



FOREST SCHOOL

SAFEGUARDING AND CHILD PROTECTION POLICY

Whole school including EYFS

V4.1

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1 INTRODUCTION

- 1.1 This policy is applicable to the whole school community, including those pupils in the Early Years Foundation Stage (EYFS). The policy is applicable to all on and off-site activities undertaken by pupils whilst they are the responsibility of the School.
- 1.2 This Safeguarding and Child Protection Policy is available to all parents and pupils via the School Website and printed copies are available upon request. An e-mail with a link to this Safeguarding and Child Protection Policy is sent at the start of the academic year to all parents, and explains where to find the policy.

2 REFERENCES

- 2.1 Forest School recognises its duty is to safeguard and promote the welfare of all its pupils. This includes children who are in need (Section 17, Children Act [1989]) and children who are at risk of harm (Section 47, Children Act [1989]).
- 2.2 Forest School's Safeguarding and Child Protection Policy has regard to:
 - [*Keeping Children Safe in Education* \(September 2020\) \(KCSIE\)](#)
 - * This incorporates the additional statutory guidance, Disqualification under the Childcare Act 2006
 - * KCSIE also refers to the non-statutory advice for practitioners: What to do if you're worried a child is being abused (March 2015)
 - [*Working Together to Safeguard Children* \(July 2018\) \(WT\)](#)
 - * WT refers to the non-statutory advice: [Information sharing](#) (July 2018)
 - [*Prevent Duty Guidance: For England and Wales* \(July 2015\) \(Prevent\)](#)
 - * The Prevent Duty: Departmental advice for Schools and Childminders (June 2015)

* The use of social media for on-line radicalisation (July 2015)

This policy also takes into account the procedures and practice of Waltham Forest as part of the inter-agency safeguarding procedures set up by the Waltham Forest Safeguarding Children Board (WFSCB).

3 KEY PERSONNEL AND EXTERNAL AGENCIES

3.1 The Designated Safeguarding Lead (DSL) and Deputies for Forest School including Forest Preparatory School, including EYFS are:

Designated Safeguarding Lead	Email	Phone number
Jeff Kayne, Deputy Head Pastoral, Member of Leadership Team Designated Teacher of Looked After Children	JHK@forest.org.uk	020 8509 6528 mobile number issued to staff for out of hours
Deputy DSLs		
Rebecca Kay (Maternity Cover), Head of Lower School Member of Leadership Team	rhk@forest.org.uk	020 8509 4966
Harriet Dyke, Head of Middle School Member of Leadership Team	hd@forest.org.uk	020 8509 6552
Kate Spencer Ellis, Head of Sixth Form Member of Leadership Team	KSE@forest.org.uk	020 8509 4666
Rebecca Kay, Head of Wellbeing		020 8509 4966
Gabriella Delaforce, Sinead Dempsey - Matrons	matron@forest.org.uk	020 8509 6515
For concerns or allegation against a member of staff or volunteer		
Marcus Cliff Hodges, Warden Member of Leadership Team	MCH@forest.org.uk	020 8509 6525
Forest Preparatory School		
Anna Manlangit Deputy Head Pastoral. - EYFS Member of PS Leadership Team	AAM@forest.org.uk	020 8352 6636
James Sanderson, Head of the Preparatory School Member of Leadership Team	JERS@forest.org.uk	020 8509 6630

Paul Faulkner, Head of Pre-Preparatory School – EYFS Member of PS Leadership Team	PMF@forest.org.uk	020 8509 6529
Extended Safeguarding Team		
Louise Golding-Hann	LGH@forest.org.uk	020 8520 1744/080 8509 4997
Lydia Cooper, Leisure Facilities Manager	lcooper@forest.org.uk	020 8509 6614/ 020 8509 6526
Nominated Governor responsible for Safeguarding		
Glynis Jenkinson Whole School Incl. EYFS	gjenkinson@forest.org.uk	020 8989 9967
Chair of Governors		
David TM Wilson	Dwilson@forest.org.uk	020 8509 4682
External Agencies		
Waltham Forest Safeguarding Children Board (WFSCB)	MASHrequests@walthamforest.gov.uk Juniper House, 221 Hoe Street, London E17 9PH	020 8496 6310 out of hours 020 8496 3000
Waltham Forest Designated Officer (LADO) – Caroline Aitkin	LADO@walthamforest.gov.uk Juniper House, 221 Hoe Street, London E17 9PH	020 8496 3646/8279
Waltham Forest BACME (Behaviour, Attendance and Children Missing Education) Lead Lisa Smith	BACME Service, Early Help Division Waltham Forest Council Magistrates Building Forest Road Walthamstow E17 4NX	Tel: 020 8496 1753 Mobile: 07536039213
Emergency Police number		999
Non-emergency Police number		101
Anti-Terrorist Hotline		0800 789 321 (emergency)
DfE dedicated telephone helpline for non-emergency advice for staff and Governors (Risk of Terrorism)	counter-extremism@education.gsi.gov.uk	020 7340 7264 or
Waltham Forest Prevent Officer– Amy Strode	amy.strode@walthamforest.gov.uk	020 8496 4990 Out of Hours Emergency Duty Team - 020 8496 3000 07970 769 073

Waltham Forest Prevent Education Officer - Amy Strode	Amy.Strode@walthamforest.gov.uk	07816 150 037
OFSTED Safeguarding Children	whistleblowing@ofsted.gov.uk	0300 123 4666
Independent Schools Inspectorate	concerns@isi.net	0207 6000100
Disclosure and Barring Service Address: DBS customer services PO Box 3961 Royal Wootton Bassett SN4 4HF	customerservices@dbb.gov.uk	01325 953795
Teaching Regulation Agency (TRA) Address: Teacher Misconduct Ground Floor South Cheylesmore House 5 Quinton Road Coventry CV1 2WT	misconduct.teacher@education.gov.uk	0207 593 5393
NSPCC Whistleblowing hotline Address: Weston House 42 Curtain Road London EC2A 3NH	help@nspcc.org.uk	0800 028 0285

3.2 Protecting pupils from the risk of extremism:

- Unlike other Child Protection referrals, all Prevent referrals must be made to LB Waltham Forest (numbers above) regardless of the Borough a child lives in.

4 STATEMENT OF INTENT

- 4.1 The safety and welfare of all our pupils at Forest School is our highest priority. Our business is to know everyone as an individual and to provide a secure and caring environment so that every pupil can learn in safety. In all matters relating to Child Protection the School will follow the procedures laid down by our own (or where appropriate the relevant child's) Local authorities which is Waltham Forest Safeguarding Children Board (WFSCB) together with DfE guidance contained in Working Together to Safeguard Children (July 2018) and Keeping Children Safe in Education (September 2020):

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

- 4.2 This policy is applicable to the whole School community, including those pupils in the Early Years Foundation Stage (EYFS). ('The School')
- 4.3 All members of staff have a duty to safeguard our pupils' welfare and must therefore familiarise themselves and comply at all times with this policy; safeguarding and promoting the welfare of children is everyone's responsibility. This includes a duty both to children in need and to children at risk of harm. All staff should read at least Part 1 of KCSIE. Those

involved directly with children should also read Annex A. All School staff should be aware that Child Protection incidents can happen at any time and anywhere and are required to be alert to any possible concerns. The Governors, Warden and Designated Safeguarding Lead and Deputies ensure that the following mechanisms are in place to assist staff to understand and discharge their role and responsibilities as set out in Part 1 of KCSIE:

- 4.4 Forest School makes a commitment to always act in the best interests of the child and to take action to enable all children to have the best outcomes.
- 4.5 The Safeguarding Committee will meet every week to discuss new and ongoing child protection cases. Minutes are recorded and uploaded to the Safeguarding folder.
- 4.6 Where possible, content from other Forest School Policies has not been duplicated in this document. The following Policies, therefore, may be regarded as linked to this document and may be understood in conjunction with it:
 - Health & Safety Policy
 - Staff Code of Conduct
 - Whistleblowing Policy
 - Recruitment Policy
 - E-Safety Policy
 - Anti-Bullying, Including Cyber-Bullying
 - First Aid Policy
 - Safe Handling, Searches, Contact and Restraints Policy
 - Behaviour Policy
 - School Rules
 - Data Protection Policy
 - Visitors and site security policy.
 - Mental Health Policy (senior school)

5 OBJECTIVES

- 5.1 There are three main elements to our safeguarding culture to ensure it is fully and effectively implemented:
 - 5.1.1 **Prevention:** (e.g. following safer recruitment practices; supportive school atmosphere; teaching and pastoral support available to pupils, including PSHE curriculum teaching children to keep themselves safe)
 - 5.1.2 **Protection:** (e.g. by following agreed procedures and monitoring their implementation; by ensuring staff are trained and supported appropriately and sensitively in safeguarding matters; by encouraging open communication)
 - 5.1.3 **Support:** Appropriate support will be offered to pupils and staff who make disclosures or voice concerns. The School will outline carefully the process that will follow for handling a complaint and will offer counselling or other pastoral support as necessary.

6 DEFINITIONS OF SAFEGUARDING AND TYPES AND SIGNS OF ABUSE

- 6.1 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.

6.2 Abuse is a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others (e.g. via the internet). Abuse can take place wholly online, or technology may be used to facilitate offline abuse. They may be abused by an adult or adults or by another child or children. Abuse can be:

- physical abuse;
- emotional abuse;
- sexual abuse; and/or
- neglect.

6.3 Staff are referred to [Appendix A](#) of this policy for further detail of the types of abuse and possible signs of abuse.

6.4 The Departmental advice:

- What to do if you are worried a child is being abused - Advice for Practitioners <https://www.gov.uk/government/publications/what-to-do-if-youre-worried-a-child-is-being-abused--2>
Should be referred to by all staff in raising their awareness of and helping them to identify the signs of child abuse.
- Staff are encouraged to refer to the NSPCC Website <https://www.nspcc.org.uk/preventing-abuse/> which also provides helpful information on types of abuse and what to look out for. This is also found in Appendix A at the end of this document.
- Annex A of KCSIE should also be referred to by all members of staff and those staff working directly with children. Such staff include Leadership team, teachers, coaches, volunteers, matrons and certain support staff (who work directly with children on a regular basis).

7 PUPIL EDUCATION AND PEER ON PEER ABUSE

7.1 Staff will be made aware that safeguarding issues can manifest themselves in many ways and can often overlap with one another. Some behaviours linked to drug taking, alcohol abuse, truancy, gender based violence, sexual assaults and sexting also put children in danger.

7.2 Forest School recognises that children are capable of abusing their peers and not just those in their peer group. The School's approach to minimise the risk is to build resilience in our pupils to protect themselves and their peers through education and information. This is achieved through:

- Responsible Use of I&T for Pupils
- Assemblies
- PSHEE and tutor programme.
- [School Rules](#), [Behaviour Policy](#) and [Anti-Bullying Policy](#)
- For pupils Y7-Y13, the Digital Learning programme whereby the use of IT and guidance on its use is an everyday part of School life.
- Pupils are encouraged to share any concerns they have about their safety and wellbeing with friends, their tutor, a trusted member of staff or the Designated/ Deputy Designated

Safeguarding Lead.

- 7.3 The School also recognises the different gender issues that can be prevalent in peer on peer abuse, for example, girls being sexually touched or boys being subjected to initiation/hazing type violence, upskirting and abuse within intimate partner relationships. We're also aware of the importance of monitoring verbal abuse especially when this is referred to as 'banter'. All peer on peer abuse will be managed in accordance with this policy and a bullying incident will be treated as a child protection concern where there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm. Such instances will warrant a response under these procedures rather than the School's Behaviour Policy.
- 7.4 A pupil against whom an allegation of abuse has been made may be suspended from the School during the investigation. The School will take advice from the Waltham Forest Safeguarding Children Board (WFSCB) on the investigation of such allegations (reported immediately or, at the latest, within 24 hours) and will take all appropriate action to ensure the safety and welfare of all pupils involved including the alleged victim and perpetrator. If it is necessary for a pupil to be interviewed by the Police in relation to allegations of abuse, the School will ensure that, subject to the advice of the WFSCB, parents are informed as soon as possible and that the pupils involved are supported during the interview by an appropriate adult and until the investigation is completed. Confidentiality will be an important consideration for the School and advice will be sought as necessary from the WFSCB or Police as appropriate.

Any disclosure about a pupil

- 7.5 Victims and perpetrators of peer on peer abuse will be offered support by the School, as appropriate. This may be through Tutors, Heads of House, Heads of Section or Place2Be counselling located within Forest School.

8 SEXUAL VIOLENCE AND SEXUAL HARASSMENT BETWEEN CHILDREN

Sexual violence and sexual harassment can occur between two children of any sex. They can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children. Children who are the victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. Sexual violence and sexual harassment exist on a continuum and may overlap, they can occur online and offline.

8.1 Sexual violence

It is important that staff are aware of sexual violence and the fact children can, and sometimes do, abuse their peers in this way. When referring to sexual violence in this advice, we do so in the context of child on child sexual violence.

For the purpose of this advice, when referring to sexual violence we are referring to sexual offences under the Sexual Offences Act 2003 as described below:

Rape: A person (A) commits an offence of rape if: he intentionally penetrates the vagina, anus or mouth of another person (B) with his penis, B does not consent to the penetration and A does not reasonably believe that B consents.

Assault by Penetration: A person (A) commits an offence if: s/he intentionally penetrates the vagina or anus of another person (B) with a part of her/his body or anything else, the penetration is sexual, B does not consent to the penetration and A does not reasonably believe that B consents.

Sexual Assault: A person (A) commits an offence of sexual assault if: s/he intentionally touches another person (B), the touching is sexual, B does not consent to the touching and A does not reasonably believe that B consents.

What is consent? Someone consents to vaginal, anal or oral penetration only if s/he agrees by choice to that penetration and has the freedom and capacity to make that choice. Consent to sexual activity may be given to one sort of sexual activity but not another, e.g. to vaginal but not anal sex or penetration with conditions, such as wearing a condom. Consent can be withdrawn at any time during sexual activity and each time activity occurs.

8.2 Sexual harassment

For the purpose of this advice, when referring to sexual harassment we mean 'unwanted conduct of a sexual nature' that can occur online and offline. When we reference sexual harassment, we do so in the context of child on child sexual harassment. Sexual harassment is likely to: violate a child's dignity, and/or make them feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment.

Whilst not intended to be an exhaustive list, sexual harassment can include:

- sexual comments, such as: telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names;
- sexual "jokes" or taunting;
- physical behaviour, such as: deliberately brushing against someone, interfering with someone's clothes (schools and colleges should be considering when any of this crosses a line into sexual violence - it is important to talk to and consider the experience of the victim) and displaying pictures, photos or drawings of a sexual nature; and
- online sexual harassment, which might include: non-consensual sharing of sexual images and videos and sharing sexual images and videos (both often referred to as sexting); inappropriate sexual comments on social media; exploitation; coercion and threats. Online sexual harassment may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence.

It is important that staff consider sexual harassment in broad terms. Sexual harassment (as set out above) creates an atmosphere that, if not challenged, can normalise inappropriate behaviours and provide an environment that may lead to sexual violence.

8.3 Harmful sexual behaviours

Children's sexual behaviours exist on a wide continuum, from normal and developmentally expected to inappropriate, problematic, abusive and violent.

Problematic, abusive and violent sexual behaviours are developmentally inappropriate and may cause developmental damage. A useful umbrella term is "harmful sexual behaviours". Advice on signs, indicators and effects of harmful sexual behaviours is available here: [NSPCC: Harmful sexual behaviour: signs-indicators-effects](#). The term has been widely adopted in child protection and is used in this advice. **Harmful sexual behaviours can occur online and offline and can occur simultaneously between the two.** Harmful sexual behaviours should be considered in a child protection context.

When considering harmful sexual behaviours, ages and the stages of development of the children are critical factors to consider. Sexual behaviour between children can be considered harmful if one of the children is much older, particularly if there is more than two years' difference in age or if one

of the children is pre-pubescent and the other is not. However, a younger child can abuse an older child, particularly if they have power over them, for example, if the older child is disabled or smaller in stature. The [Brook sexual behaviours traffic light tool](#) can help when considering harmful sexual behaviours.

