



Rugby School

THAILAND

CHILD PROTECTION AND SAFEGUARDING POLICY DECEMBER 2020

Written by: Nina Hartley
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Approved by Designated Safeguarding Governor Neil Hampton on 3rd December 2020.

The health, safety and well-being of young people are of paramount importance to all the adults who work at Rugby School Thailand. Children have the right to protection, regardless of age, gender, race, culture, sexual orientation, or disability. They have a right to be safe in our school. Members of staff in the school have a legal and moral obligation to safeguard and promote the welfare of the pupils, taking all reasonable steps to protect them from harm whether from physical injury, abuse, neglect, emotional harm or from anything that interferes with their general development.

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1. Safeguarding contact details

ROLE/ORGANISATION	NAME	CONTACT DETAILS
Designated safeguarding lead (DSL), Deputy Head Pastoral Senior School	Dave Ennis Billing	dennisbilling@rugbyschool.ac.th
Deputy DSL and Head of Pre-Prep	Sarah Shuttleworth	sshuttleworth@rugbyschool.ac.th
Deputy DSL Prep, Deputy Head Pastoral Prep School	David Dawson	ddawson@rugbyschool.ac.th
Deputy DSL Senior School	Bud Rowe	browe@rugbyschool.ac.th
Thai Principal and Deputy DSL	Pakanatt Thadruk	pakanatt@rugbyschool.ac.th
RST Safeguarding Leads	All DSLs	safeguarding@rugbyschool.ac.th
Founding Head Master / Head of Prep	Nigel Westlake	nwestlake@rugbyschool.ac.th
Head of Senior	Alan Ball	aball@rugbyschool.ac.th
Child Protection Advisor (CPA)	Nina Hartley	nhartley@rugbyschool.ac.th
Head of Chonburi Shelter for children and family, part of Department for Children and Youth, Ministry of Social Development and Human Security	Head: Khun Nattamon Kitdamrongkul (Kn Kwan) Social Worker: Khun Supattana Pajalern (Kn Pla) Psychologist: Naruemon Montree (Kn Mon)	038240135 (24 hours) 098 5399594 (mobile) 086 8497258 (mobile) 083 6586372 (mobile)
Police: Pol. Col. Pattanachai Phamornpibul, Superintendent Banglamung Police Station, Bang Lamung District, Chonburi Province.	For an urgent report, the school should take this directly to the police and make a formal report in order to trigger an investigation.	094 949 7898 (mobile) 52pattanachai@gmail.com 038 221 800 (general office number) National emergency police number: 191 (general emergency call for police) 1155 (tourist police)

ROLE/ORGANISATION	NAME	CONTACT DETAILS
Chair of Governors	Khun Khunying Kasama Varanvarn	kasamvarn@gmail.com
Designated Safeguarding Governor	Neil Hampton, Deputy Head Rugby UK	NGH@rugbyschool.net
Deputy Designated Safeguarding Governor	Dr Taya Kitiyakara	tayakiti@gmail.com
Childline Thailand	Provides services for any child under the age of 18. Linking concerned adults/pupils to important information and services; Filing complaints with the police and courts on behalf of child victims. Also provide counseling on the phone for children and families.	info@childlinethailand.org 1387 – free number to call open 24 hours a day (Thai language)

2. Aims

The School aims to ensure that:

- Appropriate action is taken in a timely manner to safeguard and promote children’s welfare
- All staff are aware of their statutory responsibilities with respect to safeguarding
- Staff are properly trained in recognising and reporting safeguarding issues

Rugby school Thailand staff will be made aware that it is everyone’s responsibility to ensure the safety and wellbeing of the pupils. Everyone who has contact with children has a part to play in safeguarding children. The approach we take must be child-centred and ensure that we take into account the child’s best interests. In order to do this we must support children, provide prevention and protection to ensure we have safe children and safe staff in School.

3. Legislation and guidance

3.1 Convention on the rights of the child

As a school working in Thailand we endorse the United Nations [Convention on the Rights of the Child \(CRC\)](#), of which Thailand is a signatory. Key articles include:

Article 19 UNCRC – Protection from abuse and neglect

The state shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.

Article 34 UNCRC – Sexual exploitation

Undertake to protect the child from all forms of sexual exploitation and sexual abuse. In particular take all appropriate measures to prevent: The inducement or coercion of a child to engage in any unlawful sexual activity; The exploitative use of children in prostitution or other unlawful sexual practices; and the exploitative use of children in pornographic performances and materials.

3.2 Thai Legislation

As a school working in Thailand we have a statutory responsibility to uphold the [Child Protection Act 2003](#) and make arrangements to safeguard and promote the welfare of children.

Article 29 – Mandatory reporting requirements

Upon finding a child in circumstances in need of protection a person shall notify a competent official without delay. A physician, nurse, psychologist, teacher, instructor or employer shall report immediately to competent official or police officer if it is apparent or suspected that the child has been tortured or is sick due to unlawful care.

Persons notifying or reporting in good faith under this Article shall receive appropriate protection and shall not be held liable for any civil, criminal or administrative action arising there from.

Article 25 – Parents/Guardians/Carers of a child are forbidden to act as follows:

- Abandon a child at a nursery or health care facility, or with a person employed to look after the child, or at a public place or any other place, with the intention of not taking him or her back;
- Neglect a child at any place without arranging for appropriate safety protection or care;
- Deliberately or neglectfully withhold from a child, things that are necessary for sustaining the child's life or health, to an extent which seems likely to cause physical or mental harm to the child;
- Treat a child in ways or manners which hinder his or her growth or development;
- Treat a child in ways or manners which constitute unlawful caring.

Article 26 - a person is forbidden to commit or omit acts which result in torturing a child's body or mind.

Article 63 - Schools shall set up systems and activities to:

- Provide guidance, counselling and training for pupils, and guardians, with a view to promoting appropriate behaviour, social responsibility and safety for the pupils.

3.3 UK Legislation

As an international school which is partnered with a British school in England we are guided by the statutory guidance used in the UK because it contains principles for working with children across the whole world. This legislation is however not statutory in countries outside the UK. The Designated Safeguarding Lead in Rugby School UK must be informed of any significant child protection concern.

This policy is based on:

The Department for Education’s statutory guidance [Keeping Children Safe in Education \(2020\)](#) and [Working Together to Safeguard Children \(2018\)](#), and the [Governance Handbook](#).

Part 3 of the schedule to the [Education \(Independent School Standards\) Regulations 2014](#), which places a duty on independent schools to safeguard and promote the welfare of pupils at the school.

[The Children Act 1989](#) (and [2004 amendment](#)), which provides a framework for the care and protection of children.

Section 5B(11) of the Female Genital Mutilation Act 2003, as inserted by section 74 of the [Serious Crime Act 2015](#), which places a statutory duty on teachers to report to the police where they discover that female genital mutilation (FGM) appears to have been carried out on a girl under 18. [Statutory guidance on FGM](#), which sets out responsibilities with regards to safeguarding and supporting girls affected by FGM.

[The Rehabilitation of Offenders Act 1974](#), which outlines when people with criminal convictions can work with children.

Schedule 4 of the [Safeguarding Vulnerable Groups Act 2006](#), which defines what ‘regulated activity’ is in relation to children.

[Statutory guidance on the Prevent duty](#), which explains schools’ duties under the Counter-Terrorism and Security Act 2015 with respect to protecting people from the risk of radicalisation and extremism

The [Childcare \(Disqualification\) and Childcare \(Early Years Provision Free of Charge\) \(Extended Entitlement\) \(Amendment\) Regulations 2018](#) (referred to in this policy as the “2018 Childcare Disqualification Regulations”) and [Childcare Act 2006](#), which set out who is disqualified from working with children.

This policy also meets requirements relating to safeguarding and welfare in the [statutory framework for the Early Years Foundation Stage](#).

[The National Minimum Standards for boarding](#) that boarding schools must meet to safeguard and protect the children in their care.

4. Definitions

Safeguarding and promoting the welfare of children means:

- 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
- Taking action to enable all children to have the best outcomes

Child protection is part of this definition and refers to activities undertaken to prevent children suffering, or being likely to suffer, significant harm.

Abuse is a form of maltreatment of a child, and may involve inflicting harm or failing to act to prevent harm. Appendix 1 explains the different types of abuse.

Neglect is a form of abuse and is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Appendix 1 defines neglect in more detail.

Children includes everyone under the age of 18.

5. Equality statement

Some children have an increased risk of abuse, and additional barriers can exist for some children with respect to recognising or disclosing it. We are committed to anti-discriminatory practice and recognise children's diverse circumstances. We ensure that all pupils have the same protection, regardless of any barriers they may face.

We give special consideration to children who:

- Have special educational needs (SEN) or disabilities
- Are young carers
- May experience discrimination due to their race, ethnicity, religion, gender identification or sexuality
- Have English as an additional language
- Are known to be living in difficult situations – for example, temporary accommodation or where there are issues such as substance abuse or domestic violence
- Are at risk of FGM, sexual exploitation, forced marriage, or radicalization
- Are at risk due to either their own or a family member's mental health needs

6. Roles and responsibilities

Safeguarding and child protection is **everyone's** responsibility. This policy applies to all staff, volunteers, governors and proprietors. Our policy and procedures also apply to extended school and off-site activities.

6.1 All staff

All staff engaged in regulated activity with children will read and understand part 1 and Annex A of the UK Department for Education's statutory safeguarding guidance, [Keeping Children Safe in Education](#), and review this guidance at least annually.

