

The Winstanley School



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Widening Horizons | Enabling Excellence

Safeguarding and Child Protection Policy inc Covid 19 Addendum from 1st September 2020

SignatureV Evans..... (Chair of Governors)

Print NameViv Evans.....

Date: 14th September 2020.....

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Named staff and contacts

Designated Safeguarding Lead: Annabel Roberts, Assistant Head of School

Deputy Designated Safeguarding Lead/s: Dave Bennett, Head of School; Fiona Le Cras, Deputy Head of School; Wes Collins, Assistant Head of School, Lorna Croucher, SENDCO, Fraser Danvers SHINE Centre Lead – see appendix 8

Designated Teacher for Children in Care Julie Warner, DDSL, Additional Needs Manager

Nominated Safeguarding Governor: Viv Evans

Safeguarding and Performance Unit contacts:

Head of Service - Safeguarding and Performance Service

Kelda Claire 0116 3059084 / 07507686100

LADO / Allegations:

Kim Taylor / Lovona Brown 0116 305 7597

Safeguarding Development Officers:

Simon Genders 0116 305 7750

Ann Prideaux 0116 305 7317

First Response Children's Duty (Tier 4 Same-day referrals)

Telephone 0116 3050005

Email childrensduty@leics.gov.uk

Address First Response Children's Duty
Room 100b
County Hall
Championship Way
Glenfield
LE3 8RF

All other referrals including Early Help (Children & Family Wellbeing) Service

<http://lrsb.org.uk/childreport>

Early Help queries and Consultation Line 0116 3058727

1 Introduction

1.1 The Winstanley School fully recognises the contribution it can make to protect children and support pupils in school. The aim of the policy is to safeguard and promote our pupils' welfare, safety and health by fostering an honest, open, caring and supportive climate. The pupils' welfare is of paramount importance.

1.2 This policy is consistent with:

- the legal duty to safeguard and promote the welfare of children, as described in section 175 of the Education Act 2002 [or section 157 of the Education Act 2002 for independent schools and academies] and the statutory guidance *"Keeping children safe in education – Statutory guidance for schools and colleges"*, September 2020 and *"Working Together to Safeguard Children"*, 2018.
- the Leicestershire and Rutland Safeguarding Children Partnership - Multi-Agency Safeguarding Arrangements

1.3 There are four main elements to our Safeguarding / Child Protection Policy:

Prevention (e.g. positive school atmosphere, teaching and pastoral support to pupils, safer recruitment procedures);

Protection (by following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to Child Protection concerns);

Support (to pupils and school staff and to children who may have been harmed or abused);

Working with parents (to ensure appropriate communications and actions are undertaken).

1.4 This policy applies to all staff, volunteers, governors and visitors to the school. We recognise that child protection is the responsibility of all adults in school. We will ensure that all parents and other working partners are aware of our child protection policy by mentioning it in our school prospectus, displaying appropriate information in our reception and on the school website and by raising awareness at meetings with parents as appropriate.

1.5 Extended school activities

Where the Governing Body provides services or activities directly under the supervision or management of school staff, the school's arrangements for child protection will apply. Where services or activities are provided separately by another body, the Governing Body will seek assurance in writing that the body concerned has appropriate policies and procedures in place to safeguard and protect children and that there are arrangements to liaise with the school on these matters where appropriate.

2 Safeguarding Commitment

2.1 For the purposes of this policy, safeguarding and promoting the welfare of children is defined as:

- protecting children from maltreatment; preventing impairment of children's mental and physical health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes.

2.2 The school adopts an open and accepting attitude towards children as part of its responsibility for pastoral care. Staff encourage children and parents to feel free to talk about any concerns and to see school as a safe place when there are difficulties. Children's worries and fears will be taken seriously and children are encouraged to seek help from members of staff.

2.3 Our school will therefore:

- Establish and maintain an ethos where children feel secure and are encouraged to talk, and are listened to;
- Ensure that children know that there are adults in the school whom they can approach if they are worried or are in difficulty;
- Include in the curriculum activities and opportunities for PSHE/Citizenship/Relationships Education, Relationships and Sex Education and Health Education which equip children with the skills they need to stay safe from abuse (including online and other contexts children are in), and to know to whom they can turn for help;
- Ensure every effort is made to establish effective working relationships with parents and colleagues from other agencies;
- Operate safer recruitment procedures and make sure that all appropriate checks are carried out and recorded on the single central record for new staff and volunteers who will work with children, including identity, right to work, enhanced DBS criminal record and barred list (and overseas where needed), references, and prohibition from teaching or managing in schools (s.128) etc.

2.4 Safeguarding in the Curriculum

Children are taught about safeguarding in school. The following areas are among those addressed in PSHE and Relationships Education, Relationships and Sex Education and Health Education and in the wider curriculum:-

- Bullying (including Cyberbullying)

- Drugs, alcohol and substance misuse (including awareness of County Lines and the Criminal Exploitation of children where appropriate)
- Online safety
- The danger of meeting up with strangers
- Fire and water safety
- Road safety
- Domestic Abuse
- Healthy Relationships / Consent
- (so called) Honour Based Abuse issues e.g. forced marriage, Female Genital Mutilation (FGM) (see Appendix 6),
- Sexual exploitation of children (CSE), including online
- Child criminal exploitation (including cybercrime)
- Preventing Extremism and Radicalisation (see Appendices 4 and 5)

3 Roles and Responsibilities

3.1 General

All adults working with or on behalf of children have a responsibility to safeguard and promote their welfare. This includes a responsibility to be alert to possible abuse and to record and report concerns to staff identified with child protection responsibilities within the school.

The names of the Designated Safeguarding Lead and Deputy Designated Safeguarding Leads for the current year are listed at the start of this document.

3.2 Governing Body

In accordance with the statutory guidance “Keeping children safe in education” September 2020, the Governing Body will ensure that:-

The school has its own child protection/safeguarding policy, procedures and training in place which are effective and comply with the law at all times. The policy is made available publicly.