Detailed advice on harmful sexual behaviours is available from the specialist sexual violence sector: contact [Rape Crisis](#) or [the Survivors Trust](#) for details of the nearest centre. Also, see [NSPCC: Harmful sexual behaviour](#), and [NICE guidance](#) for advice on, amongst other things: developing interventions; working with families and carers; and multi-agency working. It is effective safeguarding practice for the designated safeguarding lead (and their deputies) to have a good understanding of harmful sexual behaviour. This could form part of their safeguarding training. This will aid in planning preventative education, implementing preventative measures, drafting and implementing an effective child protection policy and incorporating the approach to sexual violence and sexual harassment into the whole school or college approach to safeguarding.

Harmful sexual behaviours **can**, in some cases, progress on a continuum. Addressing inappropriate behaviour **can** be an important intervention that helps prevent problematic, abusive and/or violent behaviour in the future. Children displaying harmful sexual behaviours have often experienced their own abuse and trauma. It is important that they are offered appropriate support.

8.4 'Upskirting'

The Voyeurism (Offences) Act 2020 creates two new offences criminalising certain acts of voyeurism. The new offences criminalise the operation of equipment or recording of an image under another person's clothing (without that person's consent or a reasonable belief in their consent) with the intention of viewing, or enabling another person to view, their genitals or buttocks (whether exposed or covered with underwear) in circumstances where the genitals, buttocks or underwear would not otherwise be visible, where the purpose is to obtain sexual gratification or to cause humiliation, distress or harm. The victim may be male or female.

Offences carry a two-year maximum prison sentence and may result in the convicted offender being made the subject of police notification requirements (commonly referred to as being placed on the sex offenders register).

Where a person **intends** to carry out an upskirting offence and does an act which is more than merely preparatory to committing the offence e.g. by attempting to take a photograph on a telephone or camera but failing to do so because of lack of storage space or battery, they can still be charged with attempt to commit the offence under the Criminal Attempts Act 1981.

8.5 Responding to reports of sexual violence and sexual harassment

Reports of sexual violence and sexual harassment are likely to be complex and require difficult professional decisions to be made, often quickly and under pressure. Where the allegation relates to harmful sexual behaviours, if possible the disclosure should be managed with two members of staff present (preferably one of them being the Designated Safeguarding Lead ('DSL') or their deputy).

Any decisions are for the school to make on a case-by-case basis, with the designated safeguarding lead (or a deputy) taking a leading role and using their professional judgment, supported by other agencies, such as children's social care and the police as required.

All staff must therefore liaise with the DSL or Deputy at the earliest opportunity to ensure decision can be made and early intervention initiated.

Some situations are statutorily clear:

- a child under the age of 13 can never consent to any sexual activity;
- the age of consent is 16;
- sexual intercourse without consent is rape;
- rape, assault by penetration and sexual assault are defined in law (as set out at section 8.1); and
- creating and sharing sexual photos and videos of under-18s is illegal (often referred to as sexting, see section 8.5). This includes children making and sharing sexual images and videos of themselves.

8.6 Immediate Response to a disclosure report

The initial response to a disclosure is important and staff should ensure the victim is taken seriously and supported.

- Staff should not assume that someone else is dealing with the incident, and should discuss concerns with the DSL.
- Where an incident between two pupils takes place away from the school, the school's duties remain the same.
- Staff should be trained as per Part One of KCSIE on how to manage a disclosure.
- Staff should never promise confidentiality.
- The DSL and deputies should be aware of anonymity in cases where an allegation is progressing through the criminal justice system.
- Forest School will do all that it reasonably can to protect the anonymity of any children involved in any report of sexual violence or sexual harassment, including considering the impact of social media.
- The DSL and/or deputies should make a risk assessment in cases of a report of sexual violence, considering the victim, alleged perpetrator and other children at the school.
- Risk assessments should be kept under review. In cases of sexual violence a professional risk assessment by external specialists may be required, and should be used to inform the school's own risk assessment.
- Forest School will consider carefully any report of sexual violence or harassment and act in the best interests of the child.
- It is important that sexual violence and sexual harassment are shown to be unacceptable, and not passed off as 'banter' or 'part of growing up'.
- While the facts are being established, the DSL and/or deputies should remove the alleged perpetrator from any classes shared with the victim, and consider how best to keep them a reasonable distance apart, in the best interests of both children.
- The DSL and/or Deputies should also consider carefully when to inform the alleged perpetrator, and this may be discussed with relevant agencies.

8.7 SEXTING:

Definition (NSPCC) "Sexting is when someone shares sexual, naked or semi-naked images or videos of themselves or others, or sends sexually explicit messages. They can be sent using any device

that allows you to share media and messages such as mobiles, tablets, smartphones and laptops”.

8.7.1 All incidents involving youth produced sexual imagery and/or sexually explicit messages should be responded to in line with the school’s safeguarding and child protection policy.

8.7.2 When an incident involving youth produced sexual imagery and/or sexually explicit messages comes to a member of staff’s attention:

- The incident should be referred to the DSL as soon as possible
- The DSL should hold an initial review meeting with appropriate school staff
- There should be subsequent interviews with the young people involved (if appropriate)
- Parents should be informed at an early stage and involved in the process unless there is good reason to believe that involving parents would put the young person at risk of harm.
- At any point in the process if there is a concern a young person has been harmed or is at risk of harm a referral should be made to children’s social care and/or the police immediately.

8.8 Initial review meeting

The initial review meeting should consider the initial evidence and aim to establish:

- Whether there is an immediate risk to a young person or young people
- If a referral should be made to the police and/or children’s social care
- If it is necessary to view the imagery in order to safeguard the young person – in most cases, imagery should not be viewed
- What further information is required to decide on the best response
- Whether the imagery has been shared widely and via what services and/or platforms. This may be unknown.
- Whether immediate action should be taken to delete or remove images from devices or online services
- Any relevant facts about the young people involved which would influence risk assessment
- If there is a need to contact another school, college, setting or individual
- Whether to contact parents or carers of the pupils involved - in most cases parents should be involved

8.9 An immediate referral to police and/or children’s social care should be made if at this initial stage:

- The incident involves an adult
- There is reason to believe that a young person has been coerced, blackmailed or groomed, or if there are concerns about their capacity to consent (for example owing to special educational needs)
- What you know about the imagery or messages suggests the content depicts sexual acts which are unusual for the young person’s developmental stage, or are violent
- The imagery involves sexual acts and any pupil in the imagery is under 13
- You have reason to believe a pupil or pupil is at immediate risk of harm owing to the sharing of the imagery or messages, for example, the young person is presenting as suicidal or self-harming

8.10 If none of the above apply, then the school may decide to respond to the incident without involving the police or children’s social care (the school can choose to escalate the incident at any time if further information/concerns come to light).

8.11 The decision to respond to the incident without involving the police or children’s social care

would be made in cases when the DSL is confident that they have enough information to assess the risks to pupils involved and the risks can be managed within the school's pastoral support and disciplinary framework and if appropriate local network of support

- 8.12 Further guidance is available from [UK Council for Child Internet Safety \(UKCIS\) – Sexting in Schools and Colleges](#) and [College of Policing, Briefing note – Police Action in response to youth produced sexual imagery \(Sexting\) – November 2016.](#)

9 EARLY HELP

- 9.1 Early help means providing support as soon as a problem emerges, at any point in a child's life, from the Pre-Prep until Sixth Form. Early help can prevent further problems arising and/or escalating in the future.
- 9.2 Staff at the School are aware of the importance of being alert to the potential need for early help for a child who:
- is disabled and has specific additional needs;
 - has special educational needs (whether or not they have a statutory education, health and care plan);
 - is a young carer;
 - is showing signs of being drawn into anti-social or criminal behaviour, including gang involvement and association with organised crime groups;
 - is frequently missing/goes missing from care or from home;
 - is misusing drugs or alcohol themselves;
 - Is at risk of modern slavery, trafficking or exploitation;
 - is in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health problems or domestic abuse;
 - has returned home to their family from care;
 - is showing early signs of abuse and/or neglect;
 - is at risk of being radicalised or exploited;
 - is a privately fostered child.

If early help is appropriate, the designated safeguarding lead (or deputy) will generally lead on liaising with other agencies and setting up an inter-agency assessment as appropriate. Staff may be required to support other agencies and professionals in an early help assessment, in some cases acting as the lead practitioner. Any such cases should be kept under constant review and consideration given to a referral to children's social care for assessment for statutory services, if the child's situation does not appear to be improving or is getting worse.

- 9.3 Staff are aware of the benefits of early help to a pupil who may be experiencing difficulty, and understand their role in identifying emerging problems, liaising with members of the pastoral team and sharing concerns with the Designated Safeguarding Lead as soon as possible and certainly within 24 hours.
- 9.4 Statutory assessments

Where a child is suffering, or is likely to suffer from harm, it is important that a referral to children's social care (and if appropriate the police) is made immediately. Referrals should follow the local authority's referral process.

- 9.5 Children in need

A child in need is defined under the Children Act 1989 as a child who is unlikely to achieve or maintain a reasonable level of health or development, or whose health and development is likely to be significantly or further impaired, without the provision of services; or a child who is disabled. Local authorities are required to provide services for children in need for the purposes of safeguarding and promoting their welfare. Children in need may be assessed under section 17 of the Children Act 1989.

9.6 Children suffering or likely to suffer significant harm

Local authorities, with the help of other organisations as appropriate, have a duty to make enquires under section 47 of the Children Act 1989 if they have reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm. Such enquiries enable them to decide whether they should take any action to safeguard and promote the child's welfare and must be initiated where there are concerns about maltreatment, including all forms of abuse and neglect, female genital mutilation or other so-called honour based abuse, and extra-familial threats like radicalisation and sexual exploitation.

The online tool [Report child abuse to local council](#) directs to the relevant local children's social care contact number.

Contextual Safeguarding

Safeguarding incidents and/or behaviours can be associated with factors outside the school or college and/or can occur between children outside the school or college. All staff, but especially the designated safeguarding lead (or deputy) should be considering the context within which such incidents and/or behaviours occur. This is known as contextual safeguarding, which simply means assessments of children should consider whether wider environmental factors are present in a child's life that are a threat to their safety and/or welfare. Children's social care assessments should consider such factors so it is important that schools and colleges provide as much information as possible as part of the referral process. This will allow any assessment to consider all the available evidence and the full context of any abuse. Additional information regarding contextual safeguarding is available here: [Contextual Safeguarding](#).

10 PROCEDURES FOR DEALING WITH CONCERNS OR SUSPICIONS OF ABUSE OR NEGLECT

- 10.1 The School treats the safeguarding of the pupils in its care as the highest priority and recognises the important role it has to play in the recognition and referral of children who may be at risk. All our school staff are made aware of their duty to safeguard and promote the welfare of children in the School's care. Staff members are alerted to the particular potential vulnerabilities of looked after children.
- 10.2 The School recognises that there may also be children who, whilst not suffering harm or at immediate risk, require additional support from external agencies. Where appropriate, the School may consult with the child concerned and their parents regarding a referral to external agencies (such as Children's Social Care). This may lead to a written plan to support a child in need being drawn up or an early help assessment, such as the Common Assessment Framework, being carried out. In either case, the School will liaise and take advice from external agencies as appropriate.

10.3 If a member of staff is made aware of any allegation of abuse, or if knowledge of possible abuse comes to his/her attention it is his/her duty to:

- listen to the child
- to provide re-assurance and to record the child's statements, but not to probe or put words into the child's mouth
- On hearing an allegation of abuse or complaint about abuse directly from a child, a member of staff should limit questioning to the minimum necessary for clarification
- Leading questions should be avoided
- No inappropriate guarantees of confidentiality should be given; rather the child should be told that the matter will be referred in confidence to the appropriate people in positions of responsibility

10.4 Every member of staff, including part-timers, temporary, visiting, contract and volunteer staff working in School should report any concerns (including those where a pupil may benefit from early help or where it includes alleged abuse by one or more pupils against another pupil) to the DSL or deputy and submit an accurate written record of the disclosure or concerns. However, any staff member can make a direct referral to Children's Social Care or other external services such as early help services in accordance with the referral threshold set out by WFSCB.

10.5 The DSL and deputies should liaise with WFLSB and work with other agencies in lines with *Working Together to Safeguard Children* and NPCC – When to call the police to help understand when they should consider calling the police and what to expect when they do.

10.6 As set out above, staff should not assume that somebody else will take action and share information that might be critical in keeping children safe. All concerns, discussions and decisions made and the reasons for those decisions should be recorded in writing.

10.7 What staff should do if they have concerns that children are at risk from or involved with serious violent crime

10.8 All staff should be aware of indicators which may signal that children are at risk from, or are involved with serious violent crime. These may include increased absence from School, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, signs of assault or unexplained injuries.

10.9 If staff have any concerns about a child (as opposed to a child being in immediate danger), they should, where possible, speak with the DSL or deputies to agree a course of action, although staff can make a direct referral to children's social care.

10.10 The guidance, *Information Sharing: Advice for Practitioners Providing Safeguarding Services to Children, Young People, Parents and Carers* supports staff who have to make decisions about sharing information. Fears regarding sharing information under the Data Protection Act 2018 and the GDPR should not be allowed to stand in the way of the need to promote the welfare, and protect the safety of children. If in doubt about what information can and should be shared, staff should speak to the Designated Safeguarding Lead ("DSL").

10.11 PARENTS

In general, we believe that parents should be informed about any safeguarding concerns regarding their children. It is important that we are honest and open in our dealings with parents. However, concerns of this nature must be referred to the DSL, deputy or the Warden who will decide on the appropriate response. In a very few cases, it may not be right to inform them of our concerns immediately as that action could prejudice any investigation, or place the child at further risk. In such cases, advice will be sought from the Child's social care.

11 REFERRALS

- 11.1 Safeguarding referrals should be made to the Waltham Forest Safeguarding Children Board (WFSCB) in the Local Authority where the child lives (see Appendix A) via a Common Assessment Framework (CAF) form and copied to the LA's Schools Safeguarding Co-ordinator. Prior to any written CAF being sent as a referral to Social Care, there should be a verbal consultation with the WFSCB Social Worker or Manager, to ensure that making a referral is an appropriate action. It is important to ensure the child receives the right help at the right time to address risks and prevent issues escalating.
- 11.2 In circumstances where a child has an unexplained or suspicious injury that requires urgent medical attention, the CP referral process should not delay the administration of first aid or emergency medical assistance. If a pupil is thought to be at immediate risk because of parental violence, intoxication, substance abuse, mental illness or threats to remove the child during the school day, for example, urgent Police intervention will be requested.
- 11.3 In line with KCSIE (2020), the School will report historical abuse allegations to the Police.
- 11.4 All Prevent referrals should be made to the Waltham Forest Prevent Team regardless of the Local Authority in which a child lives.
- 11.5 Parental or pupil consent is not required for a referral to statutory agencies where there are concerns about a child's safety; reference to parental consent must not apply when a child is or may be at risk of harm; and schools do not require the consent of parents to refer allegations to Children's Social Care.
- 11.6 Where staff have concerns that a child is in immediate danger or is at risk of harm a referral should be made to Children's Social Care and/or the Police immediately. Anyone can make a referral. If anyone other than the DSL makes a referral, they should inform the DSL that a referral has been made as soon as possible. Staff must share information with Children's Social Care and/or the Police where there are any concerns that a child may be at risk of harm or neglect.
- 11.7 Where the outcome of a referral is not reported to the referring member of staff or DSL and/or where a child's situation does not appear to be improving, the DSL or member of staff must follow this up with the Children's Social Care, push for reconsideration where appropriate. Any member of staff who has concerns that a child's situation does not appear to be improving should press for re-consideration.
- 11.8 Please refer to flow chart for actions where there are concerns about a child, Appendix E.

11.9 if a child needs a social worker (Children in Need and Child Protection Plans)

- 11.10 Children may need a social worker due to safeguarding or welfare needs. Children may need this help due to abuse, neglect and complex family circumstances. A child's experiences of adversity and trauma can leave them vulnerable to further harm, as well as educationally disadvantaged in facing barriers to attendance, learning, behaviour and mental health.
- 11.11 Local authorities should share the fact a child has a social worker, and the DSL should hold and use this information so that decisions can be made in the best interests of the child's safety, welfare and educational outcomes. This should be considered as a matter of routine.
- 11.12 Where children need a social worker, this should inform decisions about safeguarding (for example, responding to unauthorised absence or missing education where there are known safeguarding risks) and about promoting welfare (for example, considering the provision of pastoral and/or academic support, alongside action by statutory services).