All staff will be aware of:

- Our systems which support safeguarding, including this child protection and safeguarding policy, the staff code of conduct (contained in the HR manual), the role and identity of the designated safeguarding lead (DSL) and deputy designated safeguarding leads, and the behaviour policy
- The early help process and their role in it, including identifying emerging problems, liaising with the DSL, and sharing information with other professionals to support early identification and assessment
- The process for making referrals to Department for Children and Youth including the role they might be expected to play
- What to do if they identify a safeguarding issue or a child tells them they are being abused or neglected and how to maintain an appropriate level of confidentiality while liaising with relevant professionals
- The signs of different types of abuse and neglect, as well as specific safeguarding issues, such as child sexual exploitation (CSE), indicators of being at risk from or involved with serious violent crime, FGM and radicalisation.

6.2 The safeguarding committee: role of Designated Safeguarding Lead (DSL), Deputy Designated Safeguarding Leads (DDSL) and Child Protection Advisor (CPA)

The safeguarding committee comprises of the DSL who is a member of the senior leadership team, three Deputy DSLs and the Child Protection Advisor (CPA). Each DSL has an assigned area of responsibility.

Safeguarding Committee		
Job Title	Name	Responsibility
Designated safeguarding lead (DSL), Deputy Head Pastoral Senior School	Dave Ennis Billing	Takes lead responsibility for child protection and wider safeguarding across the whole school community. Is the lead contact person for all safeguarding concerns in the Senior School.
Deputy DSL Senior School	Bud Rowe	Supports DSL for Senior School in managing My Concern.
Deputy DSL and Head of Pre Prep	Sarah Shuttleworth	Is the lead contact person for all safeguarding concerns in the Pre-Prep School.
Deputy DSL Prep, Deputy Head Pastoral Prep School	David Dawson	Is the lead contact person for all safeguarding concerns in the Prep School.
Thai Principal and Deputy DSL	Pakanatt Thadruk	Supporting Thai staff and volunteers in understanding their roles and responsibilities in relation to safeguarding. Leading on discussions with Department Children and Youth.
Child Protection Advisor	Nina Hartley	Provides advice and support to the safeguarding committee and school leaders. Reviews current policies and practice in line with best safeguarding practice.

During term time, the DSLs will be available during school hours for staff to discuss any safeguarding concerns.

When the DSL is absent, the deputies Sarah Shuttleworth and David Dawson will act as cover.

If the DSL and deputies are not available, one of the Head Teachers will act as cover (for example, during out-of-hours/out-of-term activities).

The DSL and deputies will be given the time, funding, training, resources and support to:

- Provide advice and support to other staff on child welfare and child protection matters
- Take part in strategy discussions and inter-agency meetings and/or support other staff to do so
- Contribute to the assessment of children
- Refer suspected cases, as appropriate, to the Department for Children and Youth or Police, and support staff who make such referrals directly
- The DSLs will also keep the Heads informed of any issues, and liaise with Department for Children and Youth and designated officers for child protection concerns as appropriate.

The full responsibilities of the DSL and deputies are set out in their job description and outlined in Appendix 10.

6.3 Well-being Task Groups

In each part of the school, a Well-being Task Group is to be formed, meaning there is a well-being task group for Pre-Prep, Prep and Senior. Depending on the section of the school in attendance should be: the DSL, Nurse, School Counsellor, EAL lead, Sports Lead, SFL lead, Senior House Dean, House Parent.

The Well-being Task Group should meet every half-term to discuss vulnerable pupils and to consider their needs in line with this policy. Using the document entitled: 'Identifying levels of need and what to do next' which is contained in Appendix 5, the group should decide what wrap around support could be offered to the pupil and or family and assess whether a Wellbeing Assessment and Plan is needed. The DSL should keep minutes of these meetings and upload any actions onto MyConcern.

6.4 The governing board

The governing board will approve this policy at each review, ensure it complies with the law and hold the Heads to account for its implementation.

The governing board will appoint a senior board level (or equivalent) lead to monitor the effectiveness of this policy in conjunction with the full governing board. This is always a different person from the DSL. The current lead is Neil Hampton, Deputy Head Rugby.

The Safeguarding Governor (Neil Hampton) alongside the Chair of Governors/Proprietor will act as the 'case manager' in the event that an allegation of abuse is made against the headteacher (see appendix 2).

All governors will read Keeping Children Safe in Education.

6.5 Safeguarding Pastoral Welfare Committee

This is an executive committee chaired by the whole school Designated Safeguarding Lead and reports to the Designated Safeguarding Governors. The overall function is to oversee safeguarding at both Rugby Thailand and ensure that the school is meeting safeguarding requirements. It is attended by all those responsible for the oversight and management of safeguarding including the lead nurse, lead counsellor and the SENCo in this group. The committee will meet termly from the start of Term 2. Each member will write a report

detailing the situation in their area of responsibility so that this can be scrutinised by all members of the committee. The committee can also approve all policies related to safeguarding on behalf of the Governing Body.

6.6 The Heads

The Head are responsible for the implementation of this policy, including:

- Ensuring that staff (including temporary staff) and volunteers are informed of our systems which support safeguarding, including this policy, as part of their induction
- Communicating this policy to parents when their child joins the school and via the school website
- Ensuring that the DSL has appropriate time, funding, training and resources, and that there is always adequate cover if the DSL is absent
- Ensuring that all staff undertake appropriate safeguarding and child protection training and update this regularly
- Acting as the 'case manager' in the event of an allegation of abuse made against another member of staff or volunteer, where appropriate (see appendix 2)
- Ensuring the relevant staffing ratios are met, where applicable
- Making sure each child in the Early Years Foundation Stage is assigned a key person

7. Confidentiality

All staff will understand that child protection issues warrant a high level of confidentiality, not only out of respect for the pupil, family and staff involved but also to ensure that information being released into the public domain does not compromise evidence.

It is reasonable for staff to discuss day to day concerns about pupils with colleagues in order to ensure the children's needs are met in school. However, staff should report all safeguarding and child protection concerns to the DSLs or Head Teacher or – in the case of concerns about the Head Teacher – to the Safeguarding Governor and Chair of Governors/ Proprietor. The person receiving the referral will then decide who else needs to have the information and they will disseminate it on a 'need to know' basis.

If the staff member is unable to contact a DSL or Head Teacher and the child is at immediate risk of significant harm, the staff member should alert the Department for Children and Youth and/or the Police. All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children.

Child Protection information will be stored and handled in line with the principles of the [Personal Data Protection Act 2019](#) (PDPA) which is modelled on the [GDPR](#) and require that sensitive information is:

- Processed for limited purposes
- Adequate, relevant and not excessive
- Accurate
- Kept no longer than necessary
- Processed in accordance with the data subject's rights
- Secure

Every effort will be made to prevent unauthorized access to sensitive information. Any sensitive information needs to be stored on portable devices such as laptop computers or flash drive will be password protected or encrypted and kept in locked storage.

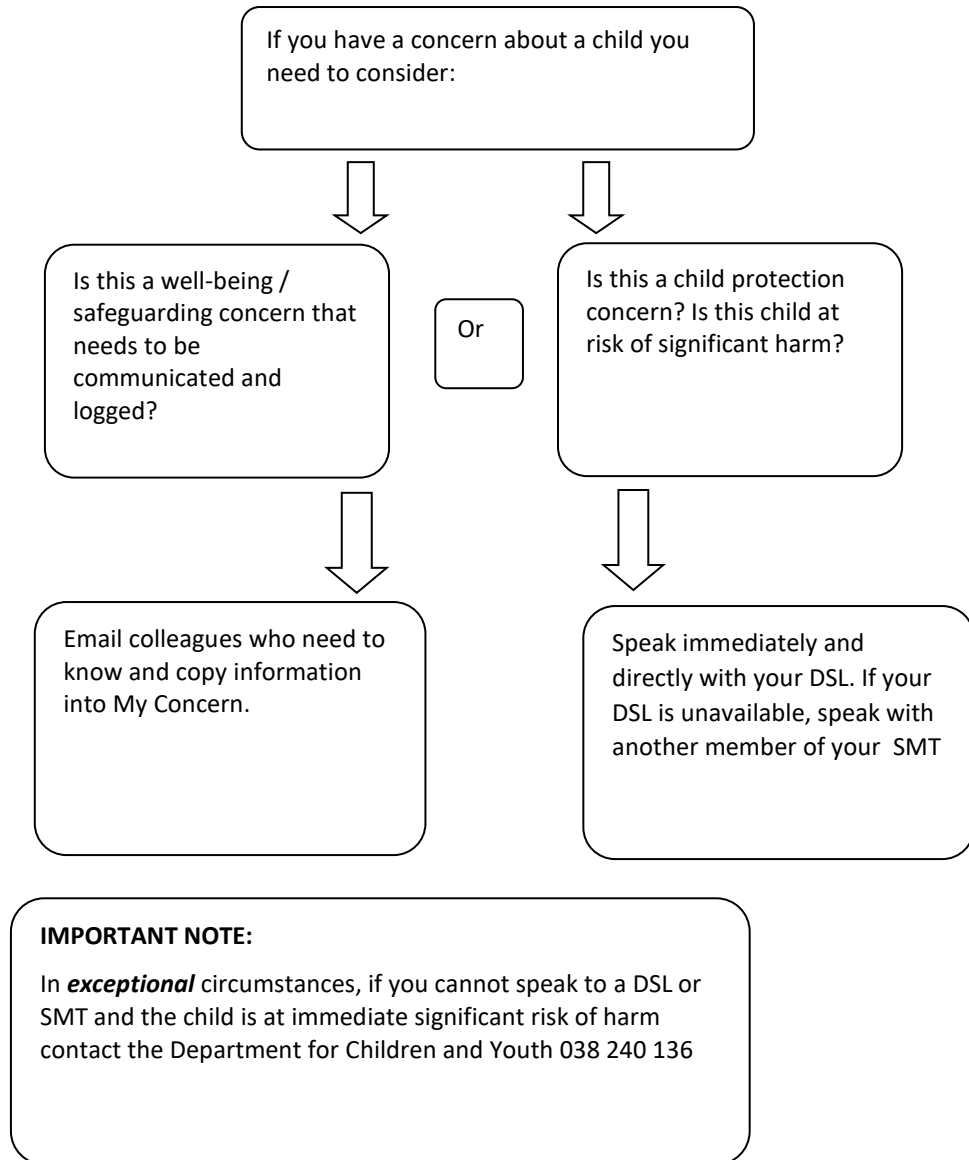
The School's policy on confidentiality and information-sharing is available to parents and pupils on request.