The school operates safer recruitment practices, including appropriate use of references and checks on new staff and volunteers. Furthermore, the Headteacher, nominated Governors and other staff involved in the recruitment process have undertaken Safer Recruitment Training.

There are procedures for dealing with safeguarding concerns and allegations of abuse against members of staff and volunteers (see Appendix 2).

There is a senior member of the school’s leadership team who is designated to take lead responsibility for dealing with child protection (the “Designated Safeguarding Lead”) and there is always cover for this role with appropriate arrangements for before/after school and out of term time activities.

The Designated Safeguarding Lead undertakes effective Local Authority training (in addition to basic child protection training) and this is refreshed every two years. In addition to this formal training, their knowledge and skills are updated at regular intervals (at least annually) using safeguarding briefings etc.

The Headteacher, and all other staff and volunteers who work with children (including early years practitioners within any settings on the school site), undertake appropriate training which is regularly updated at least annually, (and more comprehensively, every three years in compliance with the Safeguarding Children Partnership protocol); and new staff and volunteers who work with children are made aware of the school's arrangements for child protection and their responsibilities (including this policy, Part 1 of Keeping Children Safe in Education, the pupil behaviour policy and how to respond if children go missing). The Local Authority Induction leaflet, ("Safeguarding in Education Induction – Child Protection Information, Safer Working Practice") will be used as part of this induction and Annex A from "Keeping children safe in education" September 2020 is provided to all staff working directly with children.

Any deficiencies or weaknesses brought to the attention of the Governing Body will be rectified without delay.

The Board of Directors for LiFE Mat deals with any safeguarding concerns or allegations of abuse made against the Headteacher or CEO, in liaison with the Local Authority Allegations Manager (LADO).

Effective policies and procedures are in place and updated annually including a behaviour "code of conduct" for staff and volunteers - "Guidance for Safer Working Practice for those who work with children in education settings May 2019" (supplemented by the COVID-19 Addendum April 2020). Information is provided to the Local Authority (on behalf of the Safeguarding Children Partnership) through the Safeguarding Annual Return.

There is an individual member of the Governing Body who will champion issues to do with safeguarding children and child protection within the school, liaise with the Designated Safeguarding Lead, and provide information and compliance/monitoring reports to the Governing Body.

The school contributes to inter-agency working in line with statutory guidance "Working Together to Safeguard Children" 2018 including providing a co-ordinated offer of Early Help for children who require this. This Early Help may be offered directly through school provision or via referral to an external support agency. Safeguarding arrangements take into account the procedures and practice of the local authority and the Leicestershire and Rutland Safeguarding Children Partnership.

3.3 Headteacher

The Headteacher of the school will ensure that:

- The policies and procedures adopted by the Governing Body are effectively implemented and followed by all staff;

- Sufficient resources and time are allocated to enable the Designated Safeguarding Lead and other staff to discharge their responsibilities, including taking part in strategy discussions and other inter-agency meetings, and contributing to the assessment of children;
- Allegations of abuse or concerns that a member of staff or adult working at school may pose a risk of harm to children or young people are notified to the Local Authority Designated Officer.
- All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner. The NSPCC whistle blowing helpline number is also available (0800 028 0285).
- All staff are made aware that they have an individual responsibility to pass on safeguarding concerns and that if all else fails to report these directly to Children's Social Care (Children and Family Specialist Services) or the Police.

3.4 Designated Safeguarding Lead

The responsibilities of the Designated Safeguarding Lead are found in Annex B of "Keeping children safe in education" and include:

Acting as a point of contact and the provision of information to the Safeguarding Children Partnership on safeguarding and child protection.

Liaising with the headteacher or principal about issues especially to do with ongoing enquiries under section 47 of the Children Act 1989 and police investigations.

Liaising with the Governing Body and the Local Authority on any deficiencies brought to the attention of the Governing Body and how these should be rectified without delay.

Management and referral of cases of suspected abuse to Specialist Services First Response Children's Duty (and/or Police where a crime may have been committed).

Referral of cases to the Channel programme (through the local police Prevent Engagement Team) where there is a radicalisation concern.

Acting as a source of support, advice and expertise within the school and liaising with staff on matters of safety and safeguarding (including online and digital safety) and when deciding whether to make a referral, by liaising with relevant agencies.

To attend and contribute to child protection conferences and other multi-agency safeguarding meetings when required.

Being alert to the specific needs of vulnerable children, especially those with a social worker, special educational needs, a disability and young carers and promote their educational outcomes by sharing

relevant information with teachers and leaders about welfare, safeguarding and child protection issues;

Ensuring each member of staff has access to and understands the school's safeguarding/child protection policy especially new or part-time staff who may work with different educational establishments;

Ensuring all staff have induction training covering child protection, the pupil behaviour policy, children who go missing and staff behaviour. Staff will be trained to recognise, record and report any concerns immediately they arise and will be provided with Part 1 of "Keeping children safe in education" and Annex A to those working directly with children;

Keeping detailed (signed and dated), accurate and secure written records of concerns, actions and referrals; Obtaining access to resources and effective training for all staff and attend refresher training courses every two years. Keep up to date with new developments in safeguarding by accessing briefings and journals at least annually.

Where children leave the school, ensuring their child protection file is passed to the Designated Safeguarding Lead and signed for in the new school/college as soon as possible (best practice is in a face to face meeting)– this will be in advance of the pupil arriving where specific ongoing support is required.

Maintaining and monitoring secure child protection records, including monitoring and acting upon individual concerns, patterns of concerns (e.g. children who repeatedly go missing) or complaints, in accordance with the section on "Records, Monitoring and Transfer" below.

4 Records, Monitoring and Transfer

4.1 Well-kept records are essential to good child protection practice. All staff are clear about the need to record and report concerns about a child or children within the school. Records of concerns are written down, signed and dated and passed immediately to the Designated Safeguarding Lead (or a Deputy). The Designated Safeguarding Lead is responsible for such records and for deciding at what point these records should be shared with other agencies (in accordance with the Data Protection Act 2018 and GDPR principles).

