which are chronological, and as precise and accurate as possible – of any such concern and relevant incident(s) (and please use a separate sheet if necessary).

The record should be signed, timed and dated.

Name of Staff Member Reporting Concern:

Department & Role:

Name of staff member concern is about:

Details of concern:

KCSIE Changes 2021

Department for Education

KCSIE 2021 KEY UPDATES

What we do to comply?

All staff know not to dismiss incidents as ‘banter’.

Lessons, assemblies and external agencies used to educate our students of harmful behaviours and how to keep safe.

All staff informed how to report any safeguarding incidents using CPOMS.

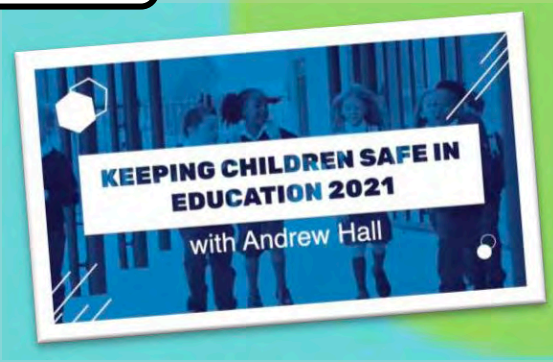
Regular whole staff safeguarding CPD.

Policies and procedures in place which clearly state what is acceptable and unacceptable behaviour.