It is important to note that:

- Timely information sharing is essential to effective safeguarding
- Fears about sharing information must not be allowed to stand in the way of the need to promote the welfare, and protect the safety, of children
- The PDPA does not prevent, or limit, the sharing of information for the purposes of keeping children safe
- Staff should never promise a child or parent that they will not tell anyone about a report of abuse, as this may not be in the child's best interests
- If staff are in any doubt about sharing information, they should speak to the Designated Safeguarding Lead (or deputy)
- Confidentiality is also addressed in this policy with respect to record-keeping and managing allegations of abuse against staff in appendix 2

8. Recognising abuse and taking action

Staff, volunteers and governors must follow the procedures set out below in the event of a safeguarding issue.



Please note – in this and subsequent sections, you should take any references to the DSL to mean “the DSL (or deputy DSL)”.

8.1 If a child is suffering or likely to suffer harm, or in immediate danger

If in exceptional circumstances the DSLs and or member of SLT is not available, this should not delay appropriate action being taken.

Make a referral to Department for Children and Youth and/or the police **immediately** if you believe a child is suffering or likely to suffer from harm, or in immediate danger.

You can also seek advice at any time from the Child Line helpline on 1387. Share any action taken with the DSL as soon as possible.

Anyone can make a referral to DCY/police and/or Child Line, however the Thai Principal should take the lead wherever possible.

Tell the DSL as soon as possible if you make a referral directly.

8.2 If a member of staff is concerned about a pupil's welfare

There will be occasions when staff may suspect that a pupil may be at risk but have no 'real' evidence. The pupil's behaviour may have changed, their artwork could be bizarre, they may write stories or poetry that reveal confusion or distress or physical but inconclusive signs may have been noticed. In these circumstances, staff will try to give the pupil the opportunity to talk. The signs they have noticed may be due to a variety of factors, for example a parent has moved out, a pet has died, a grandparent is very ill or an accident has occurred. Staff are encouraged and supported to ask pupils if they are OK, if there is anything the child would like to talk to them about and if they can help in any way. Staff are trained to do this by asking appropriate open questions which do not lead the child in any particular direction but invite the child to talk about anything if they wish to.

All concerns need to be recorded using MyConcern. The DSL will add to the information about the concern details of any decisions reached and the reasons for them. MyConcern notes are visible to the person logging the concern, the DSL and any members of staff that the DSL may ask to help support the pupil. That concern will then be followed up and the child supported either internally by the school's pastoral team, the Health Centre team, their tutor, a mentor or externally.

If the pupil does begin to reveal that they are being harmed, staff must follow the advice below. Following an initial conversation with the pupil, if the member of staff remains concerned, they must discuss their concerns with the DSL and record them on MyConcern.

Concerns which do not meet the threshold for child protection intervention will be managed through the Early Help process as outlined in this policy.

8.3 Dealing with disclosures and reporting procedures

If a pupil discloses to a member of staff

It takes a lot of courage for a child to disclose that they are being abused. They may feel ashamed, particularly if the abuse is sexual. Their abuser may have threatened what will happen if they tell. They may have lost all trust in adults. Or they may believe, or have been told, that the abuse is their own fault. Sometimes they may not be aware that what is happening is abusive.

If a pupil talks to a member of staff about any risks to their safety or wellbeing, **the staff member will need to let the pupil know that they must pass the information on** – staff are not allowed to keep secrets. The point at which they tell the pupil this is a matter for professional judgement. If they jump in immediately the pupil may think that they do not want to listen but if left until the very end of the conversation, the pupil may feel that they have been misled into revealing more than they would have otherwise.

Pupils follow the (PSHE) curriculum and they will have been taught about confidentiality and will generally understand the concept of safe and unsafe secrets. They should have a good knowledge and understanding of why staff cannot keep some information confidential but also know that information is passed on to specific people on a 'need to know' basis only.

During their conversations with pupils staff will:

- allow them to speak freely;
- remain calm and not overreact – the pupil may stop talking if they feel they are upsetting their listener;
- give reassuring nods or words of comfort – **'I'm glad you told me'; 'I want to help you'; 'It's not your fault'; 'We are going to do something about it'**.
- not be afraid of silences – staff must remember how hard this must be for the pupil;
- at an appropriate time tell the pupil that in order to help them, the member of staff must pass the information on;
- not automatically offer any physical touch as comfort. It may be anything but comforting to a child who has been abused;
- avoid admonishing the child for not disclosing earlier. Saying things such as 'I do wish you had told me about this when it started' or 'I can't believe what I'm hearing' may be the staff member's way of being supportive but may be interpreted by the child to mean that they have done something wrong;
- tell the pupil what will happen next;
- let the pupil know that someone (either the member of staff or another named person, e.g. the DSL) will come to see them before the end of the day;
- report verbally to the DSL;
- write up their conversation as soon as possible on My Concern; and seek support if they feel distressed or need to debrief.

The 6R's act as a useful prompt for staff dealing with disclosures:

Recognise – notice and trust your own Early Warning Signs/ observations that something isn't right

Reach out – make a connection with the person you feel concerned about, let them know you are interested in them and their feelings and that you are available to help

Relate - ask some opening doors questions to try and understand what is happening e.g. 'What's happened?'; 'How can I help you?'; 'Are you safe/ feeling safe?'; 'What's life like at home?' ...

Reassure – 'Thank you for telling me, What's happened is not your fault, I'm going to do what I can to help you'

Record – make an accurate, useful, defensible, contemporaneous record of the concerns/ observations/ conversation etc

Report – report to the DSL as per policy

8.4 Early Help and the Well-being Assessment process

If you have concerns about a child (as opposed to believing a child is suffering or likely to suffer from harm, or is in immediate danger), their needs could be met through completing a Well-being Assessment and plan.

The School recognises that providing early help is more effective in promoting the welfare of children than reacting later. Early Help means providing support as soon as a problem emerges, at any point in a child's life. *Keeping Children Safe in Education* emphasises that **all**

staff should be aware of the Early Help process and understand their role in it. All School staff are therefore trained and required to notice any concerns about children which may help to identify that they would benefit from Early Help; to record those concerns on MyConcern and to share their concerns with the Designated Safeguarding, who is most likely to have a complete picture and be the most appropriate person to decide how best to respond to any concerns.

Early Help might be simple and something the school is able to address with parents so that the child's needs are met quickly and easily. The school will keep a record of any such help.

It may become necessary to take some time with parents to understand a child's needs and circumstances in a more structured way. Children and families may also need support from a range of local agencies beyond the school. Where the school has identified that a structured assessment would benefit a child in order to determine how best to meet their needs and support their family; or where a child and family would benefit from co-ordinated support from more than one agency (e.g. education, health, Police) and her/his parents' consent, the school will use the Wellbeing Assessment process to identify what help the child and family require to prevent the child's needs escalating.

If Early Help is appropriate, the Designated Safeguarding Lead will generally lead on liaising with other agencies and setting up a Well-being Assessment as appropriate. Other staff may be required to work directly with pupils and their families and to support other agencies and professionals in a Well-being Assessment, in some cases acting as the lead professional.

The School is committed to working in partnership with children, parents and other agencies to:

- identify situations in which children and/or their families would benefit from early help;
- undertake an assessment of the need for Early Help when that is appropriate, using the Well-being Assessment process; and
- provide targeted Early Help services to address the assessed needs of a child and their family, developing a Well-Being Plan that will focus on activity to improve the child's outcomes.