4.2 Records relating to actual or alleged abuse or neglect are stored apart from normal pupil or staff records. Normal records sometimes have markers to show that there is sensitive material stored elsewhere. This is to protect individuals from accidental access to sensitive material by those who do not need to know.

4.3 Child protection records are stored securely, with access confined to specific staff, eg the Designated Safeguarding Lead (and relevant deputies) and the Headteacher.

4.4 Child protection records are reviewed regularly to check whether any action or updating is needed. This includes monitoring patterns of complaints or concerns about any individuals and

ensuring these are acted upon. A case file chronology, summarizing case activity and significant events in the child's life, helps to enable effective monitoring. Any actions taken are clearly indicated.

4.5 When children transfer school their safeguarding records are also transferred. Safeguarding records will be transferred separately from other records and best practice is to pass these directly to a Designated Safeguarding Lead in the receiving school [or 6th form / FE college], with any necessary discussion or explanation and to obtain a signed and dated record of the transfer. Where a child needs specific ongoing support, relevant information will be transferred prior to the child arriving at their new school. In the event of a child moving out of area and a physical handover not being possible then the most secure method should be found to send the confidential records to a named Designated Safeguarding Lead and a photocopy kept until receipt is confirmed. Files requested by other agencies e.g. Police, are copied.

5 Support to pupils and school staff

5.1 **Support to pupils** - Our school recognises that children who are abused or who witness violence may find it difficult to develop a sense of self-worth and view their lives in a positive way and that this is likely to adversely impact their mental health and emotional well-being. It is therefore important that staff recognize that mental health concerns For such children school may be one of the few stable, secure and predictable components of their lives. Other children may be vulnerable because, for instance, they have an allocated social worker, have a disability, are in care, a care-leaver or previously looked after, or are experiencing some form of neglect. Our school seeks to remove any barriers that may exist in being able to recognise abuse or neglect in pupils with Special Educational Needs or a disability. We will seek to provide such children with the necessary support to build their self-esteem and confidence, helping them to secure the very best educational outcomes they are able to achieve. The context in which safeguarding incidents and/or behaviours occur, whether in school or within or outside the home (including online), will be considered by staff, particularly the DSL and Deputy DSLs. Any associated threats or risks will be included in assessments and relevant information included in referrals to Children's Social Care (this is known as contextual safeguarding). General indicators of abuse and neglect (from Part 1 of the statutory guidance) are also included in Appendix 7 of this policy and further information about specific forms of abuse are contained within Appendix A of the statutory guidance, "Keeping Children Safe in Education 2020".

5.2 **Peer on Peer Abuse** - This school recognises that children sometimes display harmful behaviour themselves and that such incidents or allegations must be referred on for appropriate support and intervention. Such abuse will not be tolerated or passed off as "banter" or "part of growing up". This abuse could for example include sexual violence and sexual harassment, "upskirting", initiation/hazing type violence, all forms of bullying, aggravated sexting and physical violence experienced by both boys and girls. However, peer on peer abuse is more likely to be perpetrated by boys on girls. There are a number of school and local authority or Safeguarding Children Partnership guidances and policies to address these concerns including the pupil Behaviour Policy, Anti-bullying Policy, E-safety Policy, "Guidance for schools working with children who display harmful sexual behaviour" (Leicestershire LA Guidance) and the DfE guidance "Sexual violence and sexual harassment between children in schools and colleges" Where an incident has occurred or

specific risks are identified, a formal risk assessment will be undertaken in order to minimise the risk of further harm and to ensure the safety of all staff and pupils. Appropriate support will be offered to both the alleged victim and the child or young person accused and a referral to any relevant outside agency will be made eg Police/Social Care. Procedures are detailed in the linked school policies mentioned above.

5.3 Sexting - School will always respond if informed that children have been involved in 'sexting' (youth produced sexual imagery). The UK Council for Child Internet Safety (UKCCIS) guidance, "Sexting in schools and colleges: responding to incidents and safeguarding young people" will be used to guide the school's response on a case by case basis.

The key points being:-

- Inform the Headteacher/DSL as soon as possible
- Support the children involved as appropriate and in accordance with their best interests
- Inform all parents of involved children unless by doing so you put a child at risk
- Images will not be viewed by school staff
- If school is to deal with the matter, involve parents in ensuring the images are deleted
- If there is evidence of exploitation, blackmail or the deliberate targeting of a vulnerable student, inform the police.

5.4 Sexual violence and sexual harassment – Sexual violence refers to sexual offences as described under the Sexual Offences Act 2003 including rape and sexual assault. Sexual harassment is 'unwanted conduct of a sexual nature' that can occur online and offline and may include sexual name-calling, taunting or "jokes" and physical behaviour, for example, deliberately brushing against someone or interfering with clothes. 'Upskirting' is also a criminal offence (under the Voyeurism (Offences) Act 2019) and typically involves taking a picture under a person's clothing (not necessarily a skirt) without them knowing, in order to obtain sexual gratification or to cause humiliation, distress or alarm (anyone of any gender can be a victim). Evidence shows that girls, children with SEND and LGBT children are more likely to be the victims of sexual violence and harassment and boys are more likely to be the perpetrators. However, sexual violence and sexual harassment can occur between children of any gender.

Curriculum

Planned PHSE and Relationships Education, Relationships and Sex Education and Health Education will include a number of safeguarding issues as set out in the DfE statutory guidance. This will be appropriate to pupils' age and stage of development. It will also be underpinned by the school's behaviour policy and pastoral support system.

Responding to an incident

School will follow the DfE guidance, 'Sexual violence and sexual harassment between children in schools and colleges', May 2018.

- Relevant staff will liaise with the police, social care and parents as appropriate.
- Support will be offered to both the alleged victim(s) and child(ren) accused. Parents will be included in discussions about the format that this support will take.