12 PROCEDURES FOR MANAGING ALLEGATIONS OF ABUSE AGAINST STAFF, SUPPLY STAFF, VOLUNTEERS OR THE WARDEN

- 12.1 The School's procedures for dealing with allegations against any staff member (including supply staff and volunteers) aim to strike a balance between the need to protect children from abuse and the need to protect staff and volunteers from vexatious allegations. The School will make every reasonable effort to maintain confidentiality and guard against unwanted publicity whilst an allegation is being investigated or considered.
- 12.2 The School will not undertake its own investigation without prior consultation with the LADO, or in the most serious cases, the police, so as not to jeopardise statutory investigations. The School will immediately (or, at the latest, within 24 hours of the allegation being made) liaise with the LADO, Police and Social Services as to managing confidentiality as appropriate. The School's procedures for managing allegations against staff (including the Warden and DSL) and volunteers follows Departmental guidance and Waltham Forest Safeguarding Children Board (WFSCB) arrangements and apply when staff, including volunteers, have (or are alleged to have):
- 12.3 Behaved in a way that has harmed a pupil, or may have harmed a pupil
- 12.4 Possibly committed a criminal offence against or related to a pupil
- 12.5 Behaved towards a pupil in a way that indicated that they may pose a risk of harm if they were to work regularly or closely with children or
- 12.6 Behaved or may have behaved in a way that indicates they may not be suitable to work with children.
- 12.7 Any allegation about any member of staff or volunteer should be referred direct to the Warden.**
- 12.8 Only in the Wardens absence from School should you discuss your allegation with Jeff Kayne.**
- 12.9 Should the allegation be against the Warden or School Governor the member of staff should immediately inform the Chairman of Governors without the Warden or School Governor being informed first. It will be the Chair's responsibility to contact the LADO.

- 12.10 If the allegation concerns a member of staff, supply staff, the Warden or a volunteer, he/she would normally be informed as soon as possible after the result of any initial investigation authorised or conducted by the LADO is known. Advice will always be sought from the LADO first, however. The School will normally appoint a member of staff to keep the person informed of the likely course of action and the progress of the case.
- 12.11 The outcome of investigation of an allegation will record whether it is substantiated (sufficient evidence either to prove or disprove it), unsubstantiated (insufficient evidence either to prove or disprove it), false (sufficient evidence to disprove it) or malicious (sufficient evidence to disprove it and that there has been a deliberate act to deceive). If it is established that the allegation is malicious, no details of the allegation will be retained on the individual's personnel records. In all other circumstances a written record will be made of the decision and retained on the individual's personnel file in accordance with DfE advice. A copy will only be provided to the individual concerned following consultation with appropriate agencies and agreement has been reached as to what information can be disclosed. Allegations proven to be false, unsubstantiated or malicious will not be included in employer references.
- 12.12 If the LADO or any of the statutory child protection authorities decide to take the case further, any staff member concerned may be suspended if this is felt appropriate. The reasons and justification for suspension will be recorded and the staff member informed of them. Where a member of the residential staff is suspended pending an investigation of a child protection nature, suitable arrangements must be put in place for alternative accommodation away from children. The School recognises it has a duty of care to staff, but may take action in the event of allegations against staff in accordance with its disciplinary procedures. The School will ensure support is in place for individuals facing an allegation, and a representative will be appointed to keep the individual informed of progress of the case and to consider what other support is available and appropriate for the individual.
- 12.13 During the course of the investigation the School, in consultation with the LADO will decide what information should be given to parents, staff and other pupils and how Press enquiries are to be dealt with. In reaching their decision, due consideration will be given to the provisions in the Education Act 2011 and in Keeping Children Safe in Education relating to reporting restrictions identifying teachers who are the subject of allegations from pupils.
- 12.14 Concerns raised about supply staff should follow the above and also ensure the guidance within KCSIE 2020) is adhered to where possible.
- 12.15 Any pupils who are involved will receive appropriate care.
- 12.16 Staff should also have regard to the Staff Code of Conduct to minimise the risk of allegations being made.

13 DBS – TRA REFERRALS

- 13.1 We follow Disclosure and Barring Service (DBS) Guidance and Procedures regarding referrals and barring decisions and the Safeguarding Vulnerable Groups Act 2006 and the Safeguarding Vulnerable Groups Act (Prescribed Criteria and Miscellaneous Provisions) Regulations 2009. Separate to involvement of the LADO, schools have a legal duty to refer to the DBS anyone who has harmed, or poses a risk of harm, to a child, or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left.

- 13.2 Forest School will make such a referral as soon as possible after the resignation or dismissal of any individual (whether employed, contracted, a volunteer or a student) whose services are no longer used because he or she is considered unsuitable to work with children. This includes dismissal, non-renewal of a fixed term contract, no longer using a supply teacher engaged directly or supplied by an agency, terminating the placement of a trainee or volunteer, no longer using staff employed by a contractor and resignation and voluntary withdrawal from any of the above.
- 13.3 Where an individual is suspended from a position that comes under 'regulated activity', the duty to refer will only apply if the suspension is because the individual has harmed or may pose a risk of harm to a child, or if they have been cautioned or convicted of a relevant offence. The School may not be in a position to take a decision on whether those circumstances have occurred under after a disciplinary hearing with care being taken to not prejudice the fairness of any subsequent disciplinary hearing if making a DBS referral at the point of suspension.
- 13.4 Further, or in the alternative, if an investigation leads to the dismissal or resignation prior to dismissal of a member of teaching staff specifically, the School will consider making a referral to the Teaching Regulation Agency (TRA) as required by sections 141D and 141E of the Education Act 2002 and a Prohibition Order may be appropriate (because that teacher has displayed unacceptable professional conduct, conduct that may bring the profession into disrepute or a conviction at any time for a relevant offence). The Secretary of State may investigate the case, and if s/he finds there is a case to answer, must then decide whether to make a Prohibition Order in respect of the person.
- 13.5 The School will make a Serious Incident report to the Charity Commission whenever the Commission's guidelines deem it appropriate to do so.
- 13.6 Should historical allegations of child abuse be made against a teacher who is no longer teaching, the School will, in accordance with Keeping Children Safe in Education, report the matter to the Police. Similarly, allegations against a teacher who is no longer working at the School should be referred to the Police and also the LADO. All allegations of historical abuse should be referred to the Warden or DSL straight away.

14 WHISTLEBLOWING

- 14.1 If staff and volunteers have concerns about poor or unsafe practices or potential failures in the School's safeguarding regime, these should be raised in accordance with the School's Whistleblowing Policy found on the staff intranet and in the common room. Concerns regarding the behaviour of colleagues which is likely to put pupils at risk of abuse or other serious harm may be dealt with in accordance with the School's Managing Allegations of Abuse against Staff Procedure (see above). There will be no disciplinary action taken against a member of staff for making such a report provided that it is done in good faith.
- 14.2 If staff and volunteers feel unable to raise an issue with the School or feel that their genuine concerns are not being addressed, they may use other whistleblowing channels, such as the NSPCC [whistleblowing website](https://www.nspcc.org.uk/what-we-do/our-services/whistleblowing/) helpline (tel: 0800 0280 285 or email: help@nspcc.org.uk).

15 CHILD'S WISHES

- 15.1 Where there is a safeguarding concern the School will ensure the pupil's wishes and feelings are taken into account when determining what action to take and what services to provide.

The School manages this by the DSL and/or appropriate Teacher regularly meeting as appropriate with the child to gain feedback and consider the wishes of the child. The School will operate processes with the best interests of the pupil at their heart.

16 TRANSPARENCY

- 16.1 Forest School prides itself on its respect and mutual tolerance. Parents/Guardians have an important role in supporting Forest School. Copies of this policy, together with our other policies relating to issues of child protection are on our website, and we hope that Parents and Guardians will always feel able to take up any issues or worries that they may have with the School. Allegations of child abuse or concerns about the welfare of any child will be dealt with consistently in accordance with this policy. Open communications are essential.

17 LOOKED AFTER CHILDREN

- 17.1 The Governing Body ensures that staff have the skills, knowledge and understanding necessary to keep safe any children on roll who are looked after by a local authority.
- 17.2 Jeff Kayne is the designated member of staff who has responsibility for their welfare and progress. The School ensures that the designated member of staff receives appropriate training in order to carry out their role
- 17.3 The school ensures that we have the information we need in relation to a child's looked after legal status and contact arrangements with birth parents or those with parental responsibility. We retain information about the child's care arrangements and the levels of authority delegated to the carer by the authority looking after him/her. The designated member of staff has the details of the child's social worker and the name of the virtual school head in the authority that looks after the child.

18 GOVERNING BODY

- 18.1 Glynis Jenkinson is the Liaison Governor for safeguarding issues. The role of the Designated Governor is to liaise with the Local Authority on issues of child protection or in case of allegations against the Warden or a member of the Governing Body. The Governors, in conjunction with the Designated Safeguarding Lead (DSL), carry out an annual review of the School's Safeguarding Policy and Procedures with day-to-day issues being delegated to its Safeguarding Committee, which the Designated Safeguarding Lead and core deputies attend. The Governing Body is responsible for:
- reviewing the procedures for and the efficiency with which the safeguarding duties have been discharged;
 - ensuring that any deficiencies or weaknesses in safeguarding arrangements are remedied without delay; and
 - approving amendments to safeguarding arrangements in the light of changing regulations or recommended best practice.
- 18.2 We recognise that the School plays a significant part in the prevention of harm to our pupils by providing good lines of communication with trusted adults, supported friends and an ethos of protection. We include within this the emotional wellbeing of our pupils and recognise the role the School plays in recognising and protecting our children who may be vulnerable to

radicalisation or exposed to extremist views.

19 ROLE OF THE DESIGNATED SAFEGUARDING LEAD

- 19.1 The School's Designated Safeguarding Lead (DSL) is the first point of contact for any member of the school staff who has a concern about the safety and wellbeing of a pupil.
- 19.2 The DSL across Forest School is responsible for induction and refresher training of all staff.
- 19.3 Jeff Kayne our Designated Safeguarding Lead, has been fully trained for the demands of this role in Child Protection and Inter-Agency working in accordance with the locally agreed procedures and as set out in Annex B of Keeping Children Safe in Education. He is a member of the Leadership Team at Forest School.
- 19.4 All Deputies, including the Warden have been trained to the same standard as the DSL.
- 19.5 Both the DSL and his Deputies undergo training at least every two years in order to provide them with the knowledge and skills to carry out their role. Both the DSL and his Deputies will attend other training at regular intervals, as required to ensure that they remain conversant with best practice and to keep up with developments relevant to their role. They all have a job description for their safeguarding roles and key activities. The DSL role is to ensure that each member of staff has access to and is aware of and understands the School's Safeguarding Policy and Procedures. Their training meets the requirements of the DfE's 'Keeping Children Safe in Education' (KCSIE). The DSL has ultimate responsibility for safeguarding and child protection in the School. This responsibility should not be delegated.
- 19.6 The DSL or Deputy DSL will always be available to discuss safeguarding concerns. During term time, the DSL or Deputy will always be available (during school hours) for staff in the School to discuss any safeguarding concerns. For out of hours/out of term activities, the School's arrangements are that if the concern involves a Forest School pupil then Jeff Kayne must be made aware immediately and will follow the School's procedures. If the activities involve a Non-Forest School child(ren), Sylvestrian Leisure Centre's DSL or Deputy must be informed and they can refer to Jeff Kayne for advice if required.
- 19.7 The DSL and/or the deputy DSL can be contacted at any time (during school hours) for staff in School to raise or discuss any safeguarding concerns. During out of term activities, the Lead Organiser will be given a contact name and number of a designated DSL for that particular activity. Out of hours, the contact would be Jeff Kayne, Lydia Cooper or Deputies within the Leisure Centre.
- 19.8 The DSL maintains close links with the Waltham Forest Safeguarding Children Board (WFSCB) and reports at least once a year to the governors on the child protection issues outlined above. The DSL will make prompt contact with Children's Social Care where there are concerns that a child may be in need of help or is at risk of harm. The Warden or, if instructed, the DSL will also make prompt contact with the Local Authority Designated Officer ("LADO") in relation to allegations against someone working at the School and/or the Police if a criminal offence is suspected.
- 19.9 The DSL will liaise with the Local Authority when necessary and work with other agencies in line with Working Together to Safeguard Children 2018 and attend strategy meetings. The DSL will work with partner agencies to seek advice, support and guidance, drawing on multi

agency expertise, knowledge and experience to support pupils at risk of harm, including emotional and intellectual harm via social media and use of the internet.

- 19.10 The DSL receives focused training to support learning and understanding of the ever changing landscape of safeguarding which is underpinned by legislation and guidance and includes issues such as radicalisation. The DSL will undertake Prevent Awareness Training to enable them to provide advice and support to staff on protecting children from the risk of radicalisation. The DSL's and the School's focus is to support children in need through seeking early help and/or inter agency working, including using the Team around the Child Approach and/or the Common Assessment Framework.
- 19.11 The School's records on child protection are kept securely in the Safeguarding file (CPOMS) that is encrypted, and are separated from routine pupil records. Access is restricted to the DSL, Deputy DSLs and the Warden.

20 RECRUITMENT, SAFER EMPLOYMENT PRACTICES

- 20.1 Forest School follows the Government's recommendations for the safer recruitment and employment of staff who work with children and acts at all times in compliance with the Independent School Standards Regulations. Please also see the School's Recruitment Policy, recruitment pack and staff Code of Conduct. All located within the staff intranet.
- 20.2 In line with Part 3 of the DfE's guidance 'Keeping Children Safe in Education' (KCSIE 2020), the Chair of Governors and the Warden prevent people who pose a risk of harm from working with pupils by adhering to statutory responsibilities to check all staff who work with children, taking proportionate decisions on whether to ask for any checks beyond the minimum required, and ensuring volunteers are appropriately supervised. Organisations providing contractors or consultants working on site are asked for assurances that where relevant and required, their staff have been suitably vetted in line with legal requirements.
- 20.3 The School works with external agencies where appropriate including inter-agency working on the part of the DSL and attendance at strategy meetings.
- 20.4 As part of carrying out safe recruitment procedures under KCSIE September 2020, members of the Teaching and Support staff at the School including part-time staff, temporary and supply staff, volunteers, and visiting staff, such as Musicians and Sports Coaches are subject to the necessary Statutory Child Protection checks before starting work. For most appointments, an enhanced DBS check with 'barred list' information will be appropriate. An enhanced DBS certificate will be obtained from the candidate before or as soon as practicable after appointment. Alternatively, if the applicant has subscribed to it and gives permission, the School may undertake an online update check through the DBS Update Service.
- 20.5 Further to the DBS check, anyone appointed to carry out teaching work will require an additional check to ensure they are not prohibited from teaching by order of the Secretary of State. A person who is subject to a teacher prohibition or an interim prohibition order must not be appointed to a role that involves teaching work, as defined by KCSIE 2020. **Individuals who have lived or worked outside the UK must undergo the same checks as all other staff at Forest School. This will include obtaining (via the applicant) an enhanced DBS certificate (including barred list information, for those who will be engaging in regulated activity) even if the individual has never been to the UK. In addition, Forest School will make any further checks we think appropriate so that any relevant events that occurred outside the UK can be**

considered. For further details on further checks conducted please refer to the Recruitment Policy. Those undertaking management posts or roles will be subject to Prohibition from Management of Independent School's checks.

- 20.6 A section 128 direction check will be made on all internal and external appointments that take part in the management of the School. Staff that take on additional management responsibilities may also be subject to the 128 direction and this will be decided on a case-by-case basis.
- 20.7 All Governors, volunteers and contractors working regularly during term-time (such as contract catering staff) are also subject to the enhanced DBS checks. Confirmation is obtained that appropriate child protection checks and procedures apply to any staff employed by another organisation and working with the School's pupils at School or on another site.
- 20.8 Should the School develop concerns about an existing staff member's suitability to work with children, it will carry out all relevant checks as if the individual were a new member of staff.
- 20.9 If the DBS has not been received prior to the member of staff's start date, the School would risk assess against the need for the member of staff to start work or whether this can be delayed until the certificate has been received. This will be in line with the ISI Handbook, The Commentary on the Regulatory Requirements. Where an individual is to start work before the DBS disclosure is received the appropriate Safeguarding control measures will be assessed and agreed by the individual and reviewed every two weeks. This is noted upon the DBS pending risk Assessment form, kept within the individual personnel file and referred on the Single Central Register.
- 20.10 Where there has been a break in service for three months or more the member of staff is subject to further DBS checks including barred list.
- 20.11 Selected members of the leadership team and departments heads have undertaken Safer Recruitment training through nationally accredited programmes.