The school will be particularly alert to the potential need for Early Help for any child who:

- is disabled and has specific additional needs;
- has special educational needs;
- is a young carer;
- is showing signs of engaging in anti-social or criminal behaviour, including gang involvement and association with organised crime groups;
- is frequently missing/goes missing from home;
- is misusing drugs or alcohol themselves;
- is at risk of modern slavery, trafficking or exploitation;
- is in a family whose circumstances present challenges for the child, such as substance abuse, adult mental health issues or domestic abuse;
- is at risk of being radicalised or exploited;
- is showing early signs of abuse and/or neglect; and/or is particularly vulnerable as they have a disability or a mental health need

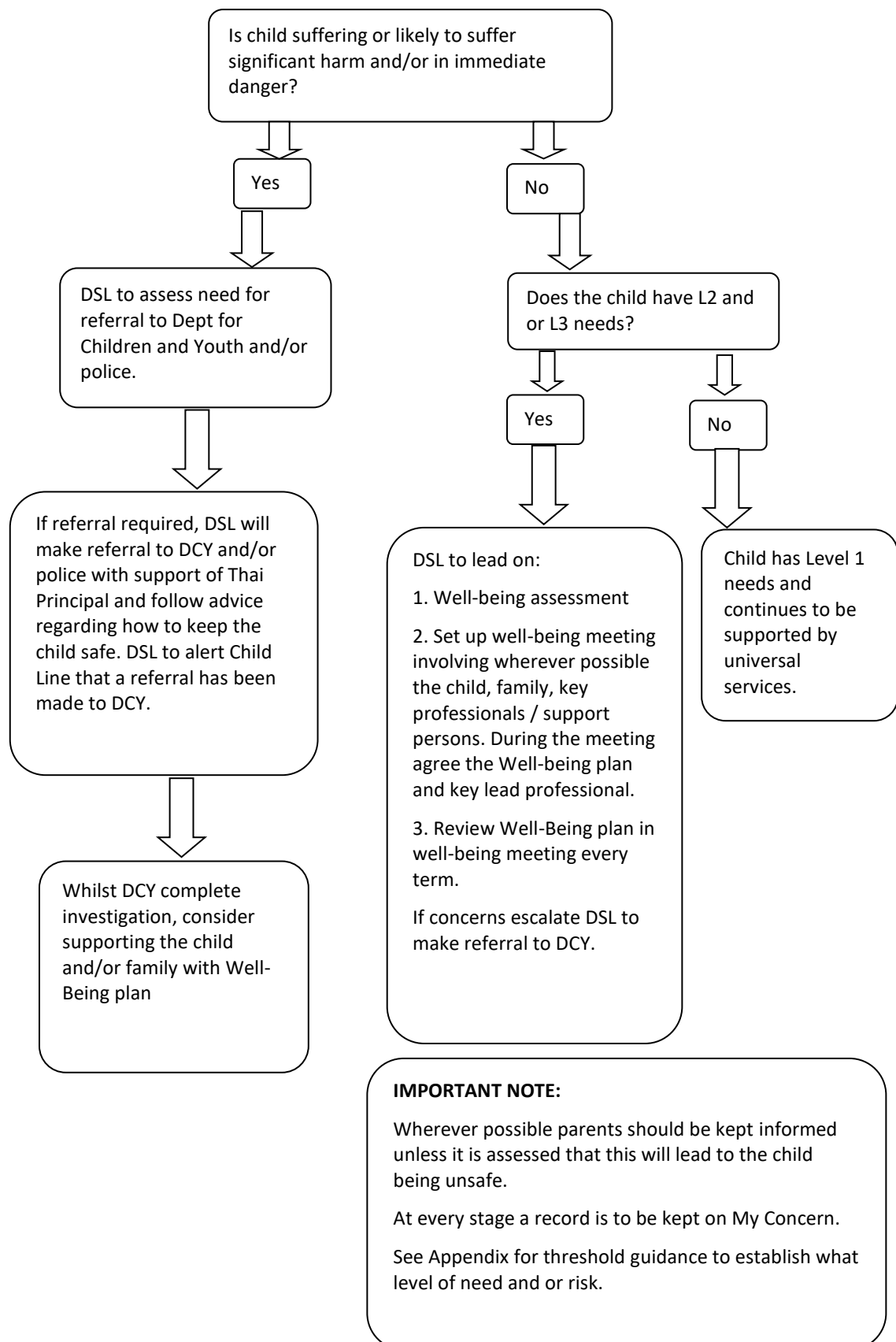
The Well-Being assessment and plan will need the consent of the child or his/her parents. Pupils who are aged 12 years and older may consent to this in their own right. The Well-being assessment and plan should involve the child and family as well as all the professionals who are working with them.

At the first Well-Being meeting to discuss and develop a Well-Being plan, the people present should identify the Key Lead Professional (KLP). The KLP will usually be the DSL but it might be another professional who is leading on aspects of care in the child's life. The DSL will keep the case under constant review, it is advisable that a Well-Being plan is formally reviewed with key people every term. If the child's situation does not improve and/or the child's parents and/or the child do not consent to a Well-Being assessment, the school will make a judgement about whether, without help, the needs of the child will escalate. If so, a referral to Department of Children and Youth may be necessary.

See Appendix 5 for Level of Needs table to help identify whether a Well-Being Assessment and plan would benefit a child and their family.

See Appendix 6 for the Well-Being Assessment form and plan.

8.5 DSL SAFEGUARDING FLOW CHART: Procedures for DSL to follow when assessing safeguarding concerns



9. Complaints procedure

Our complaints procedure will be followed where a pupil or parent raises a concern about poor practice towards a pupil that initially does not reach the threshold for child protection action. Poor practice examples include unfairly singling out a pupil or attempting to humiliate them, bullying or belittling a pupil or discriminating against them in some way. We expect that most complaints, where a parent seeks intervention, reconsideration or some other action to be taken, can be resolved informally. If the matter has not been satisfactorily resolved at this level, the Complaints will then be managed by the relevant Head, other members of the senior leadership team and governors. An explanation of the complaints procedure is included in the safeguarding information for parents and pupils.

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

Complaints which escalate into a child protection concern will automatically be managed under the School's child protection procedures.

Early years providers should take account of requirements related to complaints set out in the safeguarding and welfare section of the statutory framework for the Early Years Foundation Stage.

10. Concerns about a staff member or volunteer – *immunity and speaking up procedures

***(sometimes called whistle-blowing in other jurisdictions).**

Staff who are concerned about the conduct of a colleague (including visiting professionals and volunteers), towards a pupil, are undoubtedly placed in a very difficult situation. They may worry that they have misunderstood a situation and they will wonder whether a report could jeopardise a colleague's career. All staff must remember that the welfare of the child is paramount. This procedure empowers staff to raise concerns or allegations in confidence and for a sensitive enquiry to take place.

In a large school like Rugby School Thailand, there is always a risk that a breach in child safeguarding or inappropriate behaviour may occur. Such activities cannot be tolerated and their rapid identification facilitate early intervention in order to maintain appropriate boundaries and a safe culture that protect children and reduce the risk of serious abuse in school.

The school recognizes that its staff are often the first people to suspect or realise that something is wrong and is therefore fully committed to dealing responsibly and professionally with their genuine concerns about child safeguarding. Staff are expected to report all concerns about poor practice or possible child abuse by colleagues - including what may seem minor contraventions of the school's Staff Code of Conduct.

The school also recognises that, for a number of reasons, staff often feel reluctant to raise such concerns. That is why the school will always support any and every member of staff who 'speaks up' about a concern they have. Your concern will be treated in the strictest confidence. The school will ensure that your concerns are investigated promptly and sensitively and, whenever possible, you will be advised of the outcome.

To make a disclosure in our School, you only need to act in good faith, e.g. with an honest belief about the concern you raise. The recommended format for all staff in schools to record any such poor practice or possible child abuse by colleagues or other adults who work with children is the pro forma 'Logging A Concern about the behaviour of an adult who works with children', also known as the 'Yellow form'. All such forms should be passed directly to the Head who will act on the information and keep a copy of the form in a lockable cupboard. See Appendix 8 for a copy of the form.

Alternatively, staff are free to approach the DSL and/or Head directly to discuss their concerns.

If the concerns/allegations are about the headteacher, speak to the Safeguarding Governor who will notify the Chair of Governors and Proprietor.

The school will not hold responsible or at fault any staff member making a report of abuse that is later judged to be false, unless it can be demonstrated that the person wilfully and intentionally falsified a report. This could include reporting matters concerning members of staff.

The Head/Safeguarding Governor will then follow the procedures set out in appendix 2, if appropriate.

11. Allegations of abuse made against other pupils

We recognise that children are capable of abusing their peers. Abuse will never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".

We also recognise the gendered nature of peer-on-peer abuse (i.e. that it is more likely that girls will be victims and boys perpetrators). However, all peer-on-peer abuse is unacceptable and will be taken seriously.

Most cases of pupils hurting other pupils will be dealt with under our School's behaviour policy, but this Child Protection and Safeguarding Policy will apply to any allegations that raise safeguarding concerns. This might include where the alleged behaviour:

- Is serious, and potentially a criminal offence
- Could put pupils in the school at risk
- Is violent
- Involves pupils being forced to use drugs or alcohol
- Involves sexual exploitation, sexual abuse or sexual harassment, such as indecent exposure, sexual assault, upskirting or sexually inappropriate pictures or videos (including sexting)

If a pupil makes an allegation of abuse against another pupil:

- You must record the allegation and tell the DSL, but do not investigate
- The DSL might contact the Ministry of Education, the Department for Children and Youth and follow its advice, as well as the police if the allegation involves a potential criminal offence
- The DSL will put a risk assessment and support plan into place for all children involved (including the victim(s), the child(ren) against whom the allegation has been made and any others affected) with a named person they can talk to if needed

We will minimise the risk of peer-on-peer abuse by:

- Challenging any form of derogatory or sexualised language or behaviour, including requesting or sending sexual images
- Being vigilant to issues that particularly affect different genders – for example, sexualised or aggressive touching or grabbing towards female pupils, and initiation or hazing type violence with respect to boys
- Ensuring our curriculum helps to educate pupils about appropriate behaviour and consent
- Ensuring pupils know they can talk to staff confidentially by speaking to the DSLs
- Ensuring staff are trained to understand that a pupil harming a peer could be a sign that the child is being abused themselves, and that this would fall under the scope of this policy

See Appendix 3 for further details on peer on peer abuse and harmful sexual behaviour.