5.5 Children Missing (including absence from school)– our school recognises the entitlement that all children have to education and will work closely with the local authority to share information about pupils who may be missing out on full time education or who go missing from education. The local authority will also be informed where children are to be removed from the school register a) to be educated outside the school system; b) for medical reasons; c) because they have ceased to attend; d) because they are in custody; d) because they have been permanently excluded. We also recognise that when children go missing this is a sign that they may have been targeted by perpetrators of Child Sexual Exploitation and/or drug related criminals (County Lines). Children may also be groomed into participating in other forms of criminal exploitation including cybercrime, serious violence and violent crime. Children who attend an alternative education provision or have an agreed reduced timetable are more likely to be vulnerable to these forms of exploitation.

5.6 Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE) are forms of abuse and both occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into sexual or criminal activity. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status, and access to economic or other resources. In some cases, the abuse will be in exchange for something the victim needs or wants and/or will be to the financial benefit or other advantage (such as increased status) of the perpetrator or facilitator. The abuse can be perpetrated by individuals or groups, males or females, and children or adults. The abuse can be a one-off occurrence or a series of incidents over time, and range from opportunistic to complex organised abuse. It can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence. Victims can be exploited even when activity appears consensual and it should be noted exploitation as well as being physical can be facilitated and/or take place online. A significant number of children who are victims of sexual exploitation go missing from home, care and education at some point or are targeted by criminals involved in the illegal supply of drugs (County Lines) and serious violent crime. ‘County Lines’ involves drug networks or individuals exploiting children and young people into carrying drugs and money between cities, towns and villages. Serious violent crime can be associated with this form of criminal activity together with child sexual exploitation. Children may also be exploited into committing cybercrime or money laundering offences and organised criminal groups or individuals may exploit children and young people with enhanced computer skills to access digital networks and/or data for criminal and financial gain. Children with bank accounts may be persuaded to allow criminals to use their banking facilities to launder money. Criminal exploitation of children is a form of harm that can affect children in both a physical environment and online. Staff training includes raising awareness of these issues and any concerns are passed to the Designated Safeguarding Lead who will make a risk assessment and refer to Local Authority First Response Children’s Duty if appropriate.

5.7 So-called ‘honour-based’ abuse encompasses crimes which have been committed to protect or defend the so-called “honour” of the family and/or the community, including Female Genital Mutilation (FGM) (see appendix 6), forced marriage, and practices such as breast ironing. All forms of so called Honour Based Abuse are abuse (regardless of the motivation) and concerns will be passed to the Designated Safeguarding Lead for onward referral as required.

5.8 Private fostering arrangements - Where a child under 16 (or 18 with a disability) is living with someone who is not their family or a close relative for 28 days or more, staff inform the Designated

Safeguarding Lead so that a referral to Children's Social Care for a safety check, can be made. (A close relative includes step-parent, grandparents, uncle, aunt or sibling).

5.9 Complaints or concerns raised by parents or pupils will be taken seriously and followed up in accordance with the school's complaints process.

5.10 **Support for Staff** - As part of their duty to safeguard and promote the welfare of children and young people staff may hear information, either from the child/young person as part of a disclosure or from another adult, that will be upsetting. Where a member of staff is distressed as a result of dealing with a child protection concern, he/she should in the first instance speak to the Designated Safeguarding Lead about the support they require. The Designated Safeguarding Lead should seek to arrange the necessary support.

6 Working with parents/carers

The school will:

- Ensure that parents/carers have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in the school prospectus.
- Undertake appropriate discussion with parents/carers and seek necessary consent prior to involvement of Children & Family Services (Children's Social Care) or another agency, unless to do so would place the child at risk of harm or compromise an investigation.

7 Other Relevant Policies

7.1 The Governing Body's statutory responsibility for safeguarding the welfare of children goes beyond simply child protection. The duty is to ensure that safeguarding permeates all activity and functions. This policy therefore complements and supports a range of other policies, for instance

- Behaviour Policy including discriminatory behaviour
- Staff Code of Conduct ("Guidance for Safer working practice")
- Anti-Bullying (including Cyberbullying)
- Physical Interventions/Restraint (DfE Guidances "Use of Reasonable Force" and "Screening, searching and confiscation")
- Special Educational Needs and Disability
- Trips and visits
- Work experience and extended work placements
- First aid and the administration of medicines
- Health and Safety
- Relationships Education, Relationships and Sex Education and Health Education Site Security
- Equal Opportunities
- Toileting/Intimate care

- E-safety
- Extended school activities

The above list is not exhaustive but when undertaking development or planning of any kind the school will consider the implications for safeguarding and promoting the welfare of children.

8 Recruitment and Selection of Staff (also see the Safer Recruitment policy)

8.1 The school's safer recruitment processes follow the statutory guidance: *"Keeping children safe in education September 2020, Part Three: Safer recruitment."*

8.2 The school will provide all the relevant information in references for a member of staff about whom there have been safeguarding concerns ie about child protection / inappropriate conduct. Cases in which the conclusion of an allegation has been unsubstantiated, unfounded, false or malicious will not be included in employer references. A history of repeated safeguarding concerns or allegations which have all been found to be unsubstantiated, malicious etc. will also not be included in a reference.

8.3 The school has an open safeguarding ethos regularly addressing safeguarding responsibilities during staff meetings and fostering an ongoing culture of vigilance. All new staff and volunteers receive a safeguarding induction and are briefed on the code of conduct for adults working with children. The Leicestershire County Council induction leaflet is given to all staff and is the basis for the safeguarding induction.

8.4 In line with statutory requirements, every recruitment process for school staff will have at least one member (teacher/manager or governor) who has undertaken safer recruitment training.

8.5 Staff and volunteers who provide early years or later years childcare and any managers of such childcare are covered by the disqualification regulations of the Childcare Act 2006 and are required to declare relevant information - see statutory guidance: Disqualification under the Childcare Act 2006 (last updated August 2018).

APPENDIX 1

PROCEDURE TO FOLLOW IN CASES OF POSSIBLE, ALLEGED OR SUSPECTED ABUSE, OR SERIOUS CAUSE FOR CONCERN ABOUT A CHILD

Contents

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A. General

The Leicestershire and Rutland Safeguarding Children Partnership Procedures contain the inter-agency processes, protocols and expectations for safeguarding children. (Available on the website www.lrsb.org.uk: The Designated Safeguarding Lead is expected to be familiar with these, particularly the indicators of abuse and neglect and the referral processes.