21 VOLUNTEERS

- 21.1 Under no circumstances should a volunteer in respect of whom no checks have been obtained be left unsupervised or allowed to work in regulated activity.
- 21.2 Under no circumstances must a department or member of staff bring in a volunteer without discussing this first with the Health and Safety & Compliance Director.
- 21.3 Volunteers who, on an unsupervised basis teach or look after children regularly, or provide personal care on a one-off basis in schools and colleges, will be in regulated activity. The School will obtain an enhanced DBS certificate (which should include barred list information) for all volunteers who are new to working in regulated activity. Existing volunteers in regulated activity do not have to be re-checked if they have already had a DBS check (which includes barred list information). However, the School may conduct a repeat DBS check (which should include barred list information) on any such volunteer should they have concerns.
- 21.4 There are certain circumstances where the School may obtain an enhanced DBS certificate (not including barred list information), for volunteers who are not engaging in regulated activity. This is set out in DBS workforce guides, which can be found on GOV.UK. Employers are not legally permitted to request barred list information on a supervised volunteer as they are not considered to be engaged in regulated activity.

21.5 The school will undertake a documented risk assessment and use their professional judgement and experience when deciding whether to obtain an enhanced DBS certificate for any volunteer not engaging in regulated activity. In doing so they should consider:

- the nature of the work with children;
- what the establishment knows about the volunteer, including formal or informal information offered by staff, parents and other volunteers;
- whether the volunteer has other employment or undertakes voluntary activities where referees can advise on suitability;
- whether the role is eligible for an enhanced DBS check;

Through the risk assessment Forest School will determine if the volunteer will need supervision at all times. In making this decision, and where an individual is supervised, to help determine the appropriate level of supervision schools must have regard to the statutory guidance issued by the Secretary of State (replicated at Annex F). This guidance requires that, for a person to be considered supervised, the supervision must be:

- by a person who is in regulated activity;
- regular and day to day; and
- “reasonable in all the circumstances to ensure the protection of children.”

21.6 The DBS cannot provide barred list information on any person, including volunteers, who are not in, or seeking to engage in regulated activity

22 INDUCTION AND TRAINING

22.1 Every new member of staff, including part-timers, temporary staff, visiting staff, volunteers and contract staff working in the School, receives appropriate induction training on their responsibilities in being alert to the signs of abuse, bullying or children at risk of radicalisation and on the procedures for recording and referring any concerns to the DSL or the Warden and, if required, to the main points of local procedures of Waltham Forest Safeguarding Children Board (WFSCB) or, in certain circumstances, the Police. Child Protection training is also given to new Governors.

22.2 The particular training arrangements for the prevention of radicalisation are as follows, upon induction by a DSL or Deputy or via Waltham Forest Prevent Officer, completed periodically but not less than every three years.

22.3 Training in Child Protection and Safeguarding, including *Prevent* is an important part of the induction process. More detail is set out in our [Recruitment Policy](#). Induction training includes:

- The School’s Safeguarding and Child Protection Policy, including children who go missing from education
- The identity and role of the DSL and Deputies
- The School’s [Behaviour Policy](#)
- The School’s [staff Code of Conduct Policy](#), (includes Use of IT, Staff/Pupil relationships and communication including the use of social media)
- The School’s [Whistleblowing Policy](#);

- A copy of [KCSIE September \(2020\)](#) Part one and Annex A (leaders and those who work directly with children). Each time Part one of *KCSIE* is updated by the Department for Education, staff will be updated on the changes via email and the In-House competency quiz set by the Health and Safety & Compliance Director.
- Use of IT, Staff/Pupil relationships and communication including the use of social media and

- 22.4 Training also promotes staff awareness of child sexual exploitation, Prevent (including referrals to Channel programmes), so called 'honour based' violence, forced marriages and female genital mutilation. Training on the early help process and process for making a referral to Children's Social Care and for statutory assessments that may follow a referral (including what role they may be expected to play in such an assessment) will also be provided together with the importance of maintaining an appropriate level of confidentiality whilst at the same time liaising with relevant practitioners.
- 22.5 Staff are made aware of the signs, symptoms and indicators of such practices and are required to take action without delay if such a practice is suspected.
- 22.6 All new staff must read and sign to confirm that they have read Part 1 of *KCSIE* and Annex A as required and the relevant school policies listed in our [Recruitment Policy](#). Temporary staff and volunteers will be provided with the same or equivalent information.
- 22.7 The Warden and all staff receive appropriate Safeguarding and Child Protection training which is regularly updated in line with advice from the Waltham Forest Safeguarding Children Board (WFSCB) but not less than every three years. In addition, the Warden and all staff receive Safeguarding and Child Protection updates as required (for example, via e-mail, e-bulletins and staff meetings), at least annually to provide them with relevant skills and knowledge to safeguard children effectively.
- 22.8 Forest School staff recently attended Safeguarding level one training held in January 2017 and Prevent Awareness in March 2017, hosted by external 'Safeguarding in Schools' Consultants.
- 22.9 The DSL and deputy DSLs undergo training for inter-agency working at least every two years in order to provide them with the knowledge and skills to carry out their role. Both the DSL and his Deputies will also receive regular updates as required, but at least annually to ensure that they remain conversant with best practice and to keep up with developments relevant to their role. The required training is set out in Annex B of *KCSIE*. The DSL keeps a record of all statutory and non-statutory safeguarding training for DSLs and pastoral training for all staff.

23 STAFF/PUPIL RELATIONS

- 23.1 Advice for full-time, part-time, temporary, teaching, and support staff, volunteers and visitors about appropriate behaviour in and out of school is contained in the Staff Code of Conduct and the Safe Handling – Searches, Contact and Restraint Policy. This is available to staff electronically on the School intranet. Staff are reminded that their behaviour and actions should not place pupils or themselves at risk of harm or allegations of harm to a pupil (for example: in one-to-one tuition; sports coaching; conveying a pupil by car; engaging in inappropriate electronic communication with a pupil).
- 23.2 Children will be treated with respect and dignity and no punishment, detention, restraint, sanctions or rewards are allowed outside of those detailed in the School's Behaviour Policy. While it would be unrealistic and undesirable to preclude all physical contact between adults

and children, staff are expected to exercise caution and avoid placing themselves in a position where their actions might be open to criticism or misinterpretation. Where incidents occur which might otherwise be misconstrued, or in the exceptional circumstances where it becomes necessary to physically restrain a pupil for their own protection or others' safety, this will be appropriately recorded and reported to the Warden and parents. Any physical restraint used will comply with DfE and LA guidance.

- 23.3 Except in cases of emergency, first aid will only be administered by qualified First Aiders. If it is necessary for the child to remove clothing for first aid treatment, there will, wherever possible, be another adult present. If a child needs help with toileting or washing after soiling themselves, another adult should be present or within earshot. All first aid treatment and non-routine changing or personal care will be recorded and shared with parents/carers at the earliest opportunity.
- 23.4 Children requiring regular medication or therapies for long-term medical conditions will be made the subject of a Medical Plan that has been agreed with the parents and Health Authority.
- 23.5 For their own safety and protection, staff should exercise caution in situations where they are alone with pupils. Other than in formal teaching situations, for example during musical instrument tuition, the door to the room in which the 1:1 coaching, counselling or meeting is taking place should be left open. Programmed coaching must be recorded with the departmental manager or administrator. Where this is not practicable because of the need for confidentiality, another member of staff will be asked to maintain a presence nearby and a record will be kept of the circumstances of the meeting. All rooms that are used for the teaching or counselling of pupils will have clear and unobstructed glass panels in the doors.
- 23.6 School staff should also be alert to the possible risks that might arise from social contact with pupils outside the School. Home visits to pupils or private tuition of pupils should only take place with the knowledge and approval of the Warden. Visits/telephone calls by pupils to the homes of staff members should only occur in exceptional circumstances and with the prior knowledge and approval of the Warden. Any unplanned contact of this nature or suspected infatuations or "crushes" will be reported to the Warden.
- 23.7 Staff will only use the School's digital technology resources and systems for professional purposes or for uses deemed 'reasonable' by the Warden and the Board of Governors. Staff will only use the approved school email, school intranet/learning platform or other school approved communication systems with pupils or parents/carers, and only communicate with them on appropriate school business; they will not disclose their personal telephone numbers and/or email addresses to pupils or parents/carers. Staff may use personal cameras (digital or otherwise) or camera phones for taking images of pupils and staff so long as the images or videos are deleted from the personal device within 24 hours, or 24 hours after returning from an educational visit. No unauthorised photography is permitted within the Swimming Pool and associated areas.
- 23.8 Staff should be aware of the school's Whistleblowing Policy and Procedures and share immediately any disclosure or concern that relates to a member of staff with the Warden or one of the Designated Safeguarding Team if the Warden is not available nothing should be said to the colleague involved. It should be reported directly to the Chair of Governors if it relates to the Warden.

24 DISQUALIFICATION UNDER THE CHILDCARE ACT 2006 (JULY 2018)

- 24.1 The government publication 'Keeping Children Safe in Education' refers to how staff can be disqualified and explains the effect of the **Disqualification under the Childcare Act 2006 (July 2018)**. The advice applies to staff in schools who work in Early Years provision and to those who work in Later Years provision for children who have not attained the age of 8. It also applies to employees who are directly concerned in the management of such provision even though they may not work in the Early Years or relevant Later Years provision themselves. Early Years' provision includes education and any supervised activity for a child from birth until the 1 September following their fifth birthday. It applies to all provision for children in that age range during and outside school hours, including working in Reception classes.
- 24.2 The supplementary advice reminds schools that they do not allow people to work in these settings or to be directly concerned in their management, if they are "disqualified".
- 24.3 The grounds for disqualification are not only that a person is barred from working with children (included on the children's barred list) but also include, in summary, that:
- They have been cautioned for, convicted of or charged with certain violent and sexual criminal offences against children and adults, at home or abroad
 - Other orders have been made against them relating to their care of children
 - They have had their registration cancelled in relation to childcare or children's homes or have been disqualified from private fostering
 - Being on the DBS Children's Barred List
- 24.4 Disqualification occurs as soon as the above criteria are met, for example, as soon as a caution or conviction occurs, even before the person is formally included on the children's barred list. However:
- 24.5 The law is clear that this issue centres on 'knowingly employing' an individual who is disqualified. Forest School regularly asks staff to confirm there are no changes in their circumstances and will act on information received with regards to a staff member's suitability. The School should be seen to be taking reasonable and appropriate steps to ensure they do not knowingly employ someone who is disqualified.
- 24.6 From September 2015 we will be asking for this information as part of the pre-employment checks we undertake on appointing new staff we know are likely to be working in the Early and Later Years. Recruitment processes for all roles in the School will also include a check on whether or not a disqualification ruling might apply to potential employees.
- 24.7 In addition, Forest School will undertake regular requests for employees to inform them in the event that they are knowingly affected. Such requests will take place at least annually and be undertaken and recorded by the Head of the Preparatory School.
- 24.8 All staff in our School are required to notify the School immediately if there are any reasons why they should not be working with children.
- 24.9 The Childcare Act 2006 apply to those providing Early Years' childcare or Later Years' childcare, including before school and after school clubs, to children who have not attained the age of 8 AND to those who are directly concerned in the management of that childcare.
- 24.10 The School takes its responsibility to safeguard children very seriously and any staff member who is aware of anything that may affect his/her suitability to work with children must notify

the Warden (teaching staff) or the Bursar (support staff) immediately. This will include notification of any convictions, cautions, Court Orders, reprimands or warnings he/she may receive.

24.11 Staff who are disqualified from childcare or registration, may apply to Ofsted for a Waiver of Disqualification. Such staff may not be employed in the areas from which they are disqualified, or involved in the management of those settings, unless and until such waiver is confirmed. Please speak to the Warden/Bursar for more details.

24.12 Where a member of staff is found to be disqualified or if there is doubt over that issue then, pending resolution, the School will remove them from the work from which they are or may be disqualified. Suspension or dismissal will not be an automatic response; the School will consider if there is scope in principle to redeploy them with other age groups or in other work from which they are not disqualified, subject to assessing the risks and taking advice from the designated officer when appropriate.

24.13 [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/719794/Disqualification under the childcare act July2018.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/719794/Disqualification_under_the_childcare_act_July2018.pdf)

25 PREVENTING RADICALISATION

25.1 We recognise that it is a key role of the School to support children and that the School may provide stability in the lives of children who may be at risk of harm. We also recognise that our pupils can be vulnerable and exploited by others. Staff will be alert to the signs of vulnerability and/or susceptibilities to any extremist indoctrination.

25.2 Staff acknowledge the need for a culture of vigilance to be present in the School to support safeguarding. This includes awareness and sensitivity to attitudinal changes of pupils which may indicate they are at risk of radicalisation and may need help or protection. However, staff acknowledge that there is no single way of identifying an individual who is likely to be susceptible to an extremist ideology and family, friends and online influences can all play a major factor in the radicalisation of young people.

25.3 Staff will consider the level of risk to identify the most appropriate referral, which could include reference to Channel or Children's Social Care. Contact details for support and advice on the Prevent Duty can be found below.

25.4 The Home Office statutory Prevent Duty Guidance can be accessed [here](#):

25.5 The Department for Education non-statutory Prevent Duty Guidance can be accessed [here](#):

25.6 The Channel General Awareness course can be accessed on the link below:
http://course.ncalt.com/Channel_General_Awareness/01/index.html

25.7 The School, in recognition that pupils may be at risk of being drawn into terrorism, carries out appropriate risk assessments (following consultation with local partners, such as the Police) of the potential risk in the local area. Such risk assessments are discussed with the Warden, DSL and Deputy DSL and Governor responsible for safeguarding to ensure the School's safeguarding arrangements are sufficiently robust to help prevent and protect children from being drawn into terrorism and are regularly revised.

What staff should do if a child is seen as at risk of radicalisation

25.8 Where the suspicion or complaint is in relation to terrorism or extremist ideas involving a

pupil, staff must firstly raise this with the DSL or deputy without delay. The DSL or deputy will consult with external agencies, as appropriate in accordance with this policy. Where the level of risk is such that there is an immediate risk of harm, or staff have a genuine concern that there is an immediate risk of harm, any member of staff may make a referral directly to Children's Social Care or the Police. The School will not discuss any concerns in relation to possible radicalisation without first agreeing with Children's Social Care or the Police as to what information can be disclosed.

25.9 *Prevent* Awareness Training has been completed for all staff within March/April 2017.

26 OUTSIDE VISITORS, CONTRACTORS

26.1 VISITORS

26.1.1 All visitors during the school day are required on arrival to sign in at Reception. Visitors will be issued with a Visitor's Information Booklet that has further instructions for the safety of both the visitor and the school community. Visitors should remain under the supervision of a member of staff at all times and be escorted back to Reception where the badge must be returned. Unidentified visitors must be reported immediately to Reception.

26.2 VISITING SPEAKERS

26.2.1 The *Prevent* Statutory Guidance requires schools to have clear protocols for ensuring that any visiting speakers are appropriately supervised and suitable. The School's responsibility to our pupils is to ensure that they can critically assess the information that they receive as to its value to themselves, and that the information is aligned to the ethos and values of the School and British values.

26.2.2 The lead organiser within Forest School is required to undertake a Risk Assessment before agreeing to a Visiting Speaker attending the School. This will take into account any vetting requirements considered appropriate in the circumstances, and may include a DBS check if relevant.

26.2.3 Visiting speakers will be expected to understand that where appropriate their session should actively promote the British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs and at no point undermine these. In some cases, the School may request a copy of the Visiting Speaker's presentation and/or footage in advance of the session being provided.

26.2.4 Visiting Speakers, whilst on the School site, will be supervised by a School employee at all times. On attending the School, Visiting Speakers will be required to show original current identification document including a photograph such as a passport or photo card driving licence. The School shall also keep a formal register of visiting speakers retained in line with its Data Protection Policy.

26.3 THIRD-PARTY GROUPS

26.3.1 This Safeguarding Policy will be brought to the attention of organisers of third party groups using the School facilities and applies to them if there are children aged under 18 on the site. Voluntary sector groups that operate within the School, provide off-site services for our pupils, or use school facilities, will be expected either to adhere to this Safeguarding Policy or to operate a policy which is compliant with the requirements of the Waltham Forest Safeguarding Children Board (WFSCB).