11.1 Sexting

If you are made aware of an incident involving sexting (also known as ‘youth produced sexual imagery’), you must report it to the DSL immediately and follow the steps outlined in Appendix 4.

12. Notifying parents

Where appropriate, we will discuss any concerns about a child with the child’s parents. The DSL will normally do this in the event of a suspicion or disclosure.

Other staff will only talk to parents about any such concerns following consultation with the DSL.

If we believe that notifying the parents would increase the risk to the child, we will discuss this with the Department for Children and Youth before doing so.

In the case of allegations of abuse made against other children, we will normally notify the parents of all the children involved.

13. Staff Code of Conduct

The Staff Code of Conduct is contained within the HR Manual.

The Acceptable Use Policy should be read alongside this.

14. Visitor Code of Conduct

All visitors to the school must pass through security and are expected to adhere to the School’s visiting procedures. The term visitor refers to locals or foreigner individuals, suppliers, contractors, workers, and individuals or groups who rent the School’s premises for any activities.

RST VISITOR CODE OF CONDUCT

RST values and welcomes the rich learning experiences the wider community provides for all of us. The following code outlines the general minimum conduct expectations for ALL visitors to RST. This code is intended to promote a positive environment which supports our child safeguarding policies and practices.

1. Visitors are expected to wear their ID badge so that it is clearly displayed at all times.
2. Visitors must not be alone with any pupils.
3. Visitors must avoid physical contact with pupils.
4. Visitors are expected to act and speak in a kind and respectful manner, particularly around young people.
5. Visitors are expected to use designated adult facilities, not pupil facilities (e.g., toilets, changing rooms).
6. Visitors are expected to treat others in a professional manner and with respect, upholding high standards of personal behavior.
7. Visitors must report concerns about a young person's welfare, or if a young person discloses that they are suffering abuse or reveals information that gives grounds for concern. Visitors must pass on the information immediately to a member of staff.
8. Visitors should not accept money or gifts from pupils, or offer money or gifts to pupils.
9. Visitors are expected to seek permission from a member of staff before taking images / videos of pupils.
10. Visitors are responsible for their own actions and behaviour, and should avoid any conduct which would lead a reasonable person to question their motivation or intentions.

By signing below, you acknowledge your agreement to the RST Visitor Code of Conduct as outlined above. If there is any violation of this Code of Conduct, you may be asked to leave the campus.

If you have any questions or concerns related to child safeguarding, please contact safeguarding@rugbyschoolthailand.ac.th or see a member of staff at Reception.

<p>_____</p> <p>Full Name</p> <p>Date</p>	<p>_____</p> <p>Signature</p>
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15. Safeguarding and the physical environment

The School must be a safe place for all pupils. The way we achieve this is outlined in our Health and Safety Policy. This policy covers all aspects of school health and safety including fire safety and crisis management, medical concerns and resource use.

16. Pupils with special educational needs and disabilities

We recognise that pupils with special educational needs (SEN) and disabilities can face additional safeguarding challenges. Additional barriers can exist when recognising abuse and neglect in this group, including:

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration
- Pupils being more prone to peer group isolation than other pupils
- The potential for pupils with SEN and disabilities being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs
- Communication barriers and difficulties in overcoming these barriers

- We offer extra pastoral support for pupils with SEN and disabilities. Please refer to Support for Learning, Special Educational Needs and Disability Policy.

17. Record-keeping

We will hold records in line with our records retention schedule.

All safeguarding concerns, discussions, decisions made and the reasons for those decisions, must be recorded on My Concern. If you are in any doubt about whether to record something, discuss it with the DSL.

Non-confidential records will be easily accessible and available. Confidential information and records will be held securely and only available to those who have a right or professional need to see them.

Safeguarding records relating to individual children will be retained for a reasonable period of time after they have left the School.

If a child for whom the School has, or has had, safeguarding concerns moves to another school, the DSL will ensure that their child protection file is forwarded promptly and securely, and separately from the main pupil file. In addition, if the concerns are significant or complex, and/or Department of Children and Youth are involved, the DSL will speak to the DSL of the receiving school and provide information to enable them to have time to make any necessary preparations to ensure the safety of the child.

18. Training

This section needs to be read alongside Appendix 7 which outlines a training framework for the school and when training will be run.

18.1 All staff

All staff members will undertake an [induction](#) on their first day of work, this will include becoming familiar with this policy and other related policies including 'speaking up / whistle-blowing procedures', to ensure they understand the School's safeguarding systems and their responsibilities, and can identify signs of possible abuse or neglect. No staff member who is engaged in regulated activity with a child should commence work until they have completed this basic induction. They will then be booked onto the first available safeguarding training course.

For staff (engaged in regulated activity with children) who do not attend Inset at the beginning of the year and for staff who join part way through the year, they must meet with the relevant DSL to complete this induction before commencing their work. Those who are DSL trained can deliver this training and HR will arrange with the relevant DSL for the new staff member.

The HR Manager, supported by the Safeguarding Committee, keep detailed records of all staff safeguarding training and issue reminders when training updates are required.

It is good practice to include safeguarding as an agenda item in all staff meetings.

All staff will also receive regular safeguarding and child protection updates (for example, through emails, e-bulletins and staff meetings) as required, but at least annually.

Contractors who are provided through a private finance initiative (PFI) or similar contract will also receive safeguarding training.

Volunteers will receive appropriate training, if applicable.

18.2 The DSLs

The DSLs will undertake child protection and safeguarding training at least every 2 years.

In addition, they will update their knowledge and skills at regular intervals and at least annually (for example, through e-bulletins, meeting other DSLs, or taking time to read and digest safeguarding developments).

18.3 Governors and Proprietors

All governors receive training about safeguarding, to make sure they have the knowledge and information needed to perform their functions and understand their responsibilities. As the Safeguarding Governor and/or the Chair of Governors/Proprietor may be required to act as the 'case manager' in the event that an allegation of abuse is made against the headteacher, they will receive training in managing allegations for this purpose.

18.4 Recruitment

At least one person conducting any interview for a post at the school will have undertaken safer recruitment training. This will cover, as a minimum, the contents of the UK Department for Education's statutory guidance, Keeping Children Safe in Education, and will be in line with local safeguarding procedures.

18.5 Minimum safeguarding requirements of all adults living on campus

There is an expectation for all residential occupants to adhere to the Safeguarding and Child Protection Policy and Code of Conduct. Resident adults are to read and sign a declaration form that they have read and understood the policy along with the conditions specified in the housing policy and license.

18.6 Staff who have contact with pupils and families

All staff who have contact with children and families will have supervisions which will provide them with support, coaching and training, promote the interests of children and allow for confidential discussions of sensitive issues.

19. Monitoring arrangements

This policy will be reviewed **annually** by Nina Hartley, Child Protection Advisor. At every review, it will be approved by the full governing board.

20. Links with other policies

HR manual
Behaviour management policy
Use of reasonable force and restraint policy
Social media use policy
Anti-bullying
Complaints procedure
Health and safety
Curriculum

Managing disclosures – process and support to be provided to staff
IT acceptable use
Trips
Safer recruitment policy
Intimate Care Policy
Vendors policy
Visitor Policy
Drug Policy (pupils)
Counselling Policy to include sections on suicide and self harm
Children missing from education
SEN policy
Managing allegations policy
Grievance and disciplinary
Attendance Policy
PDPA

These appendices are based on the Department for Education’s statutory guidance, Keeping Children Safe in Education.

Appendix 1: types of abuse

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

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

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child’s emotional development. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Emotional abuse 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
- Not giving the child opportunities to express their views, deliberately silencing them or ‘making fun’ of what they say or how they communicate
- Age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child’s developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction
- Seeing or hearing the ill-treatment of another
- Serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children

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
- Non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet)
- Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect is the persistent failure to meet a child’s basic physical and/or psychological needs, likely to result in the serious impairment of the child’s health or development. Neglect may occur during pregnancy as a result of maternal substance abuse.