It is important that all parties act swiftly and avoid delays.

Any person may seek advice and guidance from the First Response Children's Duty Professionals Consultation Line, particularly if there is doubt about how to proceed. Any adult, whatever their role, can take action in his/her own right to ensure that an allegation or concern is investigated and can report to the investigating agencies.

A record, dated (including the day and time) and signed, must be made as to what has been alleged, noticed and reported, and kept securely and confidentially.

In many cases of concern there will be an expectation that there have already been positive steps taken to work with parents and relevant parties to help alleviate the concerns and effect an improvement for the child. This is appropriate where it is thought a child may be in need in some way, and require assessment to see whether additional support and services are required. An example might be where it is suspected a child may be the subject of neglect. In most cases the parents' knowledge and consent to the referral are expected, unless there is reason for this not being in the child's interest. However, there will be circumstances when informing the parent/carer of a referral might put the child at risk and/or undermine Police enquiries, and in individual cases, advice from Children's Social Care will need to be taken.

B. Individual Staff/Volunteers/Other Adults – main procedural steps

When a child makes a disclosure, or when concerns are received from other sources, do not investigate, ask leading questions, examine children, or promise confidentiality. Children making disclosures should be reassured and if possible at this stage should be informed what action will be taken next.

As soon as possible make a dated (including the day), timed and signed record of what has been disclosed or noticed, said or done and report to the Designated Safeguarding Lead in the school.

If the concern involves the conduct of a member of staff or volunteer, a visitor, a governor, a trainee or another young person or child, the Headteacher must be informed.

If the safeguarding concern or allegation is about the Headteacher, the information should normally be passed to the Chair of Governors (or other senior manager in a MAT) or failing that to the Local Authority Allegations Manager (LADO).

If this has not already been done, inform the child (or other party who has raised the concern) what action you have taken.

Designated Safeguarding Lead – main procedural steps

Begin an individual case file for each child involved which will hold a record of communications and actions to be stored securely (see section on Records, Monitoring and Transfer). Include a chronology of case activity.

Where initial enquiries do not justify a referral to the investigating agencies, inform the initiating adult and monitor the situation. If in doubt, seek advice from the First Response professionals consultation line.

Share information confidentially with those who need to know.

Where there is a child protection concern requiring immediate, same day, intervention from Children's Social Care, the First Response Children's Duty should be contacted by phone (contact the local authority Children's Services where the child lives). Written confirmation should be made within 24 hours on the Multi-Agency Referral Form to Children's Social Care. All other referrals should be made using the online form (see link <http://lrsb.org.uk/childreport>).

If the concern is about children using harmful sexual behaviour, also refer to the separate guidance, "Guidance for schools working with children who display harmful sexual behaviour" (Leicestershire LA Guidance).

If it appears that urgent medical attention is required arrange for the child to be taken to hospital (normally this means calling an ambulance) accompanied by a member of staff who must inform medical staff that non-accidental injury is suspected. Parents must be informed that the child has been taken to hospital.

Exceptional circumstances: If it is feared that the child might be at immediate risk on leaving school, take advice from the First Response Professionals Consultation line (for instance about difficulties if the school day has ended, or on whether to contact the police). Remain with the child until the Social Worker takes responsibility. If in these circumstances a parent arrives to collect the child, the member

of staff has no right to withhold the child, unless there are current legal restrictions in force (eg a restraining order). If there are clear signs of physical risk or threat, First Response Children's Duty should be updated and the Police should be contacted immediately.

APPENDIX 2

PROCESS FOR DEALING WITH SAFEGUARDING CONCERNS OR ALLEGATIONS AGAINST STAFF (INCLUDING HEADTEACHERS), SUPPLY TEACHERS AND VOLUNTEERS

These procedures should be followed in all cases in which there is an allegation or safeguarding concern that a person working with children 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;
- behaved towards a child or children in a way that indicates he or she would pose a risk of harm to children; or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children.

Relevant documents:

- DfE "Keeping children safe in education: Statutory guidance for schools and colleges" September 2020 (part 4: Allegations of abuse made against teachers and other staff, including supply teachers and volunteers)

Individual Staff/Volunteers/Other Adults who receive the allegation:

- Write a dated and timed note of what has been disclosed or noticed, said or done.
- Report immediately to the Headteacher.
- Pass on the written record.

If the allegation or safeguarding concern is about the conduct of the Headteacher, report immediately to the Chair of Board of Directors. Pass on the written record. (If there is difficulty reporting to the Chair of Governors, contact the Allegations Manager (LADO), Safeguarding and Performance Unit as soon as possible.)

Headteacher (or Chair of Board of Trustees)

If there is no written record, write a dated and timed note of what has been disclosed or noticed, said or done.

Before taking further action notify and seek advice from the Allegations Manager (LADO), Safeguarding and Improvement Unit on the same day.

You may be asked to clarify details or the circumstances of the allegation, but this must not amount to an investigation at this stage.

Report to First Response Children's Duty if the Allegations Manager (LADO) so advises or if circumstances require a referral concerning a child.

Ongoing involvement in cases:

- Liaison with the Allegations Manager (LADO)
- Co-operation with the investigating agency's enquiries as appropriate (including working closely with the employment agency in the case of supply teachers).
- Consideration of employment issues and possible disciplinary action where the investigating agencies take no further action.
- Possible referral to the DBS or The Teaching Regulation Agency, depending on the outcome.

APPENDIX 3 – not relevant at The Winstanley School

Early Years Foundation Stage (EYFS) Policy for the use of Cameras and Mobile Phones

[This is not a recommended policy. Please draft a policy that fits your school as required by the EYFS Framework. It is simply a suggested “start” to facilitate the development of such a policy.]