26.4 CONTRACTORS

- 26.4.1 Building contractors who are engaged by or on behalf of the school to undertake works on site will be made aware of this policy and the reasons for this. Long-term contractors who work regularly in the school during term time will be asked to provide their consent for enhanced DBS checks to be undertaken. These checks will be undertaken when individual risk assessments by the Leadership Team deem this to be appropriate.
- 26.4.2 During major works, when large numbers of workers and sub-contractors may be on site during term time, Health and Safety Risk Assessments will include the potential for contractors or their employees to have contact with the children.
- 26.4.3 Individuals and organisations that are contracted by the school to work with, or provide services to, pupils will be expected to adhere to this policy and their compliance will be monitored.

26.5 SECURITY

- 26.5.1 No internal doors to classrooms will be locked while pupils are present in these areas.
- 26.5.2 Entry to School premises will be controlled by doors that are secured physically by electronic access control or by constant staff supervision or video surveillance. Authorised visitors to the School between the hours of 8am and 4pm will be logged into and out of the premises and will be issued with School visitor badges and given safeguarding information. Unidentified visitors will be challenged by staff or reported to the Warden, Bursar and Reception. Carelessness in closing any controlled entrances will be challenged.
- 26.5.3 The presence of intruders and suspicious strangers seen loitering near the School or approaching pupils will be reported to the Police, by calling 101 or 999 depending on the circumstances and the urgency of the case, so that if Police stop these individuals they can be spoken to about what they were doing and dealt with accordingly. Brief information about the incident will be sent to LA's Schools Safeguarding Coordinator with a view to alerting other local schools in liaison with the Police through appropriate systems.

27 ADMISSION, ATTENDANCE AND SCHOOL ROLL

- 27.1 The School will require documentary proof as to the identity of pupils presented for admission. If there is any doubt as to the identity of a pupil, advice will be sought from the Local Authority and other statutory agencies, as appropriate.
- 27.2 Any pupil whose attendance falls below 80% during the course of a full school term may be referred to Waltham Forest's Local Authority as per section Missing Children in Education.
- 27.3 If a pupil is withdrawn from the School having not reached the normal date of transfer due to a family move or any other reason, all efforts will be made to identify any new address and the school to which they are being admitted and to ensure that their educational records are sent without delay to the child's new school. If the parent/carer fails to provide this information, an urgent referral will be made to the Early Help Service either through the EHS Duty Officer or through the Local Team Manager in order that they might make further enquiries. If this school receives educational records concerning a child who is not registered with us, the records will be returned promptly to the sending school with a note, advising them to refer to their LA's Children's Services Department. A child's name will only be removed from the School's Admissions Register in accordance with the Pupil Registration

Regulations or with the authorisation of the Local Team Manager in the Early Help Service.

28 HOMELESSNESS

28.1 Being homeless, or at risk of homelessness presents a real risk to a child's welfare. The School should be aware of potential indicators of homelessness including: household debt, rent arrears, domestic abuse and anti-social behaviour, as well as a family being asked to leave a property. If staff are made aware or suspect that a pupil may be at risk of homelessness they should talk to the DSL in the first instance. Whilst referrals to the Local Housing Authority should be progressed as appropriate, and in accordance with local procedures, this does not and should not replace a referral to the LADO where a child has been harmed or is at risk of harm, in accordance with this policy.

29 CHILDREN MISSING FROM EDUCATION

29.1 A child going missing from education, particularly on repeat occasions, is a potential indicator of abuse or neglect including that a child may be at risk of radicalisation, FGM or forced marriage. Unauthorised absences from school will be managed in accordance with the School's Missing Child Policy.

29.2 The School will monitor all pupil absences from school and promptly address concerns about irregular attendance with the parent/carer. A pupil who fails to attend school regularly or has been absent from school without the School's permission for a continuous period of 10 school days or more or has failed to attend regularly will be reported to the Local Authority. In liaison with Waltham Forest Local Authority our agreed threshold for attendance is 80% or less, in which we would notify the Local Authority and make joint responsibilities regarding the enquiries below.

29.3 Where a pupil has not returned to school for ten days after an authorised absence or has been absent for an unauthorised absence for twenty consecutive days, the pupil can be removed from the Admission Register when the School and Local Authority have failed, after jointly making reasonable enquiries, to establish the whereabouts of the child. This only applies if the school does not have reasonable grounds to believe the pupil is unable to attend because of sickness or unavoidable cause.

29.4 We must enter pupils on the Admission Register at the beginning of the first day on which the school has agreed, or been notified, that the pupil will attend. If the pupil fails to attend on the agreed or notified date, we will undertake reasonable enquires to establish the child's whereabouts and consider notifying the Local Authority at the earliest opportunity, especially if this is the first day since returning from a school holiday. Reasonable enquiries may include; (list not exhaustive).

- Contacting a Parent, guardian, relative or neighbour (The School now requests two emergency contact numbers from parents/guardians).
- Checking with local authority
- Checking agencies known to be involved with the family
- Checking local authority and School from which the child moved originally, if known
- A Home visit made by an appropriate team, following local guidance, concerning risk assessment involving the above sources.

29.5 We are committed to arranging full-time education for excluded pupils from the sixth school

day of a fixed period of exclusion.

- 29.6 Forest School is fully aware of our responsibilities in terms of safeguarding in respect of our pupils, and as part of this we will investigate any unexplained absences.
- 29.7 We will share information with the Local Authority when a pupil's name is to be removed from our Admissions Register at a non-standard transition point under any of the fifteen grounds set out in the regulations, as soon as the ground for removal is met and no later than the time at which the pupils name is removed from the register.
- 29.8 We will also share with the Local Authority, within five days when a pupil's name is added to the Admissions Register at a non-standard transition point.
- 29.9 Our single point of contact at Waltham Forest is: admissions@walthamforest.gov.uk

29.10 CHILD SEXUAL EXPLOITATION

29.11 CSE occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. CSE does not always involve physical contact; it can also occur through the use of technology. CSE can affect any child or young person (male or female) under the age of 18 years, including 16 and 17 year olds who can legally consent to have sex. It can include both contact (penetrative and non-penetrative acts) and non-contact sexual activity and may occur without the child or young person's immediate knowledge (e.g. through others copying videos or images they have created and posted on social media).

29.12 The above CCE indicators can also be indicators of CSE, as can:

- 29.13 • children who have older boyfriends or girlfriends, and
• children who suffer from sexually transmitted infections or become pregnant.

29.14 The DfE has published guidance on this entitled Child sexual exploitation: guide for practitioners.

29.15 Child criminal exploitation (CCE): CCE is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into any criminal activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial or other advantage of the perpetrator or facilitator and/or (c) through violence or the threat of violence. The victim may have been criminally exploited even if the activity appears consensual. CCE does not always involve physical contact; it can also occur through the use of technology.

29.16 CCE can include children being forced to work in cannabis factories, being coerced into moving drugs or money across the country (county lines, see below), forced to shoplift or pickpocket, or to threaten other young people.

29.17 Some of the following can be indicators of CCE:

- 29.18 • children who appear with unexplained gifts or new possessions
• children who associate with other young people involved in exploitation
• children who suffer from changes in emotional well-being
• children who misuse drugs and alcohol
• children who go missing for periods of time or regularly come home late, and
• children who regularly miss school or education or do not take part in education.

29.19 **County lines:** County lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs (primarily crack cocaine and heroin) into one or more importing areas [within the UK], using dedicated mobile phone lines or other form of "deal line".

- 29.20 Exploitation is an integral part of the county lines offending model with children and vulnerable adults exploited to move [and store] drugs and money. Offenders will often use coercion, intimidation, violence (including sexual violence) and weapons to ensure compliance of victims. Children can be targeted and recruited into county lines in a number of locations including schools, further and higher educational institutions, pupil referral units, special educational needs schools, children's homes and care homes. Children are often recruited to move drugs and money between locations and are known to be exposed to techniques such as 'plugging', where drugs are concealed internally to avoid detection. Children can easily become trapped by this type of exploitation as county lines gangs create drug debts and can threaten serious violence and kidnap towards victims (and their families) if they attempt to leave the county lines network.
- 29.21 One of the ways of identifying potential involvement in county lines are missing episodes (both from home and school), when the victim may have been trafficked for the purpose of transporting drugs and a referral to the National Referral Mechanism should be considered. If a child is suspected to be at risk of or involved in county lines, a safeguarding referral should be considered alongside consideration of availability of local services/third sector providers who offer support to victims of county lines exploitation.
- 29.22 Further information on the signs of a child's involvement in county lines is available in guidance published by the Home Office

30 SO-CALLED 'HONOUR BASED' ABUSE

- 30.1 So-called honour based abuse can include forced marriage and Female Genital Mutilation ('FGM'). School staff will be alert to possible indicators of honour based abuse. Guidance on the warning signs of honour based abuse can be found on pages 38-41 of the Multi-Agency Statutory Guidance on FGM <https://www.gov.uk/government/publications/multi-agency-statutory-guidance-on-female-genital-mutilation> and pages 13-14 of the Multi-Agency Guidelines: Handling cases of forced marriage <https://www.gov.uk/stop-forced-marriage>
- 30.2 From October 2015, all Teachers (along with Social Workers and Healthcare practitioners) have a statutory duty to report to the Police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. Those failing to report such cases will face disciplinary sanctions. It will be rare for teachers to see visual evidence, and they should not be examining pupils.
- 30.3 For the purposes of the mandatory reporting duty, a teacher is someone who undertakes teaching work as follows (including through distance learning or computer aided techniques):
- planning and preparing lessons and courses for pupils;
 - delivering lessons to pupils;
 - assessing the development, progress and attainment of pupils; and
 - reporting on the development, progress and attainment of pupils.
- 30.4 These activities are not teaching work if the person carrying out the activity does so (other than for the purposes of induction) subject to the direction and supervision of a qualified teacher or other person nominated by the Warden to provide such direction. The mandatory reporting duty will not therefore apply to supervised teaching assistants.

31 FEMALE GENITAL MUTILATION (FGM)

- 31.1 If staff have concerns that FGM has taken place, as well as reporting this to the Police, they should also activate local Safeguarding Procedures using existing national and local protocols <https://www.walthamforest.gov.uk/node/951> Unless the teacher has a good reason not to, they should still consider and discuss any case of FGM with the DSL and involve Children's Social Care as appropriate. Information on when and how to make a report can be found at [Mandatory Reporting of Female Genital Mutilation: procedural information](#)
- 31.2 From October 2015, section 5B of the Female Genital Mutilation Act 2003 placed a Statutory 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. Those failing to report such cases will face disciplinary sanctions. Unless the teacher has a good reason not to, they should still consider and discuss any such case with the School's designated safeguarding lead and involve Children's Social Care as appropriate. All staff should raise any FGM related concerns with the DSL.

32 DOMESTIC VIOLENCE

- 32.1 Forest School is affiliated with Operation Compass, which gives the DSL notification relating to any pupil at Forest School who have been exposed to a domestic violence incident that was attended by the Police.
- 32.2 Forest School staff understand that pupils who are exposed to domestic violence are potentially vulnerable and may need support and guidance.

33 SPECIAL EDUCATIONAL NEEDS AND DISABILITY

- 33.1 All staff also need to be alert to the specific needs of those pupils with special educational needs and/or disabilities, including young carers. Those with SEND may not outwardly shown signs of abuse and/or may have difficulties in communication about abuse or neglect. Staff will support such pupils in expressing any concerns they may have and will be particularly vigilant to any signs or indicators of abuse, discussing this with the DSL as appropriate.

34 PHOTOGRAPHY AND PRIVACY, INCLUDING MOBILE PHONES

- 34.1 Parents, carers or relatives may only take photographs or video recordings of pupils in school or on school-organised activities with the prior consent of the School given at the start of the event and part of any programme issued to parents. Images taken must be for private use only. Recording and/or photographing other than for private use would require the consent of the other parents whose children may be captured on film. Without this consent the Data Protection Legislation would be breached. If parents do not wish their children to be photographed, filmed or for photographs to be used in school publications and promotional material, and have contacted the School Office to assert this, then their rights will be respected. There will be no unauthorised photography or videoing within the Swimming Pool facilities.
- 34.2 The recording of photographic and video evidence is used to demonstrate pupil achievement and progress appropriate to the School's curriculum and may be presented in pupils' books or development records. In all cases of recording such information, school cameras are used.

These are only taken off site to record evidence of out-of-school learning, for example on a school trip. Stored footage or photographs taken remain electronically in school.

- 34.3 Staff should not have images of pupils stored on personal cameras, devices or home computers, and should not make images of pupils available on the internet, other than through the School networks/Website, as outlined in Forest School's Acceptable Use Policy. All photographs and videos, should be deleted from personal devices including iClouds or similar, within 36 hours or within 36 hours of returning from a school visit.

35 ONLINE SAFETY

35.1 The School will ensure that:

- appropriate filters and monitoring systems are in place to keep children safe online. The School's systems are high availability web filtering solution from Palo Alto that specifically block and alert. Any suspicious activity or attempted access to inappropriate sites is logged and actioned by Our E-Safety Officer and escalated as required to the DSL.
- Such systems aim to reduce the risk of children being exposed to illegal, inappropriate and harmful materials online; reduce the risk of children being subjected to harmful online interaction with others; and help manage online behaviour that can increase a child's likelihood of, or causes, harm;
- children are taught about safeguarding, including online; and offline where technology can be used to facilitate offline abuse, such as downloaded videos, audio and/or imagery.
- staff are equipped with the knowledge to safeguard children online

35.2 Forest School builds resilience in our pupils to protect themselves online by:

- Responsible Use of I&T for Pupils * PSHEE and Tutor programme. * School Rules, Behaviour Policy and Disciplinary Procedures * for pupils Y7-Y13, the Digital Learning programme whereby the use of IT and guidance on its use is an everyday part of School life.

- 35.3 Staff will only use the School's digital technology resources and systems for professional purposes or for uses deemed 'reasonable' by the Warden and Governing Body. Staff will only use the approved School email, or other School-approved communication-systems with pupils or parents/carers, and only communicate with them on appropriate School business and will not disclose their personal telephone numbers and email addresses to pupils or parents/carers.

35.4 Forest School will adhere to DfE Guidance Teaching online safety in school.

- 35.5 All computer equipment and internet access within the School will be subject to appropriate "parental controls" and Internet safety rules in line with our E-safety Policy. Pupils, staff and parents will sign the Acceptable Use Policy.

36 PUPILS MENTAL HEALTH

- 36.1 all staff should be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.
- 36.2 Only clinically trained professionals should attempt to make a diagnosis of a mental health problem. Staff, however, are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one.
- 36.3 Where children have suffered abuse and neglect, or potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood. It is key that staff are aware of how these children's experiences can impact on their mental health, behaviour and education.
- 36.4 If staff have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken, following this policy and speaking to the DSL or a deputy.
- 36.5 The DfE has published advice and guidance on Preventing and Tackling Bullying, and Mental Health and Behaviour in Schools. In addition, Public Health England has produced a range of resources to support secondary and senior school teachers to promote positive health, wellbeing and resilience among young people including its guidance Promoting Children and Young People's Emotional Health and Wellbeing. Its resources include social media, forming positive relationships, smoking and alcohol.
- 36.6 Please refer to the Schools Mental Health Policy for further information.

37 PROMOTING AWARENESS

- 37.1 The School's curriculum and pastoral systems are designed to foster the spiritual, moral, social and cultural development of all our pupils. All teaching staff play a vital role in this process, helping to ensure that all pupils relate well to one another and feel safe and comfortable within the School. We expect all the teaching and medical staff to lead by example and to play a full part in promoting an awareness that is appropriate to their age amongst all our pupils on issues relating to health, safety and well-being. All staff, including all Support staff, have an important role in insisting that pupils always adhere to the standards of behaviour set out in our Behaviour Policy and in enforcing our Anti-Bullying Policy.
- 37.2 Time is allocated in PSHEE to discussions of what constitutes appropriate behaviour and on why bullying and lack of respect for others is never right. Assemblies, Drama and RE lessons are used to promote tolerance and mutual respect and understanding. Time is also allocated within PSHEE for the teaching of Relationship Education (Prep School) and Relationships and Sex Education (Senior School).
- 37.3 All pupils know that there are adults to whom they can turn to if they are worried, including our in-house counselling provision, the Chaplain and the medical staff. If the School has concerns about a child, there is always a recognised requirement for sensitive communication, and designated staff members are aware of the need to avoid asking leading questions. Our support to pupils includes the following:
- Our medical office displays advice on where pupils can seek help.
 - We provide leadership training to our head boys/girls and Y12 mentors and their team of

Prefects/house captains/senior pupils which specifically covers child protection issues and the importance of offering support and assistance to younger and to vulnerable pupils.