Once a child is born, neglect may involve a parent or carer failing to:

- Provide adequate food, clothing and shelter (including exclusion from home or abandonment)
- Protect a child from physical and emotional harm or danger
- Ensure adequate supervision (including the use of inadequate care-givers)
- Ensure access to appropriate medical care or treatment
- It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

POSSIBLE INDICATORS OF PHYSICAL ABUSE	POSSIBLE INDICATORS OF EMOTIONAL ABUSE
<ul style="list-style-type: none"> • Unexplained bruises and welts on any part of the body • Bruises of different ages (various colours) • Injuries reflecting shape of article used (electric cord, belt, buckle, table tennis bat, hand) • Injuries that regularly appear after absence or vacation • Unexplained burns, especially to soles, palms, back, or buttocks • Burns with a pattern from an electric burner, iron, or cigarette • Rope burns on arms, legs, neck, or torso • Injuries inconsistent with information offered by the child • Immersion burns with a distinct boundary line • Unexplained laceration, abrasions, or fractures • A history of repeated injuries • Sudden reaction when touched by others or an unusual wariness of touch • Child being frightened of a parent or other adult • Child not showing emotion when hurt • High absenteeism without explanation • Child regularly wearing long sleeves or pants in hot weather • Child being overly compliant, shy, withdrawn, passive and uncommunicative. • Child being hyperactive, aggressive, disruptive and destructive toward self and others • Child displaying regressed behaviour, such as bedwetting or soiling • Running away • Drug/alcohol abuse • Acting-out behaviors 	<ul style="list-style-type: none"> • Emotional abuse can cause a child to change the way that they behave • They might not care how they act or what happens to them, this is also known as negative impulse behaviour • Or they may try to make people dislike them, which is called self-isolating behaviour • A child who is being emotionally abused may develop risk-taking behaviours such as stealing, bullying and running away • Self-harming or eating disorders • May lack social skills • Appear distant from parents

POSSIBLE INDICATORS OF SEXUAL ABUSE	POSSIBLE INDICATORS OF NEGLECT
<ul style="list-style-type: none"> ● Sexual knowledge, behavior or use of language not appropriate to age level ● Unusual interpersonal relationship patterns ● Sexually transmitted infection in a child of any age ● Evidence of physical trauma or bleeding in the oral, genital, or anal areas ● Difficulty in walking or sitting ● Refusing to change into PE clothes, and/or fear of bathrooms ● Running away from home or not wanting to go home, and not giving any specific complaint ● Not wanting to be alone with an individual ● Pregnancy, especially at a young age ● Extremely protective parenting ● Rubbing genitals against things, indicating possible itching or discomfort ● Genital discomfort when going to the bathroom ● Report of sexual abuse of “someone I know” ● Sexual themes in drawings or artwork ● Regressive behavior (e.g. excessive clinginess in pre-school children or the sudden onset of soiling and wetting when these were not formerly a problem) ● Sleep disturbances or nightmares ● Overly compliant behavior ● Sudden inability to concentrate or deterioration in performance ● Self-injury ● Fear of adults of the same sex ● Sudden reaction when touched by others or an unusual wariness of touch ● Exposure to pornography 	<ul style="list-style-type: none"> ● Child being unwashed or hungry ● Tiredness or listlessness ● Poor school attendance or frequent tardiness for school ● Consistent lack of supervision, especially in long stays at school (comes early, stays late) ● Failure to develop intellectually or socially ● Untreated illnesses/injuries ● Parents being uninterested in child’s academic performance ● Parents not responding to repeated communications from the school ● Child not wanting to go home ● Both parents or legal guardians being absent from child’s home for any period of 24 hours or greater without appropriate provision made for child’s care or a temporary guardian named ● Being unable to reach parents in the case of emergency ● Poor impulse control ● Demanding constant attention or affection <p data-bbox="799 1099 1359 1272">Note: Behavioral indicators in and of themselves do not constitute abuse or neglect. Together with other indicators, such as family dynamics, they may warrant a referral.</p>

Appendix 2: Allegations of abuse made against staff

This section of this policy applies to all cases in which it is alleged that a current member of staff or volunteer has:

- Behaved in a way that has harmed a child, or may have harmed a child, or
- Possibly committed a criminal offence against or related to a child, or
- Behaved towards a child or children in a way that indicates he or she would pose a risk of harm to children, or
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children
- It applies regardless of whether the alleged abuse took place in the school. Allegations against a teacher who is no longer teaching and historical allegations of abuse will be referred to the police.
- We will deal with any allegation of abuse against a member of staff or volunteer very quickly, in a fair and consistent way that provides effective child protection while also supporting the individual who is the subject of the allegation.

Our procedures for dealing with allegations will be applied with common sense and judgement.

Suspension

Suspension will not be the default position, and will only be considered in cases where there is reason to suspect that a child or other children is/are at risk of harm, or the case is so serious that it might be grounds for dismissal. In such cases, we will only suspend an individual if we have considered all other options available and there is no reasonable alternative.

Based on an assessment of risk, we will consider alternatives such as:

- Redeployment within the school so that the individual does not have direct contact with the child or children concerned
- Providing an assistant to be present when the individual has contact with children
- Redeploying the individual to alternative work in the school so that they do not have unsupervised access to children
- Moving the child or children to classes where they will not come into contact with the individual, making it clear that this is not a punishment and parents have been consulted
- Temporarily redeploying the individual to another role in a different location, for example to another business owned by the Proprietor.

Definitions for outcomes of allegation investigations

Substantiated: there is sufficient evidence to prove the allegation

Malicious: there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive

False: there is sufficient evidence to disprove the allegation

Unsubstantiated: there is insufficient evidence to either prove or disprove the allegation (this does not imply guilt or innocence)

Unfounded: to reflect cases where there is no evidence or proper basis which supports the allegation being made

Procedure for dealing with allegations

In the event of an allegation that meets the criteria above, the headteacher (or Safeguarding Governor where the headteacher is the subject of the allegation) – the ‘case manager’ – will take the following steps:

Immediately discuss the allegation with the DSL and Child Protection Advisor (CPA). Where threshold of significant harm has been met, the DSL at Rugby UK should be informed. This is to consider the nature, content and context of the allegation and agree a course of action, including whether further enquiries are necessary to enable a decision on how to proceed, and whether it is necessary to involve the police and/or Department for Children and Youth. The case manager may, on occasion, consider it necessary to involve the police *before* consulting the DSL and Child Protection Advisor – for example, if the accused individual is deemed to be an immediate risk to children or there is evidence of a possible criminal offence.

Inform the accused individual of the concerns or allegations and likely course of action as soon as possible after speaking to the DSL/CPA (and the police or Department for Children and Youth, where necessary). Where the police and/or Department for Children and Youth are involved, the case manager will only share such information with the individual as has been agreed with those agencies.

Where appropriate (in the circumstances described above), carefully consider whether suspension of the individual from contact with children at the school is justified or whether alternative arrangements such as those outlined above can be put in place.

If immediate suspension is considered necessary, agree and record the rationale for this with the DSL/CPA. The record will include information about the alternatives to suspension that have been considered, and why they were rejected. Written confirmation of the suspension will be provided to the individual facing the allegation or concern within 1 working day, and the individual will be given a named contact at the school and their contact details.

If it is decided that no further action is to be taken in regard to the subject of the allegation or concern, record this decision and the justification for it and agree with the DSL/CPA what information should be put in writing to the individual and by whom, as well as what action should follow both in respect of the individual and those who made the initial allegation.

If it is decided that further action is needed, take steps as agreed with the DSL/CPA to initiate the appropriate action in school and/or liaise with the police and/or Department for Children and Youth as appropriate.

Provide effective support for the individual facing the allegation or concern, including appointing a named representative to keep them informed of the progress of the case and considering what other support is appropriate.

Inform the parents or carers of the child/children involved about the allegation as soon as possible if they do not already know (following agreement with Department for Children and

Youth and/or the police, if applicable). The case manager will also inform the parents or carers of the requirement to maintain confidentiality about any allegations made against teachers (where this applies) while investigations are ongoing. Any parent or carer who wishes to have the confidentiality restrictions removed in respect of a teacher will be advised to seek legal advice.

Keep the parents or carers of the child/children involved informed of the progress of the case and the outcome, where there is not a criminal prosecution, including the outcome of any disciplinary process (in confidence).

Make a referral to the DBS (or equivalent organisation if non UK staff) and inform embassy for their country of origin where it is thought that the individual facing the allegation or concern has engaged in conduct that harmed or is likely to harm a child, or if the individual otherwise poses a risk of harm to a child. All concerns pertaining to Thai staff should be reported to the Ministry of Education, the Department for Children and Youth and the police.

All significant safeguarding concerns also need to be shared with DSL of Rugby UK who is obliged to report it to the Charity Commission.

Early Years

We will inform the Thai Police and any relevant embassy of any allegations of serious harm or abuse by any person living, working, or looking after children at the premises (whether the allegations relate to harm or abuse committed on the premises or elsewhere), and any action taken in respect of the allegations.

If the school is made aware that the UK secretary of state has made an interim prohibition order in respect of an British teacher, we will immediately suspend that individual from teaching, pending the findings of the investigation by the Teaching Regulation Agency.

Timescales

This is a guide based on best practice but is subject to outside agencies:

- Any cases where it is clear immediately that the allegation is unsubstantiated or malicious will be resolved within 1 week
- If the nature of an allegation does not require formal disciplinary action, we will institute appropriate action within 3 working days
- If a disciplinary hearing is required and can be held without further investigation, we will hold this within 15 working days

Specific actions

Action following a criminal investigation or prosecution

The case manager will discuss with the DSL (RST) and DSL (UK), including disciplinary action, is appropriate and, if so, how to proceed, taking into account information provided by the police and/or Department for Children and Youth.

Conclusion of a case where the allegation is substantiated

If the allegation is substantiated and the individual is dismissed or the school ceases to use their services, or the individual resigns or otherwise ceases to provide their services, the case manager and the school's personnel make a referral to:

- the DBS for consideration of whether inclusion on the barred lists is required and UK embassy (if person is from the UK)
- Embassy from country of origin and equivalent of DBS for non UK staff
- Ministry of Education, the Department for Children and Youth and the police if staff member is Thai.

If the individual concerned is a member of teaching staff, the case manager and personnel adviser will discuss with the DSL UK whether to refer the matter to the Teaching Regulation Agency (or equivalent in country of origin for staff member) to consider prohibiting the individual from teaching.