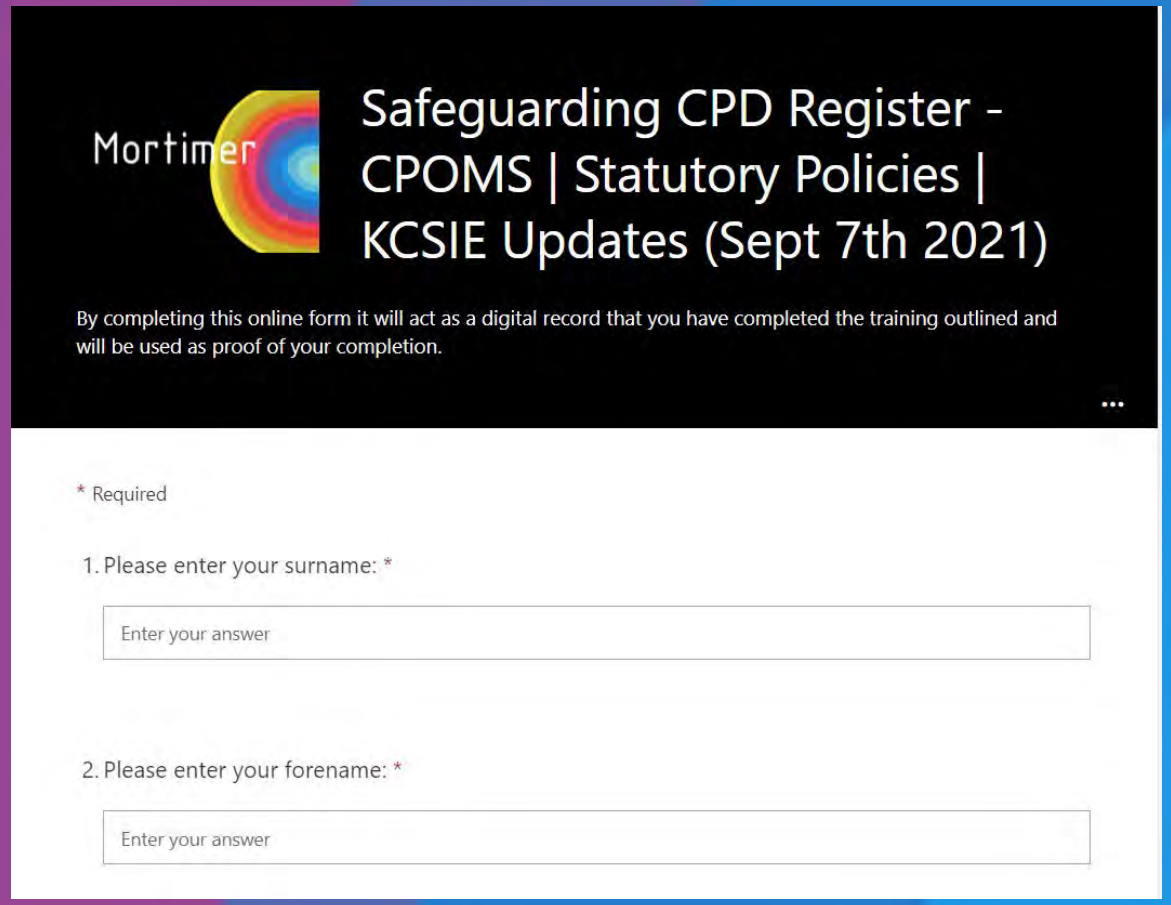
Parent/carer involvement

Trends and patterns regularly checked and early intervention applied.

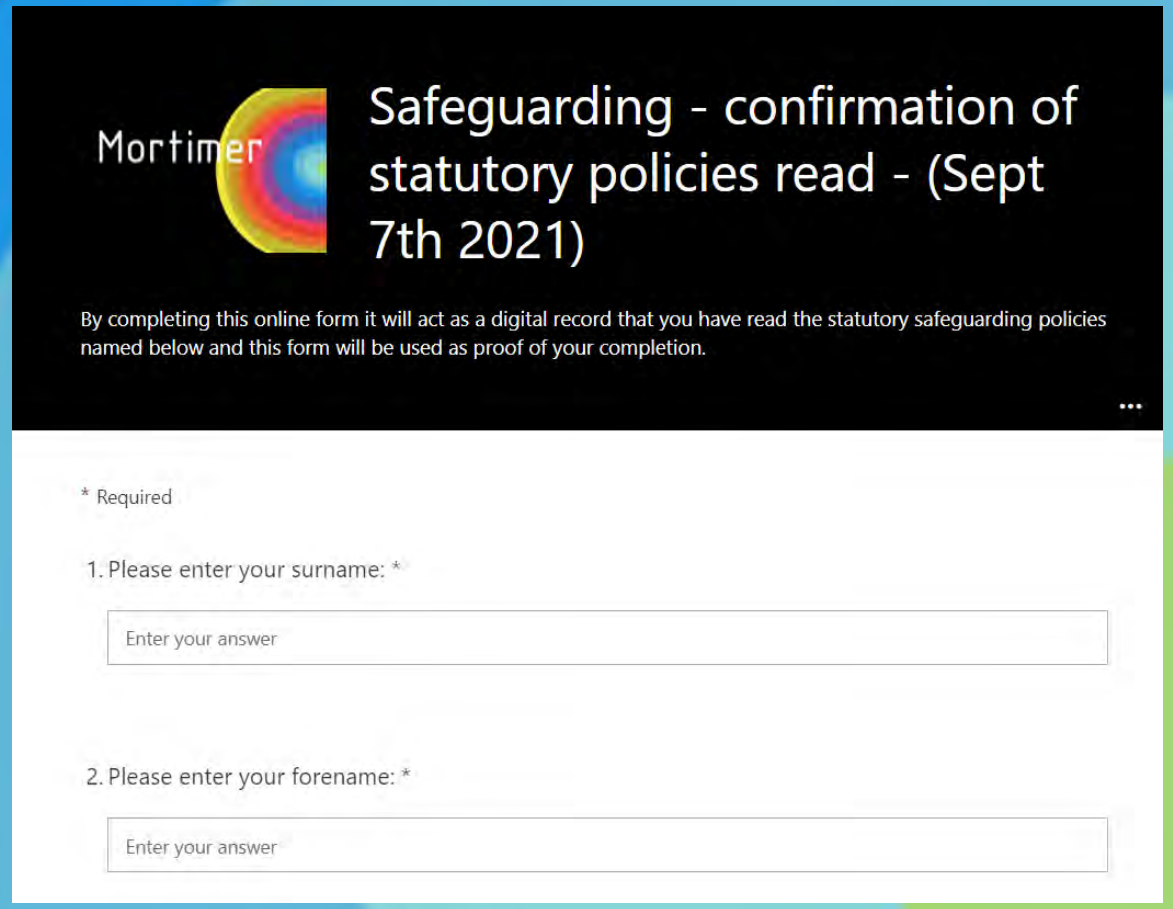
Links with local and national safeguarding partners.



Digital registers have been emailed to you to complete.



Complete today



Complete by Friday 17th September