- We provide regular lessons to pupils on e-safety and ensure that all pupils understand and adhere to the School's guidelines in this area. This includes guidance on educating pupils to stay safe including e-safety and online protection. For more details on cyber-bullying please refer to the School's anti-bullying policy. E-safety to pupils is taught through PHSEE and associated curriculum and co-curricular to pupils.

38 POSITION OF TRUST

38.1 As a result of their knowledge, position and/or the authority invested in their role, all adults working with children and young people in education settings are in a position of trust in relation to the young people in their care. A relationship between a member of staff and a pupil cannot be a relationship between equals. There is potential for exploitation and harm of vulnerable young people and all members of staff have a responsibility to ensure that an unequal balance of power is not used for personal advantage or gratification.

38.2 Wherever possible, staff should avoid behaviour which might be misinterpreted by others, and report and record any incident with this potential. Staff should refer to the School's Staff Code of Conduct for further guidance and advice.

39 RECORDS

39.1 All concerns, discussions and decisions (with reasons for those decisions) made in accordance with this policy are to be recorded in writing. Forest School uses a specific Safeguarding software called CPOMS for reporting and recording any concern relating to a child at Forest School.

40 MONITORING AND EVALUATION OF THIS POLICY

40.1 The School monitors and evaluates its Safeguarding Policy and Procedures through the following activities:

- Governing Body visits to the School;
- Leadership Team discussion sessions with children and staff
- Pupil questionnaires
- Frequent scrutiny of attendance data
- Regular analysis of a range of risk assessments
- Regular analysis of appropriate provision for the fulfilment of other safeguarding responsibilities relevant to the School [e.g. sufficient account must be taken of the nature, age range and other significant features of the School, such as historical issues, in the provisions made for safeguarding].
- Frequent scrutiny of Governing Body meeting minutes
- Logs of bullying and/or racist behaviour incidents are reviewed regularly by the leadership team and the Governing Body
- Regular review of parental concerns and parental questionnaires
- Regular review of the use of pupil-specific leisure rooms and clubs at lunchtime and after school
- Regular review of training offered to staff, including e-safety training.

- Annual report issued to the link Governor for Scrutiny
- Link governor attends Safeguarding meetings once a term
- This policy is reviewed by governors annually.

Appendices:

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>)

See pages 11 - 13 and Annex A.

41 Appendix A - Signs and Definitions of Child Abuse

The Signs of Child Abuse

Source: NSPCC (<https://www.nspcc.org.uk/preventing-abuse/signs-symptoms-effects/>)

The signs of child abuse aren't always obvious, and a child might not tell anyone what is happening to them. Children might be scared that the abuser will find out, and worried that the abuse will get worse. Or they might think that there's no-one they can tell or that they won't be believed. Sometimes, children don't even realise that what's happening is abuse.

The effects of abuse may be short term or may last a long time - sometimes into adulthood. Adults who were abused as children may need advice and support.

How to tell whether behaviour is normal for their age

Children develop and mature at different rates. So what is worrying for a younger child, might be normal behaviour for an older child. If a child looks or acts a lot older or younger than their age, this could be a cause for concern.

However, if a child develops more slowly than others of a similar age and there is not a cause such as physical or learning disabilities, it could be a sign they're being abused.

All Ages

- Talks of being left home alone or with strangers
- Poor bond or relationship with a parent, also known as attachment
- Acts out excessive violence with other children
- Lacks social skills and has few if any friends.

Under 5

- Doesn't cry or respond to parent's presence or absence from an early age
- Reaches developmental milestones late, such as learning to speak, with no medical reason
- Significantly underweight but eats well when given food.

5 - 11 year olds

- Becomes secretive and reluctant to share information
- Reluctant to go home after school
- Unable to bring friends home or reluctant for professionals to visit the family home

- Poor school attendance and punctuality, or late being picked up
- Parents show little interest in child's performance and behaviour at school
- Parents are dismissive and non-responsive to professional concerns
- Is reluctant to get changed for sports etc
- Wets or soils the bed.

11-16 year olds

- Drinks alcohol regularly from an early age
- Is concerned for younger siblings without explaining why
- Becomes secretive and reluctant to share information
- Talks of running away
- Shows challenging/disruptive behaviour at school
- Is reluctant to get changed for sports etc.

Definitions of child abuse: source; NSPCC and KCSIE 2020

- 41.1 This fact sheet has been compiled with NSPCC and KCSIE 2020. It provides guidance for people working in voluntary, community and commercial organisations that have child protection policies in place, on how they can recognise the signs of child abuse so that they can alert the appropriate authorities. **This does not constitute legal advice.**
- 41.2 Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child either directly by inflicting harm, or indirectly, by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting; by those known to them; or, more rarely, by a stranger. They may be abused by an adult or adults, or another child or children.
- 41.3 All School and College Staff should be aware that abuse, neglect and safeguarding are rarely standalone events that can be covered by one definition or label. In most cases multiple issues will overlap with one another.

41.4 Definitions

- **Abuse**

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

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.

Sexual violence are sexual offences under the Sexual Offences Act 2003, such as rape, sexual assault and assault by penetration. Sexual harassment is 'unwanted conduct of a sexual nature' that can occur online and offline. Sexual harassment is likely to violate a child's dignity, and/or make them feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment. Sexual harassment can include sexual comments, such as telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names; sexual "jokes" or taunting; physical behaviour, such as deliberately brushing against someone, interfering with someone's clothes and displaying pictures, photos or drawings of a sexual nature; and online sexual harassment, which might include non-consensual sharing of sexual images and videos and sharing sexual images and videos (both often referred to as sexting); inappropriate sexual comments on social media; exploitation; coercion and threats. Online sexual harassment may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence.

- **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.

Serious violence

indicators which may signal that children are at risk from, or are involved with serious violent crime include increased absence from School, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs. All staff should be aware of the associated risks and understand the measures in place to manage these

Specific Safeguarding Issues

- 41.4.1 ALL staff should have an awareness of safeguarding issues some of which are listed below. Staff should be aware that behaviours linked to the likes of drug taking, alcohol abuse, truancing and sexting put children in danger.
- 41.4.2 ALL staff should be aware safeguarding issues can manifest themselves via peer on peer abuse. This is most likely to include, but not limited to: bullying (including cyber-bullying), gender based violence/sexual assault and sexting. Staff should be clear as to the School policy and procedures with regards to peer on peer abuse.
- 41.4.3 Safeguarding issues can also be linked to, for example, children missing education; child sexual exploitation; domestic violence; fabricated or induced illness; faith abuse; female genital mutilation; forced marriage; gangs and youth violence; gender-based violence / violence against women and girls; hate; mental health; preventing radicalisation; relationship abuse; sexting; and trafficking.
- 41.4.4 Staff should also be mindful of the particular vulnerabilities of those with SEND and to monitor those vulnerable pupils and discuss any concerns with the DSL.
- 41.4.5 **Children and the court system:** Children are sometimes required to give evidence in criminal courts, either for crimes committed against them or for crimes they have witnessed. There are two age appropriate guides to support children 5-11year olds and 12-17 year olds available on the [gov.uk website](https://www.gov.uk).
The guides explain each step of the process and support and special measures that are available. There are diagrams illustrating the courtroom structure and the use of video links is explained.
- 41.4.6 Making child arrangements via the family courts following separation can be stressful and entrench conflict in families. This can be stressful for children. The Ministry of Justice has launched an online child arrangements information tool with clear and concise information on the dispute resolution service. The School may refer some parents and carers to this service where appropriate.
- 41.4.7 **Children with family members in prison:** Approximately 200,000 children in England and Wales have a parent sent to prison each year. These children are at risk of poor outcomes including poverty, stigma, isolation and poor mental health. NICCO provides information designed to support professionals working with offenders and their children, to help mitigate negative consequences for those children.
- 41.4.8 **Homelessness:** Being homeless, or at risk of homelessness presents a real risk to a child's welfare. The School should be aware of potential indicators of homelessness including: household debt, rent arrears, domestic abuse and anti-social behaviour, as well as a family being asked to leave a property. If staff are made aware, or suspect that a pupil may be at risk of homelessness they should talk to the DSL in the first instance. Whilst referrals to the

Local Housing Authority should be progressed as appropriate, and in accordance with local procedures, this does not and should not replace a referral to the LADO where a child has been harmed or is at risk of harm, in accordance with this policy.

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

41.4.10 Expert and professional organisations are best placed to provide up-to-date guidance and practical support on specific safeguarding issues, see below. For example information for Schools and Colleges can be found on the [TES](#), [MindEd](#) and the [NSPCC](#) websites. School and College staff can access government guidance as required on the issues listed below via GOV.UK and other government websites.

- [Bullying including cyberbullying](#)
- [Children missing education](#) – and Annex A KCISE 2020
- [Child missing from home or care](#)
- [Child sexual exploitation](#) – and Annex A KCISE 2020
- [Drugs](#)
- [Fabricated or induced illness](#)
- [Faith abuse](#)
- [Female genital mutilation](#) – and Annex A KCISE 2020
- [Forced marriage](#) – and Annex A KCISE 2020
- [Gangs and youth violence](#)
- [Criminal exploitation of children and vulnerable adults: county lines](#)
- [Gender-based violence/violence against women and girls \(VAWG\)](#)
- [Hate](#)
- [Mental health](#)
- [Missing children and adult strategy](#)
- [Private fostering](#)
- [Preventing radicalisation](#) – and Annex A KCISE 2020
- [Relationship abuse](#)
- [Sexting](#)
- [Trafficking](#)
- [Sexual Violence and harassment and Annex A KCISE 2020](#)
- [Upskirting know your rights](#) – UK Government

Appendix B - Local Authority Child Protection teams

	Referral	Teams Out of Hours
Barking and Dagenham	020 8227 3811	020 8594 8356
Barnet	020 8359 4066	020 8359 2000
Bexley	01322 356 302	020 8303 7777
Brent	020 8937 4300	020 8863 5250
Bromley	020 8461 7373 / 7379 / 7404 / 7309	020 8464 4848
Camden	020 7974 6666	
North of the borough: 020 7974 6600/ 1125		
South of the borough: 020 7974 4094/ 4446		020 7974 4444
City of London	020 7332 1224	020 8356 2346 / 2710
Croydon	020 8726 6400	020 8633 9441
Ealing	020 8825 8000	020 8825 8000
Enfield	020 8379 2507	020 8379 1000
Essex	0845 603 7634	0845 606 1212
		Monday to Thursday 5.30pm - 9am, Friday and bank holidays 4.30pm- 9am
Greenwich	020 8921 3172	020 8854 8888
Hackney	020 8356 5500	020 8356 2346 / 2710
Hammersmith and Fulham	020 8753 5392	020 8748 8588
Haringey	020 8489 4592 / 5652 / 5762 Monday to Thursday 8.45am to 5pm; Friday 8.45am to 4.45pm	020 8348 3148
Harrow	020 8901 2690	020 8424 0999
Havering	01708 433 222	01708 433 999
Hertfordshire	0300 123 4043	0300 123 4043
Hillingdon	01895 250 102	01895 250 111
Hounslow	020 8583 3456 For Isleworth, Heston, Central Hounslow, Brentford and Chiswick 020 8583 6673 For Bedfont, Cranford, West Hounslow, Feltham and Hanworth 020 8583 6672	020 8583 2222
Islington	020 7527 7400	020 7226 0992
Kensington and Chelsea	020 7361 3013	020 7373 3227
Kingston upon Thames	020 8547 5004	020 8770 5000

Lambeth	020 7926 6508	020 7926 1000
Lewisham	020 8314 6660	020 8314 6000
Merton	020 8545 4226 / 4227	020 8770 5000
Newham	020 3373 4600 / 020 8430 2000	020 8552 9587
Redbridge	020 8708 3885	020 8553 5825
Richmond	020 8891 7969	020 8744 2442
Southend on Sea	01702 215007	0845 606 1212
Southwark	020 7525 1921	020 7525 5000
Sutton	020 8770 4343	020 8770 5000
Thurrock	01375 652 802	01375 372 468
Tower Hamlets	020 7364 5006 / 5606 /5601	020 7364 4079
Waltham Forest	020 8496 2310 / 2317 Monday to Thursday, 9am-5.15pm and Friday, 9am-5pm	020 8496 3000
Wandsworth	020 8871 6622	020 8871 6000
Westminster	020 7641 4000	020 7641 6000

42 Appendix C - 'Prevent' Anti-Radicalisation

42.1 Introduction

The Counter-Terrorism and Security Act (2015), places a duty on the School to have due regard to the need to prevent people from being drawn into terrorism ("the Prevent duty").

In order for staff at Forest School to fulfil the Prevent duty, it is essential that:

- staff are able to identify children who may be vulnerable to radicalisation
- staff know what to do when they are identified
- radicalisation is understood to be part of Forest School's wider safeguarding duties, and is similar in nature to protecting children from other harm within their family or from outside influences
- a Forest School education builds pupils' resilience to radicalisation by promoting fundamental British values and enabling Forest pupils to challenge extremist views whilst not stopping them debating controversial or challenging issues.
- Forest School is an open, safe space in which children, young people and staff can understand the risks associated with terrorism and develop the knowledge and skills to be able to challenge extremist arguments.

42.2 Reference

This policy comes within the framework outlined by the following publications of reference material: (Forest School cannot be held responsible for content provided by external agencies)

- [Waltham Forest Safeguarding Children Board guidelines](#)
- [Working Together to Safeguard Children 2018](#)
- [Keeping Children Safe in Education 2020](#)
- [The Prevent Duty 2015](#)
- [The Prevent Duty departmental advice for Schools and Childminders 2015](#)
- [The use of Social Media for online radicalisation](#)

42.3 The appendix has the following sections:

- Summary of Prevent Duty Guidance
- Forest School's responsibilities
- Visitors to Forest School
- Advice for Parents

42.3.1 HM Government Prevent Duty Guidance (2015)

Rationale:

a) Prevent strategy is part of the government's counter-terrorism strategy to stop people becoming terrorists or supporting terrorism by preventing people moving from extremist groups into terrorist-related activity.

b) Islamist extremists, white supremacist groups, radical animal rights groups would be examples of extremist groups.

c) Counter-Terrorism and Security Act 2015 places duty on certain bodies to have “due regard to the need to prevent people from being drawn into terrorism”. Due regard means the authorities “should place an appropriate weight on the need to prevent people being drawn into terrorism”.

d) Government defines extremism 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.’

e) As a School, we need to demonstrate an awareness and understanding of the risk of radicalisation in our area and institution. We need to demonstrate evidence of productive co-operation with local Prevent Co-ordinators.

School Leaders are expected to:

- provide staff with appropriate training so they understand the risk of radicalisation
- ensure staff understand the risk and build the capabilities to deal with it
- ensure staff understand how to obtain support for those who may be being exploited by radicalising influences
- communicate and promote the importance of duty
- ensure staff implement the duty effectively

Independent Schools:

Independent Schools set their own curriculum but must comply with Independent Schools Standards which require the promotion of both fundamental British values as part of broader requirements relating to the quality of education and the spiritual, moral, social and cultural development of pupils.

Schools should be safe spaces where:

- children can understand and discuss sensitive topics, including terrorism and the extremist ideas that are part of terrorist ideology, and learn how to challenge these views
- discussion of these issues is not limited
- a balanced presentation of political issues is achieved and political indoctrination is forbidden
- robust safeguarding policies are in place to identify children at risk
- visiting speakers are suitable and appropriately supervised
- e-safety policies ensure children are safe from terrorist and extremist material when accessing the internet in school

42.3.2 Forest School's Responsibilities

The Statutory Guidance on the Prevent Duty summarises the requirements on Schools and childcare providers in terms of four general themes: risk assessment, working in partnership, staff training and IT policies.

Channel is a programme which focuses on providing early support to those identified as susceptible 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 engagement with the programme is entirely voluntary at all stages.

This advice focuses on those four themes.