Individuals returning to work after suspension

If it is decided on the conclusion of a case that an individual who has been suspended can return to work, the case manager will consider how best to facilitate this.

The case manager will also consider how best to manage the individual's contact with the child or children who made the allegation, if they are still attending the school.

Unsubstantiated or malicious allegations

If an allegation is shown to be deliberately invented, or malicious, the headteacher, or other appropriate person in the case of an allegation against the headteacher, will consider whether any disciplinary action is appropriate against the pupil(s) who made it, or whether the police should be asked to consider whether action against those who made the allegation might be appropriate, even if they are not a pupil.

Confidentiality

The school will make every effort to maintain confidentiality and guard against unwanted publicity while an allegation is being investigated or considered.

The case manager will take advice from the DSL/CPA police and Department for Children and Youth, as appropriate, to agree:

- Who needs to know about the allegation and what information can be shared
- How to manage speculation, leaks and gossip, including how to make parents or carers of a child/children involved aware of their obligations with respect to confidentiality
- What, if any, information can be reasonably given to the wider community to reduce speculation
- How to manage press interest if, and when, it arises

Record-keeping

The case manager will maintain clear records about any case where the allegation or concern meets the criteria above and store them on the individual's confidential personnel file for the duration of the case. Such records will include:

- A clear and comprehensive summary of the allegation
- Details of how the allegation was followed up and resolved
- Notes of any action taken and decisions reached (and justification for these, as stated above)

If an allegation or concern is not found to have been malicious, the school will retain the records of the case on the individual's confidential personnel file. **We will retain all records at least until the individual has reached normal pension age, or for 10 years from the date of the allegation if that is longer.**

We will retain all records at least until the individual has reached normal pension age, or for 10 years from the date of the allegation if that is longer.

The records of any allegation that is found to be malicious will be deleted from the individual's personnel file.

References

When providing employer references, we will not refer to any allegation that has been proven to be false, unsubstantiated or malicious, or any history of allegations where all such allegations have been proven to be false, unsubstantiated or malicious.

Learning lessons

After any cases where the allegations are *substantiated*, we will review the circumstances of the case with the DSL UK to determine whether there are any improvements that we can make to the school's procedures or practice to help prevent similar events in the future.

This will include consideration of (as applicable):

- Issues arising from the decision to suspend the member of staff
- The duration of the suspension
- Whether or not the suspension was justified
- The use of suspension when the individual is subsequently reinstated. We will consider how future investigations of a similar nature could be carried out without suspending the individual

Appendix 3: Specific safeguarding issues

This is based on the advice in annex A of Keeping Children Safe in Education.

Bullying, peer on peer abuse and harmful sexual behaviour

This School believes that all children have a right to attend school and learn in a safe environment. Children should be free from harm, both from adults and other pupils in the school.

Children may be harmed by other children or young people. All staff recognise that children can abuse their peers and are trained to understand and implement the school's policy and procedures regarding peer on peer abuse. All peer on peer abuse is unacceptable and will be taken seriously. It is most likely to include, but is not limited to:

- bullying (including cyberbullying)
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
- sexual violence, such as rape, assault by penetration and sexual assault
- sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be stand-alone or part of a broader pattern of abuse
- sexting including pressuring another person to send a sexual image or video content (also known as youth produced sexual imagery)
- upskirting, which typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm
- teenage relationship abuse - defined as a pattern of actual or threatened acts of physical, sexual or emotional abuse, perpetrated against a current or former partner
- initiation/hazing - used to induct newcomers into an organisation such as sports team or school groups by subjecting them to a series of potentially humiliating, embarrassing or abusing trials which promote a bond between them
- prejudiced behaviour - a range of behaviours which causes someone to feel powerless, worthless or excluded and which relates to prejudices around belonging, identity and equality, in particular prejudices linked to disabilities, special educational needs, ethnic, cultural and religious backgrounds, gender and sexual identity.

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

All incidences of bullying, including cyber-bullying and prejudice-based bullying should be reported and will be managed through the school's anti-bullying. All pupils and parents are made aware of the procedures on joining the school and the subject of bullying is addressed at regular intervals in PSHE education. All members of staff receive a copy of the school's behaviour policy, which contains the anti-bullying procedures, as part of their induction and are trained to be aware of the harm caused by bullying and to respond to all incidents of bullying and peer on peer abuse proactively.

Abuse is abuse and will not be tolerated, minimised or dismissed as 'banter'; 'just having a laugh'; 'part of growing up'; 'boys being boys'; or 'girls being girls'. Different gender issues can be prevalent when dealing with peer on peer abuse, for example girls being sexually

touched/assaulted or boys being subject to initiation/hazing type violence. Whilst mindful of the particular vulnerability of women and girls to violence, it is also recognised that boys as well as girls can be abused by members of the opposite as well as the same gender group.

We recognise that some pupils will sometimes negatively affect the learning and well-being of others and their behaviour will be dealt with under the school's behaviour policy. However, there will be occasions when a pupil's behaviour warrants a response under child protection rather than anti-bullying procedures. In particular, research suggests that up to 30 per cent of child sexual abuse is committed by someone under the age of 18.

Occasionally, allegations may be made against pupils by others in the school, which are of a safeguarding nature. Safeguarding issues raised in this way may include physical abuse, emotional abuse, sexual abuse and sexual exploitation. Members of staff to whom such allegations are made and/or who become concerned about a pupil's sexualised behaviour, including any known online sexualised behaviour, should record their concerns in the usual way on My Concern and report them to the DSL as soon as possible, as with any other safeguarding concern.

It is likely that for an allegation or concern to be addressed under child protection procedures, some of the following features will be found. The allegation or concern:

- is made against an older pupil and refers to their behaviour towards a younger pupil or a more vulnerable pupil
- is of a serious nature, possibly including a criminal offence
- raises risk factors for other pupils in the school
- indicates that other pupils may have been affected by this pupil
- indicates that young people outside the school may be affected by this pupil

It is important for the school to consider the wider environmental factors and context within which peer on peer abuse occurs. Such factors may include the potential for bullying and peer on peer abuse to take place across a number of social media platforms and services; and for things to move from platform to platform online. The school will also consider the potential for the impact of the incident to extend further than the school local community (e.g. for images or content to be shared around neighbouring schools) and for a victim (or alleged perpetrator) to become marginalised and excluded by both online and offline communities. There is also the strong potential for repeat victimisation in the future if abusive content continues to exist somewhere online. Online concerns can be especially complicated. Support is available from **The UK Safer Internet Centre** helpline@saferinternet.org.uk and the **Internet Watch Foundation** at <https://www.iwf.org.uk/>.

Peer on peer sexual violence and sexual harassment

Sexual violence and sexual harassment can occur between two children of any age and gender and between children of the opposite or the same gender. They can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

Sexual violence and sexual harassment exist on a continuum and may overlap, they can occur online and offline (both physically and verbally) and are never acceptable. While it is important that **all** victims are taken seriously and offered appropriate support, staff are trained to be aware that it is more likely that girls will be the victims of sexual violence and

sexual harassment and more likely it will be perpetrated by boys.

This policy largely refers to sexual violence and sexual harassment between pupils/pupils at the school. However, there may be occasions when pupils/pupils report sexual violence and/or harassment perpetrated by other young people who attend a different educational provision. In that situation, the DSL will liaise with the DSL at the alleged perpetrator's school as well as the victim's parents, the Police and Department for Children and Youth.

What is sexual violence and sexual harassment?

When referring to sexual violence, this policy uses the definitions of sexual offences in the UK Sexual Offences Act 2003 as follows:

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? Consent is about having the freedom and capacity to choose. 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. 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.

- a child under the age of 13 can never consent to any sexual activity (UK law but this carries a larger penalty in Thai law);
- the age of consent is 15 (Thai law but it is also the case that sex with a minor under age 18 is a compoundable offence, regardless of consent.);
- sexual intercourse without consent is rape.

Sexual harassment in the context of peer on peer behaviour 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.

Online sexual harassment may happen on its own or as part of a wider pattern of sexual harassment and/or sexual violence.

Sexual harassment creates an atmosphere that, if not challenged, can normalise inappropriate behaviours and provide an environment that may lead to sexual violence. The school therefore recognises the importance of recognising the nature of, identifying and challenging sexual violence and sexual harassment in its wider approach to safeguarding and promoting the welfare of children; through policies; and through the curriculum.

Minimising the risk of sexual violence and sexual harassment at the school through a planned curriculum

The School's PSHE programme (Jigsaw) teaches the pupils about healthy relationships and our Behaviour procedures and pastoral support system encourages the development of the relationship in the school community.

Our PSHE programme includes the following topics:

- healthy and respectful relationships;
- what respectful behaviour looks like;
- consent;
- gender roles, stereotyping, equality;
- body confidence and self-esteem;
- prejudiced behaviour;
- making clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up;
- not tolerating or dismissing sexual violence or sexual harassment as "banter", "part of growing up", "just having a laugh" or "boys being boys";
- challenging cultures of sexual harassment including behaviour (potentially criminal in nature), dismissing or tolerating such behaviours risks normalising them;
- We recognise that, in some cases, a child who is perceived by their peers to be LGBT (whether they are or not) can be just as vulnerable as children who identify as LGBT.
- Pupils are made aware of the process for them to raise their concerns or make a report and how any report will be handled during their induction process and includes teaching them about the processes when they have a concern about a friend or peer.