To ensure the safety and welfare of the children in our care this policy outlines the protocol for the use of personal mobile phones and cameras in the school.

All staff must ensure that their mobile phones, personal cameras and recording devices are stored securely during working hours on school premises or when on outings. (This includes visitors, volunteers and students)

Mobile phones must not be used in any teaching area in school or within toilet or changing areas. Only school equipment should be used to record classroom activities. Photos should be put on the school system as soon as possible and not sent to or kept on personal devices.

During school outings nominated staff will have access to a school mobile which can be used for emergency or contact purposes.

All telephone contact with parents or carers must be made on the school phone and a note kept.

Parents or carers are permitted to take photographs of their own children during a school production or event. The school protocol requires that photos of other people's children are not published on social networking sites such as Facebook.

APPENDIX 4

Safeguarding pupils who are vulnerable to extremism and radicalisation

Our school recognises the duties placed on us by the Counter Terrorism Bill (July 2015) to prevent our pupils being drawn into terrorism.

These include:

- Assessing the risk of pupils being drawn into terrorism (see Appendix 5)
- Working in partnership with relevant agencies (including making referrals) under the Safeguarding Children Partnership procedures
- Appropriate staff training
- Appropriate online filtering

Our school is committed to actively promoting the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs. The pupils are encouraged to develop and demonstrate skills and attitudes that will allow them to participate fully in and contribute positively to life in modern Britain.

There is a current threat from terrorism in the UK and this can include the exploitation of vulnerable young people, aiming to involve them in terrorism or to be active in supporting terrorism.

Our school seeks to protect children and young people against the messages of all violent extremism including but not restricted to those linked to Islamist Ideology, Far Right / Neo Nazi / White Supremacist ideology etc. Concerns should be referred to the Designated Safeguarding Lead who has local contact details for the Prevent Engagement Team (Police) and Channel referrals. They will also consider whether circumstances require Police to be contacted urgently.

APPENDIX 5

Radicalisation and Extremism Risk Assessment

School.....

	Yes/No	Evidence
Does the school have a policy?		
Does the school work with outside agencies on radicalisation and extremism e.g. Channel?		
Have staff received appropriate training?		
Has the school got a trained Prevent lead?		
Do staff know who to discuss concerns with? (DSL)		
Is suitable filtering of the internet in place?		
Do children know who to talk to about their concerns?		
Are there opportunities for children to learn about radicalisation and extremism?		
Have any cases been reported?		
Are individual pupils risk assessed?		
What factors make the school community potentially vulnerable to being radicalised? (e.g. EDL local base, extreme religious views promoted locally, tensions between local communities, promotion of radical websites by some pupils/parents)		
Comment on the school's community, locality and relevant history 		

Risk evaluation	Low	Way Forward
	Medium	
	High	

Date completed..... Signed.....

APPENDIX 6

Female Genital Mutilation

Section 5B of the Female Genital Mutilation Act 2003 and section 74 of the Serious Crime Act 2015 places a mandatory duty on teachers along with social workers and healthcare professionals to report to the police where they discover that FGM appears to have been carried out on a girl under 18 or where a girl discloses that she has undergone FGM. The school's response to FGM will take into account the government guidance, "Multi-agency statutory guidance on female genital mutilation" updated October 2018. Staff will also follow the established safeguarding procedure by reporting any such concerns to the Designated Safeguarding Lead and a report must also be made to the Police.

There will be a considered safeguarding response towards any girl who is identified as being at risk of FGM (eg there is a known history of practising FGM in her family, community or country of origin) which may include sensitive conversations with the girl and her family, sharing information with professionals from other agencies and/or making a referral to Children's Social Care. If the risk of harm is imminent there are a number of emergency measures that can be taken including police protection, an FGM protection order and an Emergency Protection Order.

APPENDIX 7

Indicators of abuse and neglect

Abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases, multiple issues will overlap with one another.

Physical abuse: a form of abuse which 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.

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

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

Neglect: 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, for example, as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

APPENDIX 8

Safeguarding Team at The Winstanley School

Designated Safeguarding Lead	Annabel Roberts	
Deputy Designated Safeguarding Leads		
Dave Bennett - Head of School		
Fiona Le Cras - Deputy Head of School	Wes Collins - Assistant Head of School	
Lorna Croucher (SEND)	Julie Warner (Looked After Children)	Grant Turner – Lead Head of Year
Level Three Safeguarding Training		
Natalie Collins (e-safety lead)		
The SHINE Centre		
Fraser Danvers (The SHINE Centre Lead)		
Toni Dring (MHWB)	Jackie Sutton (TSC	Debbie Napier (TSC)

APPENDIX 9

COVID 19 Child Protection Policy Addendum 2020 -

SAFEGUARDING AT TWS

This addendum is written in response to the 2020 global pandemic and how The Winstanley School will adapt our current Child Protection Policy to ensure that all members of the school community are safeguarded and cared for. This addendum is in addition to the following policies from LiFE MAT:

- Safeguarding Policy in the event of protracted school closure
- Safeguarding Guidance When working with children remotely (online learning)

This policy will be regularly reviewed and amended as required throughout the period of school closure.

The Winstanley School Covid 19 Priorities are:

- Ensuring that we have measures to keep our students safe - see below for details
- Ensuring all safeguarding concerns can still be reported **immediately** using existing systems
- To ensure that a member of the Senior Team is on duty each day and a DSL/member of the **safeguarding team** is available each day either in person or by phone, online video call or email - dsl@winstanleyschool.org.uk
- DSL mobile phone is 07553 974351
- To continue to raise awareness of online risks and aim to protect children online (both in school and at home)

Reviewed and revised Child Protection policy due to the coronavirus (COVID-19)

The Winstanley School's Covid 19 response is fundamentally different to 'business as usual'. However it remains essential that as far as possible, The Winstanley School continues to be a safe place for children. KCSIE is statutory safeguarding guidance that all staff at The Winstanley School should continue to have regard to as per their legislative duty.

This addendum outlines the updated advice from the government and how this has been applied to any new procedures or arrangements by The Winstanley School.