Risk Assessment

- The Statutory Guidance makes clear that schools and childcare providers are expected to assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology. This means being able to demonstrate both a general understanding of the risks affecting children and young people in the area and a specific understanding of how to identify individual children who may be at risk of radicalisation and what to do to support them.
- Forest School has clear protocols for ensuring that any visiting speaker is suitable and appropriately supervised.
- At Forest we understand that schools are well positioned to identify local risks. It is important that we understand these risks so we can respond in an appropriate and proportionate way. At the same time Forest is aware of the increased risk of online radicalisation, as terrorist organisations such as ISIL (aka ISIS) seek to radicalise young people through the use of Social media and the internet. The Local Authority and local Police provide contextual information to help Forest understand the risks in this area.
- There is no single way of identifying an individual who is likely to be susceptible to a terrorist ideology. As with managing other safeguarding risks, staff should be alert to changes in children's behaviour which could indicate that they may be in need of help or protection. Children at risk of radicalisation may display different signs or seek to hide their views.
- Staff should use their professional judgement in identifying children who might be at risk of radicalisation and act proportionately.
- Even very young children may be vulnerable to radicalisation by others, whether in the family or outside, and display concerning behaviour. The Prevent duty does not require teachers or childcare providers to carry out unnecessary intrusion into family life but as with any other safeguarding risk, they must take action when they observe behaviour of concern.
- School staff should understand when it is appropriate to make a referral to the Channel programme.

Working in Partnership

- Unlike other Child Protection referrals, Forest School will refer all Prevent issues to Waltham Forest Safeguarding Children Board (WFSCB) regardless of the Borough, in which the child lives. The Prevent duty at Forest builds on existing local partnership arrangements with Waltham Forest.
- Forest School has highlighted the risk to all parents at Parent Information Evenings in September 2015. The Designated Safeguarding Lead addressed all parents at respective year group events emphasising that effective engagement with parents / the family is important as they are in a key position to spot signs of radicalisation. In this way Forest School recognises its responsibility to assist and advise families who raise concerns and is able to point them to the right support mechanisms.

Staff Training

- In September 2015 Forest School Staff attended a Workshop to Raise Awareness of Prevent (WRAP) run by an accredited WRAP trained facilitator from Waltham Forest. Training by the

Designated Safeguarding Lead will be provided for new staff on entry to Forest School.

- In March 2017, Forest School Staff attended a *Prevent* Awareness InSeT session hosted by external consultants within Safeguarding.
- Further regular Prevent training will be given to all staff.
- Concerns about a pupil thought to be at risk of radicalisation or of being drawn into terrorism must be referred in accordance with the school's safeguarding procedures. Staff must report concerns immediately to the DSL or the Deputy DSL in the first instance when advice will be sought from CSC and a referral made where this is deemed necessary. Additionally, staff can also contact the local Police Force or dial 101. The Police can talk to you in confidence about your concerns and help you gain access to support and advice. The Department for Education has also dedicated a telephone helpline (020 7340 7264) to enable staff and Governors to raise concerns relating to extremism directly. Concerns can also be raised by email to counter.extremism@education.gsi.gov.uk. Note that the helpline is not intended for use in emergency situations, such as a child being at immediate risk of harm or a security incident, in which case the normal emergency procedures should be followed.
- Following a referral from the Police the Counter-Terrorism and Security Act 2015 places a duty on Local Authorities to ensure Channel Panels are in place. The Panel must include the Local Authority and Chief Officer of the Local Police. Panels will assess the extent to which identified individuals are vulnerable to being drawn into terrorism and arrange for support to be provided to those individuals.

IT Policies

- The Statutory Guidance makes clear the need for schools to ensure that children are safe from terrorist and extremist material when accessing the internet in schools. The School has in place filtering software to not only prevent access to terrorist and extremist websites but also identify the use of search engines to search any terms which may be associated with such organisations.
- As with other online risks of harm, every teacher needs to be aware of the risks posed by the online activity of extremist and terrorist groups.

Resilience to Radicalisation

- Schools can build pupils' resilience to radicalisation by providing a safe environment for debating controversial issues and helping them to understand how they can influence and participate in decision-making. Schools are already expected to promote the spiritual, moral, social and cultural development of pupils and, within this, fundamental British values. Forest School has issued a booklet to parents and staff giving advice on reducing the risk of radicalisation and building resilience. Forest School has also produced a document listing the ways in which Forest promotes fundamental British values.
- Personal, Social and Health Education (PSHEE) is already used to provide pupils with time to explore sensitive or controversial issues, and equip them with the knowledge and skills to understand and manage difficult situations. PSHEE can be used to teach pupils to recognise and manage risk, make safer choices, and recognise when pressure from others threatens their personal safety and wellbeing. Pupils can also develop effective ways of resisting pressures, including knowing when, where and how to get help. Schools can encourage pupils to develop positive character traits through PSHEE, such as resilience, determination, self-esteem, and confidence. PSHE is also used to provide pupils with the knowledge, skills

and understanding to prepare them for playing a full and active part in society. It should equip pupils to explore political and social issues critically, to weigh evidence, to debate, and to make reasoned arguments. In the PSHEE curriculum pupils learn about democracy, government and how laws are made and upheld. Through the wider School curriculum pupils are also taught about the diverse national, regional, religious and ethnic identities in the United Kingdom and the need for mutual respect and understanding.

42.3.3 Visitors to Forest School

Forest School is mindful of its responsibility to carry out appropriate checks on visiting speakers. As such staff are asked to complete the form below in good time to allow the checks to be made prior to the speaker coming into School. All other visitors will follow the schools procedures upon the website and visitors and site security policy.



Visiting Speakers Form

Part 1: To be completed by a member of staff booking a visiting Speaker. Please complete online through Firefly.

Part 1: Guest Speaker Details

First Name:

Last Name:

DOB:

Name of Organisation or Company visiting from:

Date of Visit:

Booked by (your name)

Class/Year Group/Staff they will be addressing:

Nature of Background checks (please provide a brief description of any checks you carried out to substantiate the individual's credentials)

Has the Speaker been asked to bring photographic ID on date of visit?
e.g. Passport or photo driving licence

Yes/No

Will you personally view the ID upon arrival?

Yes/No

Will you/they vet the content of the presentation before the event?

Yes/No

Have they been sent and agreed to follow the visiting speaker guidelines

Yes/No

Approved by:..... **Date:**.....

42.3.4 Advice for Forest School Parents:

“BUILDING RESILIENCE TO KEEP YOUNG PEOPLE HEALTHY AND SAFE FROM RADICALISATION AND OTHER NEGATIVE PRESSURES OF ONLINE ACTIVITY”

1. Introduction

The parent/child relationship remains the foundation of children being safe and feeling supported as they grow up and develop an independent adult identity, particularly at a time when they face an ever-increasing range of potential risks.

We recognise that young people have a natural curiosity about the world, which parents will want to encourage. However, in exhibiting such curiosity, some young people may put themselves at risk.

For instance, Forest School is located in one of the areas of the country from which a number of young girls and boys have been persuaded to leave the United Kingdom against the wishes of their families, or in secret, putting themselves in extreme danger.

Schools now have a responsibility in law to reduce the risk of that happening and to ensure that pupils (and parents) are aware of the possibility of young people being drawn towards extremist ideologies of any kind.

This brief booklet explains the context within which radicalisation might happen, and what can be done to build the sort of resilience that will help young people resist such pressure.

2. Why might a young person be drawn towards extremist ideologies?

- Being at a transitional time of life. Young people may be looking for answers to questions about identity: Who am I? What sort of person am I? What is my place in the world? What does the future hold for me?
- A desire for status. They may be seeking adventure or excitement and, at the same time, may wish to increase their self-esteem or 'street cred' or feel a need to belong.
- A desire for political or moral change. There may be a strong sense of a new identity or sense of purpose being offered to them, which will feel even more important if they have been 'fed' a partial version of world events and are consequently nursing a sense of grievance.
- Family or friends already or previously involved in extremism.
- Relevant mental health issues creating susceptibilities or needs.

3. How might this happen?

- **Online:** The internet provides entertainment, connectivity and interaction. These can be positive tools but powerful networks are also using these media to reach out to young people and communicate extremist messages. It is therefore important to look at how radicalisers use the internet, not just the content of their narrative. For example, as a recruiting organisation ISIS is arguably the most sophisticated user of social media yet and a great deal of radicalisation is initiated through gaming activities and online gaming communities.
- **Peer Interaction:** Young people may display different behaviour, although those at risk may just as likely be encouraged those with whom they are in contact with, not to draw attention to themselves. So, any changes of behaviour should initiate inquiries about a child's wellbeing, however as parents well know, continuous open communication is the best gauge of picking up on a child's concerns or a change in their views.

4. What can the School do?

- Teach a broad curriculum to help develop critical thinking skills, analytical skills, flexible thinking and intellectual resilience at all levels, encouraging debate and questioning on local and world events and helping pupils see different points of view. Provide forums for discussion of these issues in open, non-judgmental ways, which become a normal part of school life.
- Promote diversity in every form, encouraging interest in different communities and respect for people of all faiths and backgrounds. Ensure there are opportunities for every pupil to develop socially, spiritually, morally and culturally in a school community where every pupil feels known, valued and respected.
- Encourage pupils to build online resilience by using the internet confidently and positively, particularly so they understand the dangers of becoming involved in situations about which they may not have the full information.
- Use Safeguarding policies and practice to identify vulnerable children or any behaviour giving rise for concern.

5. What can parents do?

- Normalise discussion on these topics. Discuss broadly without stereotyping or generalising extremists. Acknowledge that the successful promotion of extremist views and resulting radicalisation thrives on secrecy and isolation.
- Through discussion of what young people are seeing on TV or the internet, help to educate them about propaganda in the media and equip them with the skills they need to critically analyse messages online.
- Radicalisers use the internet primarily to promote their messages, and we need to understand the process by which they do this, not just understand the content of their messages. If parents adopt a purely 'anti-online' stance, children are unlikely to listen.
- Parents should be realistic about how children are using the internet and how they can easily be 'disinhibited' when online, particularly when they are alone using the internet. It is also worth remembering that young people regularly play roles or present as exaggerated or as separate persona online as part of their normal developmental process.
- Parents should know what social media and messaging sites their child is using and discuss internet use on a regular basis, in the same way as homework might be discussed.
- They should also know what access a child has to savings accounts or other funds and should consider securing a child's passport in a safe place as a matter of good practice.
- When radicalisation takes place, the young people who are persuaded to leave the country or join organisations believe their needs are not being met in their home community. This should lead us all to ask in what ways parents are meeting children's needs in making their values and way of life valid.
- Young people need to feel they belong to a family, a school, a wider community. Any child who is underperforming, unhappy, a victim of bullying, is socially isolated or suspects they are a disappointment to others is in a vulnerable position and will need support.
- Encourage children to take up positive activities with local groups that you can trust, making involvement in social action – e.g. campaigning, fundraising and volunteering – part of life for teenagers and a way they can help others at the same time as developing skills for life.
- Contact Forest School or local faith leaders or any of the numbers listed below.

42.3.5 Useful contacts

- www.internetmatters.org (staying safe online)
- www.ceop.gov.uk (identifies threats to children/protecting children online)
- www.childline.org.uk (support for vulnerable children)
- www.digidisruption.co.uk (educating young people about propaganda in the media)
- www.iwill.org.uk (involving young people in positive social action)
- Active Change Foundation (ACF) - to prevent GB nationals travelling to conflict zones: 020 8539 2770
- Forest School Safeguarding Team: 020 520 1744
- Local Authorities Social Care Services, depending where you live. All Local Authorities have Family Information Services – contact details on respective websites

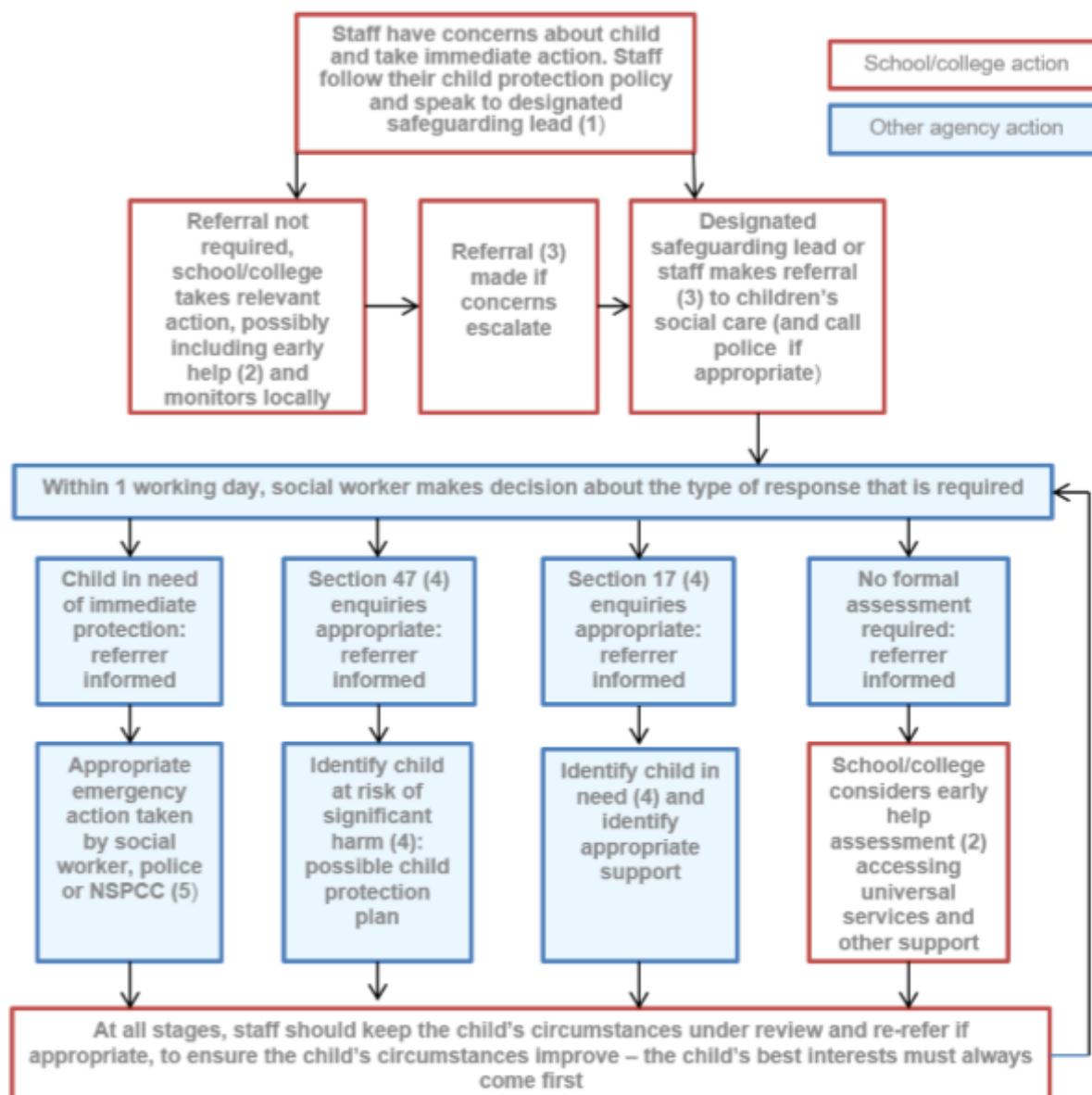
43 Appendix D – Forced Marriage

Example indicators (not exhaustive) of pupils vulnerable to forced marriage include:

- the impairment of social, educational and career development, including financial dependence and lifestyle restrictions;
- pupils suffering emotionally and showing signs of self-harm, including self-cutting or anorexia;
- pupils suffering anxiety, becoming withdrawn and suffering from low self-esteem;
- pupils possible declining dramatically in academic or co-curricular performance, in aspiration, self-motivation or showing different markers in things like punctuality or appearance;
- pupils possibly coming to the attention of authorities outside school being discovered shop-lifting or taking drugs and alcohol;
- pupils presenting with an unexpected amount of missed school or becoming anxious close to extended periods of school holiday when school closes;
- parents intervening inappropriately about decisions on subject choice or university/after-school destination;
- family patterns with elder siblings (of both genders) of attendance or behaviour;
- possible inappropriate need by the pupil for assurance from specific teachers or other adult members of staff.

44 Appendix E – Actions where there are concerns about a child

Actions where there are concerns about a child



(1) In cases which also involve an allegation of abuse against a staff member, see Part Four of this guidance.

(2) Early help means providing support as soon as a problem emerges at any point in a child's life. Where a child would benefit from co-ordinated early help, an early help inter-agency assessment should be arranged. Chapter one of [Working together to safeguard children](#) provides detailed guidance on the early help process.

(3) Referrals should follow the local authority's referral process. Chapter one of [Working together to safeguard children](#).

(4) Under the Children Act 1989, local authorities are required to provide services for children in need for the purposes of safeguarding and promoting their welfare. This can include section 17 assessments of children in need and section 47 assessments of children at risk of significant harm. Full details are in Chapter One of [Working together to safeguard children](#).

(5) This could include applying for an Emergency Protection Order (EPO).

Annex 1

COVID-19 School Closure Arrangements for Safeguarding and Child Protection at Forest School

School Name: Forest School

Policy owner: Jeff Kayne, James Sanderson

Date: 9/01/2021

Date shared with staff:

45 1. Context

From 6th January 2021 parents/carers were asked to keep their children at home, wherever possible, and for schools to remain open only for those children of workers critical to the COVID-19 response - who absolutely need to attend. Schools and all childcare providers were asked to provide care for a limited number of children - children who are vulnerable, and children whose parents are critical to the COVID-19 response and cannot be safely cared for at home.

This addendum of the Forest School Safeguarding and Child Protection policy contains details of our individual safeguarding arrangements in the following areas:

<u>1. Context</u>	<u>2</u>
<u>Vulnerable children</u>	<u>3</u>
<u>Attendance monitoring</u>	<u>4</u>
<u>Designated Safeguarding Lead</u>	<u>5</u>
<u>Reporting a concern</u>	<u>6</u>
<u>Safeguarding Training and induction</u>	<u>6</u>
<u>Safer recruitment/volunteers and movement of staff</u>	<u>7</u>
<u>Online safety in schools and colleges</u>	<u>8</u>
<u>Children and online safety away from school</u>	<u>8</u>
<u>Risk online</u>	<u>9</u>
<u>Supporting children not in school</u>	<u>10</u>
<u>Supporting children in school</u>	<u>11</u>
<u>Peer on Peer Abuse</u>	<u>11</u>

46 Key contacts

Role	Name	Email	Contact number
Lead DSL	Jeff Kayne (DSL)	JHK@forest.org.uk	020 8509 6528 07818 543 680
Deputy Designated Safeguarding Leads	Anna Manlangit - Deputy Head Pastoral - Prep (DDSL)	AAM@forest.org.uk	020 8352 6636
	Paul Faulkner - Head of Pre-Prep (DDSL)	PMF@forest.org.uk	020 8509 6529
	James Sanderson - Head of Prep	JERS@forest.org.uk	
	Rebecca Kay - Head of Lower School (DDSL)	RHK@forest.org.uk	020 8509 6630
	Harriet Dyke - Head of Middle School (DDSL)	HD@forest.org.uk	020 8509 4681
	Kate Spencer Ellis Head of Sixth Form (DDSL)	KSE@forest.org.uk	020 8509 6552 020 8509 4666
Warden	Marcus Cliff Hodges	MCH@forest.org.uk	020 8509 6525
Chair of Governors	David Wilson	dwilson@forest.org.uk	020 8509 4682
Safeguarding Governor	Glynis Jenkinson	gjenkinson@forest.org.uk	020 8989 9967

47 Vulnerable children

Vulnerable children and young people include those who:

- are assessed as being in need under section 17 of the Children Act 1989, including children and young people who have a child in need plan, a child protection plan or who are a looked-after child
- have an education, health and care (EHC) plan
- have been identified as otherwise vulnerable by educational providers or local authorities (including children's social care services), and who could therefore benefit from continued full-time attendance, this might include:
 - children and young people on the edge of receiving support from children's social care services or in the process of being referred to children's services
 - adopted children or children on a special guardianship order
 - those at risk of becoming NEET ('not in employment, education or training')
 - those living in temporary accommodation
 - those who are young carers
 - those who may have difficulty engaging with remote education at home (for example due to a lack of devices or quiet space to study)
 - care leavers
 - others at the provider and local authority's discretion including pupils and students who need to attend to receive support or manage risks to their mental health

There is an expectation that vulnerable children who have a social worker will attend an education setting, so long as they do not have underlying health conditions that put them at increased risk. In circumstances where a parent does not want to bring their child to an education setting, and their child is considered vulnerable, the social worker and Forest School will explore the reasons for this directly with the parent. Where parents are concerned about the risk of the child contracting COVID19, Forest School or the social worker will talk through these anxieties with the parent/carer following the advice set out by Public Health England.

The Forest School safeguarding team will know who our most vulnerable children are. We have the flexibility to offer a place to those on the edge of receiving children's social care support. In such cases, the relevant DDSL must meet with the DSL to discuss each case on an individual basis. The minutes of that meeting, and decision will be communicated to the Risk Committee

48 Attendance monitoring

Local authorities and education settings do not need to complete their usual day-to-day attendance processes to follow up on non-attendance. Children attending school, i.e. critical workers and/or vulnerable children will need to be registered in line with updated government guidance

Forest School and social workers will agree with parents/carers whether children in need (Section 17) should be attending school – Forest School will then follow up on any pupil that they were expecting to attend, who does not. Forest School will also follow up with any parent or carer who has arranged care for their child(ren) and the child(ren) subsequently do not attend.

In all circumstances where a vulnerable child does not take up their place at school, or discontinues, Forest School will notify their social worker.

49 Designated Safeguarding Lead

Forest School has a Lead Designated Safeguarding Lead (DSL) and Deputy DSLs.

The Lead DSL: Jeff Kayne

All staff must continue to use CPOMS to report non-urgent safeguarding matters. If a safeguarding matter is urgent and/or a child is at risk of harm, the member of staff must call the Lead DSL, Jeff Kayne (07818 543680) immediately.

In terms of onsite provision, members of the leadership team who are onsite will assume responsibility for co-ordinating immediate responses to safeguarding concerns onsite only. The role the senior leader onsite in terms of safeguarding might include fielding a safeguarding matter with respect to a child who is onsite and keeping the child safe. Thereafter, the senior leader will liaise with the Lead DSL (who is likely to involve the relevant DDSL, too) and, may continue to be involved if external agencies, e.g. children's services, Police etc require access to children in need and/or to carry out statutory assessments at the school. On each day of key worker/vulnerable children provision, the staff on site will be made aware of who is responsible for on-site provision each day and how to contact them.

It is important that all Forest School staff and volunteers have access to a trained DSL (or deputy). This policy makes it clear that staff must contact Jeff Kayne, our lead DSL who will be contactable at all times.

The Lead DSL and DDSLs will continue to engage with social workers, and attend all multi-agency meetings, which can be done remotely.

50 Reporting a concern

Where staff have a concern about a child, they should continue to follow the process outlined in the school Safeguarding Policy, this includes making a report via CPOMS, which can be done remotely.

In the unlikely event that a member of staff cannot access their CPOMS from home, they should call/email the Lead Designated Safeguarding Lead. This will ensure that the concern is received.

Staff are reminded of the need to report any concern immediately and without delay.

Where staff are concerned about an adult working with children in the school, they should report the concern to the Warden via e-mail or telephone

Concerns around the Warden should be directed to the Chair of Governors: David Wilson, contact details above.

51 Safeguarding Training and induction

The DSL and DDSLs' Safeguarding qualifications are all up-to-date

All existing school staff have had safeguarding training and have read part 1 of Keeping Children Safe in Education (2020). All staff also attended refresher training delivered by Susan Taylor in September 2020) The DSL should communicate with staff any new local arrangements, so they know what to do if they are worried about a child.

Where new staff are recruited, or new volunteers enter Forest School, they will continue to be provided with a safeguarding induction. **This must be arranged by the HR department only.**

Using staff from other educational settings

If staff are deployed from another education or children's workforce setting to our school, we will take into account the DfE supplementary guidance on safeguarding children during the COVID-19 pandemic and will accept portability as long as the current employer confirms in writing that:-

1. the individual has been subject to an enhanced DBS and children's barred list check
2. there are no known concerns about the individual's suitability to work with children
3. there is no ongoing disciplinary investigation relating to that individual

Upon arrival, they will be given a copy of the receiving setting's child protection policy, confirmation of local processes and confirmation of DSL arrangements.

We have a named contact for each school to whom we can refer any safeguarding matters. Also, each school is responsible for providing any relevant information that is required by Forest School to safeguard any child whilst accessing our provision, e.g. any safeguarding context, involvement with services etc.

52 Safer recruitment/volunteers and movement of staff

It remains essential that people who are unsuitable are not allowed to enter the children's workforce or gain access to children. When recruiting new staff, Forest School will continue to follow the relevant safer recruitment processes for their setting, including, as appropriate, relevant sections in part 3 of Keeping Children Safe in Education (2020) (KCSIE).

In response to COVID-19, the Disclosure and Barring Service (DBS) has made changes to its guidance on standard and enhanced DBS ID checking to minimise the need for face-to-face contact.

If staff are deployed from another education or children's workforce setting to our school, we will take into account the DfE supplementary guidance on safeguarding children during the COVID-19 pandemic and will accept portability as long as the current employer confirms in writing that:-

4. the individual has been subject to an enhanced DBS and children's barred list check
5. there are no known concerns about the individual's suitability to work with children
6. there is no ongoing disciplinary investigation relating to that individual

Where Forest School are utilising volunteers, we will continue to follow the checking and risk assessment process as set out in paragraphs 167 to 172 of KCSIE. Under no circumstances will a volunteer who has

not been checked be left unsupervised or allowed to work in regulated activity.

Forest School will continue to follow the legal duty to refer to the DBS anyone who has harmed or poses a risk of harm to a child or vulnerable adult. Full details can be found at paragraph 163 of KCSIE.

Forest School will continue to consider and make referrals to the Teaching Regulation Agency (TRA) as per paragraph 166 of KCSIE and the TRA's 'Teacher misconduct advice for making a referral.

During the COVID-19 period all referrals should be made by emailing Misconduct.Teacher@education.gov.uk

Whilst acknowledging the challenge of the current National emergency, it is essential from a safeguarding perspective that any school is aware, on any given day, which staff/volunteers will be in the school or college, and that appropriate checks have been carried out, especially for anyone engaging in regulated activity. As such, Forest School will continue to keep the single central record (SCR) up to date as outlined in paragraphs 148 to 156 in KCSIE.

53 Online safety in schools and colleges

Forest School will continue to provide a safe environment, including online. This includes the use of an online filtering system.

Where students are using computers in school, appropriate supervision will be in place.

54 Children and online safety away from school

It is important that all staff who interact with children, including online, continue to look out for signs a child may be at risk. Any such concerns should be dealt with as per the Safeguarding and Child Protection Policy and where appropriate referrals should still be made to children's social care and as required, the police.

Online teaching should follow the same principles as set out in the Remote working guidelines for staff. Forest School will ensure any use of online learning tools and systems is in line with privacy and data protection/GDPR requirements.

- Specific information has been issued to both Prep School and Senior School staff in relation to live 'video' teaching. Expectations have been made clear and guidance issued. At Forest, 'live' lessons/interactions should only be conducted on Microsoft Teams only and can utilise

any other School system only (for example videos posted on Planet E-Stream not YouTube.)

- **When using a Webcam DO:**
 - Inform pupils ahead of time that you will be using video for your lesson/meeting.
 - Inform pupils to use the webcam or device in a way that does not reveal where they live, or any other aspect of their life that they don't want others to see.
 - Remind pupils that *they are not to record these meetings in any way*, and that it would breach the School's Acceptable Use policies, and they may be subject to sanction if they done so. Parents will be informed of any breaches.
 - Position your webcam or device so that there is a bland background behind you OR use the **Blur** feature in Teams. It blurs the background and leaves your face and shoulders in focus.
 - Control pupils' ability to contribute to Team conversations (text posts) using the toggle that is available.
 - Close the Teams meeting down when finished.
- **When using a Webcam DO NOT:**
 - Engage in 1:1 video/audio teaching. If a 1:1 session is necessary please include another member of staff as a participant (observer) relevant to setting, i.e. Prep School or Senior School
 - Record face-to-face sessions with students when using a webcam.
 - Store any images or videos of pupils on personal devices or home computers.
 - Distribute any images or videos of pupils online.
 - Conduct ad hoc sessions outside of normal timetabled lessons.
 - Leave the class 'unsupervised' or set a Teams session in which you will not be present.
- In the Senior School, only Deputy Heads, Heads of Section and Heads of House can conduct pupil 1:1 meeting via Teams, if necessary. Full write-ups must be submitted and logged via isams or CPOMS, as appropriate. Tutors are not permitted to conduct 1:1 Teams meetings.

55 Risk online

Young people will be using the internet more during this period. The school may also use online approaches to deliver training or support. Staff will be aware of the signs and signals of [cyberbullying](#) and [other risks online](#) and apply the same child-centred safeguarding practices as when children were learning at the school.

- The school continues to ensure [appropriate filters and monitors are in place](#)

- Our governing body will [review arrangements](#) to ensure they remain appropriate
- The school has taken on board guidance from the [UK Safer Internet Centre](#) on safe remote learning and guidance for [safer working practice](#) from the Safer Recruitment Consortium.
- Staff have discussed the risk that professional boundaries could slip during this exceptional period and been reminded of the school's code of conduct and importance of using school systems to communicate with children and their families.
- All Teaching Staff have been sent safeguarding guidelines through the remote learning plans
- Children and young people accessing remote learning receive guidance on keeping safe online and know how to raise concerns with the school, [Childline](#), the [UK Safer Internet Centre](#) and [CEOP](#).
- Parents and carers have received information about keeping children safe online with peers, the school, other education offers they may access and the wider internet community. We have set out the school's approach, including the sites children will be asked to access and set out who from the school (if anyone) their child is going to be interacting with online.
 - [Internet matters](#) - for support for parents and carers to keep their children safe online
 - [London Grid for Learning](#) - for support for parents and carers to keep their children safe online
 - [Net-aware](#) - for support for parents and carers from the NSPCC
 - [Parent info](#) - for support for parents and carers to keep their children safe online
 - [Thinkuknow](#) - for advice from the National Crime Agency to stay safe online
 - [UK Safer Internet Centre](#) - advice for parents and carers

56 Supporting children not in school

Forest School is committed to ensuring the safety and wellbeing of all its Children and Young people.

Where the DSL has identified a child to be on the edge of social care support, or who would normally receive pastoral-type support in school, they should ensure that a robust communication plan is in place for that child or young person.

Details of all/any correspondence plan must be recorded on CPOMS or isams

The communication plans can include e-mail contact with parents/carers, e-mail with pupil, DSL only phone contact with pupil with parental permission and authorised by the Lead DSL. Other individualised contact methods should be considered and recorded.

Forest School and its DSL will work closely with all stakeholders to maximise the effectiveness of any communication plan.

This plan must be reviewed regularly (at least once a fortnight) and where concerns arise, the DSL will consider any referrals as appropriate.

Forest School recognises that school is a protective factor for children and young people, and the current circumstances, can affect the mental health of pupils and their parents/carers. Teachers at Forest School need to be aware of this in setting expectations of pupils' work where they are at home.

57 Supporting children in school

Forest School is committed to ensuring the safety and wellbeing of all its students.

Forest School will refer to the Government guidance for education and childcare settings on how to implement social distancing and continue to follow the advice from Public Health England on handwashing and other measures to limit the risk of spread of COVID19.

Forest School will ensure that where we care for children of critical workers and vulnerable children on site, we ensure appropriate support is in place for them. This will be bespoke to each child and recorded on CPOMS.

Where Forest School has concerns about the impact of staff absence – such as our Designated Safeguarding Lead or first aiders – we will discuss them immediately with the Head of the Prep School, James Sanderson or with respect to senior school, Grove Du Toit, The Deputy Warden. Wayne Bishop, The Health and Safety & Compliance Director is best positioned to advise on first aid and meeting statutory requirements.

58 Peer on Peer Abuse

Forest School recognises that during the closure a revised process may be required for managing any report of such abuse and supporting victims.

Where a school receives a report of peer on peer abuse, they will follow the principles as set out in part 5 of KCSIE and of those outlined within the Schools Safeguarding and Child Protection Policy.

The school will listen and work with the young person, parents/carers and any multi-agency partner required to ensure the safety and security of that young person.

Concerns and actions must be recorded on CPOMS.