1) How is The Winstanley School supporting children who are vulnerable?

- a) All students who are perceived as vulnerable have been identified by SLT, LABs team and Shine Centre Staff. These include:
 - i) Students with an EHCP
 - ii) Students who have a social worker
 - iii) Students who are engaging with Early Help
 - iv) Students who are involved in Youth Offending Service
 - v) Students who are Looked After
 - vi) Students who are in receipt of Free School Meals
 - vii) Students who have been identified as requiring significant additional support, ie CAMHS, counselling, school nurse,

- viii) Students who have physical and mental health concerns
- ix) Students who are Persistently Absent
- x) Students who have high involvement with the inclusion and student support teams
- b) These students have been risk assessed and RAG rated and this document is available upon request.
- c) Students perceived to be vulnerable will receive weekly, bi-weekly and monthly phone calls to check in on them depending upon their need. In addition, some students will also receive regular emails for LSAs and mentors
- d) All welfare telephone calls are logged on a single central record which is shared with staff
- e) Priority 1 phone calls have a 24 hour window to make contact with parents/carers. If in this 24 hour period a phone call is not successful, a DSL/DDSL will triage this and decide upon:
 - i) Carrying out a home visit in line with our 'normal' home visit protocol however all staff must observe social distancing measures to protect themselves and the family they are visiting
 - ii) Referring concerns to relevant partner agencies - ie DAS or police
- f) Priority 2 and 3 phone calls have a 48hour window to make contact with parents/carers. If in this 48 hour period a phone call is not successful, a DSL/DDSL will triage this as above.

2) How is The Winstanley School monitoring the attendance of vulnerable children and children of key workers?

- a) All students' attendance is recorded and submitted in line with LA guidance daily
- b) The Senior Team are:
 - i) aware of which students are expected into school daily and non attendance will be pursued with a telephone call to ensure safeguarding of all students
 - ii) Regularly updating and reflecting the welfare checks to identify if further children should attend school so as to keep them safe

3) How will The Winstanley School share safeguarding information if:

- a) **TWS becomes a Hub school?**
 - i) The DSL/DDSL protocol will continue as usual
- b) **TWS students attend another Hub school?**
 - i) A member of The Winstanley School safeguarding team, Senior Team or both will accompany TWS students to the other school
 - ii) TWS safeguarding staff will share information with the DSL at the hub school

4) How will The Winstanley School safeguard students working online remotely?

- a) Staff and students are aware of our **safer internet policy**. This has been updated in light of Covid 19 and is in force during school closure. To maximise students' safety:
 - i) All work will be set and shared on TWS online platforms; school email, google classroom, seneca and Sam Learning
 - ii) Staff will contact students via school email addresses only
 - iii) Staff will risk assess all activities prior to using them. Live streaming is not recommended and should not be used for students who:

- (1) Do not produce written parental consent
- (2) Are under 14 years old (year 7-9)

5) How will The Winstanley School manage the safeguarding induction process for staff from other schools or volunteers?

- a) Normal safeguarding protocol continues in light of school closure -
 - i) DBS checked staff must bring their DBS to the school for checking
 - ii) Non DBS checked staff must not be left alone with students
 - iii) All new staff must be recruited under existing safer recruitment procedures and complete robust risk assessments must be completed and shared with RB/DBE or a member of the safeguarding team.

6) What are the alternative DSL arrangements required in school due to absence etc?

- a) There are ten members of the safeguarding team, should RB be unable to act as DSL, all concerns should be passed to another member of the team in the following order:
 - i) DBE
 - ii) LC
 - iii) WZ
 - iv) FD
 - v) LCR
 - vi) JAW
 - vii) DNA/TD/JS
- b) Concerns should be made via email to safeguarding@winstanleyschool.org.uk should RB/DBE be unavailable due to absence.
- c) Safeguarding reporting should continue as our established protocol – see below

7) How should staff report concerns about other adults working with children?

- a) These concerns must always be made to DBE as headteacher. If DBE is unavailable due to absence etc, all reports should go in the following order to:
 - i) LC
 - ii) GW
 - iii) CPA

8) How is the Single Central Record being kept up to date?

- a) Concerns should be passed to a member of the safeguarding team asap. These will be recorded by a DSL/DDSL in the usual manner

9) How are we reporting and managing peer on peer abuse during school closure?

- a) All reports of peer on peer abuse must be reported as per safeguarding protocol. We accept that there is an increased risk to students during school closure and in order to maintain close contact with our students, we are doing the following to keep children safe online:
 - i) Regular student awareness prior to school closure and updated throughout school closure
 - ii) Regular phone contact for priority rated students

- iii) Regular contact by form tutors for all students
- iv) Regular updates for students, parents, staff and school community through school website and school social media
- v) Weekly update to parents and students from SLT
- vi) Weekly update to staff from SLT

10) Further guidance from Leicestershire County Council during Covid 19 school closures:

a) Children with a Social Worker

- i) The expectation is that these children will attend school unless it has been decided by the SW and the family that it is not in the best interests of the child. See point 2bii At the start of this closure no student was identified as requiring full time care in school. As per point 2bii this is reviewed weekly by DSL and SLT.

11) Working across schools

- a) Staff who are working across different schools should be made aware, through induction, of safeguarding processes within the setting as well as who the DSL/DDSL are.
- b) If children are attending a different setting then the receiving school should be made aware of any relevant welfare and child protection information.
- c) Where appropriate the receiving school should receive copies of
 - i) Education and Health Care Plan
 - ii) Child in Need Plan
 - iii) Child Protection Plan
 - iv) Looked After Children – Personal Education Plan and name of their social worker as well as name of the Virtual School Head
 - v) These should be received ideally before the child arrives but realistically as soon as possible. If DSL/DDSL not available to receive then a member of the SLT should do so.

12) Safer Recruitment

- i) Any recruiting at this time should continue to follow the safer recruitment guidelines in KCSIE Part 3.
- ii) Where schools and colleges are using volunteers, they should continue to follow the checking and risk assessment process as set out in paragraphs 167 to 172 of KCSIE. Under no circumstances should a volunteer who has not been checked be left unsupervised or allowed to work in regulated activity.

13) Mental Health

- a) The Winstanley School will continue to be vigilant and aware of children's mental health and how this may present in changes in their behaviour. We will continue to offer support within school and use the white "Services Directory" (on LTS and in DSL pack) to signpost parents who are struggling with specific issues.

Safeguarding Routines at The Winstanley School

If you have a concern about a child :	If you have a concern about an adult working in the school:	If you have a concern about DBE :	If you have a concern about CPA :
Write it down, sign and date it and pass it onto RB or a member of the TWS safeguarding team	Write it down, sign and date it and pass it onto DBE or CPA	Write it down, sign and date it and pass it onto CPA	Write it down, sign and date it and pass it onto Maria Everley (Chair of Directors for LiFE MAT) or the LADO Mark Goddard / Kim Taylor at Leicestershire CC 0116 3057597

Simple Safeguarding Rules:

- Write any concerns down, sign and date them and pass them on,
- Child Protection is **Everyone's Business**,
- Do not offer confidentiality to students and don't ask leading questions,
- Always ask for support if you require it from any DSL.

This policy will be regularly reviewed and amended if required throughout the period of school closure
- RB 31.3.2020

Safeguarding Guidance When working with children remotely (online learning) Video/Conferencing Guidance

- Staff should follow the guidance in **LiFE Safeguarding Guidance when working with children remotely (online learning)** which is in Appendix a of this addendum
- Staff should consider their own safety first and be aware of the safeguarding obligations and risks of video conferencing
- Staff should follow all procedures as indicated in both LiFE Safeguarding Guidance when working with children remotely (online learning) and this addendum

General Principles:

- If recording videos or livestreaming lessons, make sure to film in a neutral area where nothing personal or inappropriate can be seen or heard in the background.
- If communicating with students online, make sure the platform you are using is suitable for their age group. Also check the privacy settings.

- We do not expect any live streaming or video conferencing would occur 1:1 - if this is absolutely essential follow **LiFE Safeguarding Guidance when working with children remotely (online learning)** point 1
- Only use school accounts for any online platforms, google meets, google hangouts that you use. Teachers must never use personal accounts. This also applies to communication via email.
- Get written consent from parents or guardians for students to be involved in online lessons. An example consent form has been shared with HODs.
- It is only appropriate to contact children during school hours following the advice in **LiFE Safeguarding Guidance when working with children remotely (online learning)**
- If it is appropriate to communicate with a student on an individual basis – for example, to give feedback on a piece of work – use google classrooms, school email or parents’/carers’ email addresses or phone numbers, when it is safe to do so.
- Make sure any phone calls are made from either a school phone or a blocked number so teachers' personal contact details are not visible.
- Staff should contact the nominated dsl on duty or email to dsl@winstanleyschool.org.uk if they have any concerns about a child.
- Form tutors, heads of year and all staff when appropriate should talk to students regularly about the

15 key questions to ask yourself when preparing to facilitate an online group

PREPARE MENTALLY - Get yourself in the right space before you start

1. POSITIVITY: How will I make this space feel positive?
2. EMPATHY: How will I show that I care?
3. ENERGY: How will I keep energy levels up?
4. INCLUSIVITY: How will I support those that struggle?
5. HUMILITY: How will I create a positive relationship with failure?

PREPARE TECHNICALLY: Technology is there to help, don't let it become the focus

6. SPEED: Is my internet connection good enough? Check at www.speedtest.net Minimum: 1.5 MBps up and down. If too low, you may need to move closer or plug in to your router.
7. TEST: Are my video and audio working? Do a test call with a colleague first
8. CONTROL: Do I know how to use google meets?
9. CONTENT: Do my videos/presentations work? Test anything you plan to share beforehand
10. BRIEF: Do my attendees know what to expect? Email the GUIDE SHEET to participants.

INTRODUCE THE SPACE: Collective understanding makes everything easier

11. OUTLINE: Have I explained what will happen?
12. AGREEMENTS: Have I set out rules that everyone agrees to?
13. TRUST: Have I mentioned and invited trust?
14. MODERATION: Have I explained my role in the group?
15. PARTICIPATION: Is everyone clear on how we will work together?

Ideally start small, make sure that you feel confident about what you are doing and remember to report any problems on immediately to your coach or a DSL - DBE/LC/RB are in school every day and if there are any problems, be prepared to remove students or end the call.

<https://static.lgfl.net/LgflNet/downloads/digisafe/Safe-Lessons-by-Video-and-Livestream.pdf>

Appendix a-

Safeguarding Guidance When working with children remotely (online learning)

It is vital that staff do not place themselves at risk.

Therefore:

- Only use school email to school email
- Only use school systems and platforms - Such as Google Classroom, Realsmart, Google Hangout and so on
- Maintain normal professional boundaries, conduct and language.

Video conferencing

- Do not video conference with single children **unless**:

You have the capacity to record the entire video conference and upload to the school system.
Once uploaded, delete your copy.

and

Ensure that you have a colleague with you when video conferencing; you can do this by inviting a colleague to the conference or having a colleague with you in person.

- Video conferencing with whole classes is safer and preferable. Having more than one colleague in the conference is safer.
- Be aware that the child may record the conference and could publish it. Maintain normal professional boundaries, conduct and language. Be appropriately dressed for work.
- If you video conference, send out an email with the time, subject and who will be involved and ensure you have informed parents also by email or text. Make a line manager aware you are doing this in advance. Children must be instructed to hold the video conference in a communal space in the house, if possible there should be somebody else around. Children must not be in their bedrooms. Staff should similarly be aware of the appropriateness of their own surroundings.
- Inform a DSL immediately if you see or hear anything concerning

Video conferencing is the most risky thing we can do. However, it is also the thing that will make our children feel most loved, known and cared for. In these difficult times we need to be pragmatic about risk versus benefit.

Policy Written by: Chris Parkinson - CEO