How the school will respond to reports of sexual violence and sexual harassment

It is not possible to anticipate every particular set of circumstances and therefore what the school's response will be to every case. This policy sets out a set of principles which the school will consider in responding on a case by case basis.

All responses to reports of sexual violence will be subject to an immediate risk and needs assessment undertaken by the DSL, using her/his professional judgement and supported by other agencies, such as Department for Children and youth and the Police. The need for a risk and needs assessment in relation to reports of sexual harassment will be considered on a case-by-case basis.

Risk assessment

The risk and needs assessment will consider:

- the victim, especially their protection and support;
- the alleged perpetrator/s (if she/he/they attend the same school); and
- all the other children (and, if appropriate, adult pupils and staff) at the school, especially any actions that are appropriate to protect them.

Schools may also find it useful to refer to the peer on peer abuse toolkit available at <https://www.farrer.co.uk/globalassets/clients-and-sectors/safeguarding/farrer--co-safeguarding-peer-on-peer-abuse-toolkit-2019.pdf>

Action following a report of sexual violence and/or sexual harassment - what to consider

The Designated Safeguarding Lead is likely to have a complete safeguarding picture and will therefore be the most appropriate person to lead the school's initial response. Important considerations will include:

- the wishes of the victim in terms of how they want to proceed. This is especially important in the context of sexual violence and sexual harassment. Victims will be given as much control as is reasonably possible over decisions regarding how any investigation will be progressed and any support that they will be offered. However, if the victim asks the school not to tell anyone about the sexual violence or sexual harassment, the DSL will have to balance the victim's wishes against their duty to protect the victim and other children. It is likely to be justified and lawful to share the information if doing so is in the public interest, e.g. to protect the victim and other young people from harm and to promote the welfare of children
- the nature of the alleged incident(s), including: whether a crime may have been committed and consideration of harmful sexual behaviour
- the ages of the children involved
- the developmental stages of the children involved
- any power imbalance between the children. For example, is the alleged perpetrator significantly older, more mature or more confident? Does the victim have a disability or learning difficulty?
- if the alleged incident is a one-off or a sustained pattern of abuse
- whether there are ongoing risks to the victim, other children, adult pupils or school staff;
- informing parents/carers unless this would put the victim at greater risk)
- only sharing information with those staff who need to know in order to support the children involved and/or be involved in any investigation. For instance, vocational staff may be asked to monitor the victim's welfare without needing to know that they are a victim of sexual violence or harassment

Children sharing a classroom - initial considerations following a report of sexual violence

Any report of sexual violence is likely to be traumatic for the victim. However, reports of rape and assault by penetration are likely to be especially difficult with regard to the victim and close proximity with the alleged perpetrator is likely to be especially distressing. Whilst the school establishes the facts of the case and starts the process of liaising with external agencies, the alleged perpetrator will usually be removed from any classes they share with the victim. Consideration will also be given to how best to keep the victim and alleged perpetrator a reasonable distance apart on school premises and on transport to and from the school, where appropriate. These actions are in the best interests of both children and should not be perceived to be a judgment on the guilt of the alleged perpetrator.

For other reports of sexual violence and sexual harassment, the proximity of the victim and alleged perpetrator and considerations regarding shared classes, sharing school premises and transport, will be considered immediately.

In all cases, the wishes of the victim, the nature of the allegations and the protection of all children in the school will be especially important when considering any immediate actions.

Responding to the report

If an offence has been committed, the Police will be informed. It is the prerogative of parents and victims to make complaints to the Police directly but the school will also speak to the Police in order to ensure effective action is taken to safeguard other young people as

well as the victim.

If a child has suffered significant harm, a referral will also be made to Department for Children and Youth.

Responses to all incidents of both sexual violence and sexual harassment will be underpinned by the principles of:

- zero tolerance of sexual violence and sexual harassment;
- support for both the victim and alleged perpetrator/s, particularly pending the outcome of investigations
- all parties have an ongoing right to an education and are safest if they remain in school subject to appropriate risk assessments and risk management.
- exclusion will be avoided unless that is the only realistic option to keep one or more parties safe.

In principle, there are four possible responses to an allegation or concern about sexual violence or harassment on the part of a pupil/pupil:

1. Manage internally

In some cases of sexual harassment, for example, one-off incidents, the school may take the view that the children concerned are not in need statutory intervention and that it would be appropriate to handle the incident internally, perhaps through utilising the behaviour policy and anti-bullying procedures, speaking to the child and her/his parents, making expectations of future behaviour clear (in writing where appropriate) and by providing pastoral support.

Careful consideration will be given to the need to separate the victim and alleged perpetrator/s in lessons (as with sexual assaults) pending investigation would also be undertaken.

2. Early help

The school may decide that the child/ren involved do not require statutory interventions but may benefit from a Well-being Plan, which can be particularly useful to address non-violent harmful sexual behaviour and may prevent escalation of sexual violence.

A safeguarding record will be maintained of all concerns, discussions, decisions and reasons for decisions for all responses as in 1. and 2.

3. Referrals to Department for Children and Youth

Where a child has been harmed, is at risk of harm, or is in immediate danger, the school will make a referral to the Department for Children and Youth and / or the police.

Schools will generally inform parents or carers, unless there are compelling reasons not to (i.e. if informing a parent or carer is going to put the child at additional risk or create undue delay).

Collaborative working will help ensure the best possible package of co-ordinated support is implemented for the victim and, where appropriate, the alleged perpetrator and any other children that require support.

However, the school will not wait for the outcome (or even the start) of an external investigation before protecting the victim and other children in the school. The DSL will work closely with Department for Children and Youth (and other agencies as required) to ensure any actions the school takes do not jeopardise an external investigation. The risk assessment as above will help inform any decision. Consideration of safeguarding the victim, alleged perpetrator, any other children directly involved in the safeguarding report and all children at the school should be **immediate**.

4. Reporting to the Police

Any report to the Police will generally be in parallel with a referral to Department for Children and Youth.

Where the school receives a report of rape, assault by penetration or sexual assault, the starting point is this should be passed on to the Police. It is the prerogative of victims and their parents/carers to make direct complaints to the Police. However, the school should also be very clear with victims and parents/carers that the school has a duty to ensure the Police are informed when an alleged crime has been committed in order to safeguard other young people.

Where a serious crime is reported, the school can report directly to the local Police station. Where a report has been made to the Police, the school should consult the Police and agree what information can be disclosed to staff and others, in particular, the alleged perpetrator and their parents or carers. They should also discuss the best way to protect the victim and their anonymity.

In some cases, it may become clear very quickly, that the Police (for whatever reason) will not take further action. In such circumstances, it is important that the school or continue to engage with specialist support for the victim as required.

Subsequent considerations

The needs and wishes of the victim should continue to be paramount (along with protecting the child) as the case progresses. Wherever possible, the victim, if they wish, should be able to continue in their normal routine. Overall, the priority should be to make the victim's daily experience as normal as possible, so that the school is a safe space for them.

Similarly, the alleged perpetrator/s has an ongoing right to an education and should be able to continue in their normal routine subject to the ongoing risk assessment and the needs of the victim.

If a pupil is convicted or receives a caution for a sexual offence, the school will update its risk assessment, ensure relevant protections are in place for all pupils and consider any suitable action in light of the behaviour policy. If the perpetrator remains at the school along with the victim, the school will meet with the pupil and her/his parents/carers to revisit and reiterate in writing expectations of the perpetrator in terms of future behaviour and complying with any restrictions and arrangements put in place to safeguard the victim and other pupils.

In the light of possible publicity, speculation and interest within the pupil and parent body, the school will consider any other measures necessary to safeguard both the victim and perpetrator, especially from any bullying or harassment (including online).

In respect of a not guilty verdict or a decision not to progress with a criminal prosecution, the school recognises that this will likely be traumatic for the victim and will continue to offer support. The alleged perpetrator is also likely to require ongoing support for what will have likely been a difficult experience.

Support will be tailored on a case-by-case basis. Every effort will be made to avoid isolating the victim, in particular from supportive peer groups, but it is recognised that there may be times when a victim finds it difficult to maintain a full-time timetable and may express a wish to withdraw from lessons and activities. The school will provide a physical space for the victim to withdraw.

Where a criminal investigation into a rape or assault by penetration leads to a conviction or caution, the school will consider any suitable sanctions in light of the behaviour procedures, including consideration of permanent exclusion. In all but the most exceptional of circumstances, the rape or assault will constitute a serious breach of discipline and lead to the view that allowing the perpetrator to remain in the school would seriously harm the education or welfare of the victim (and potentially other pupils or pupils).

Where the perpetrator is going to remain at the school, the principle would be to continue keeping the victim and perpetrator in separate classes and continue to consider the most appropriate way to manage potential contact on school premises and transport. The nature of the conviction or caution and wishes of the victim will be especially important in determining how to proceed in such cases.

The school will have a difficult balancing act to consider. On one hand it needs to safeguard the victim (and the wider pupil body) and on the other hand provide the alleged perpetrator with an education, safeguarding support as appropriate and implement any disciplinary sanctions. Support (and sanctions) will be considered on a case-by-case basis. An alleged perpetrator may potentially have unmet needs (in some cases these may be considerable) as well as potentially posing a risk of harm to other children. Harmful sexual behaviours in young children may be (and often are) a symptom of either their own abuse or exposure to abusive practices and or materials.

If a perpetrator (alleged or convicted) does move to another educational institution (for any reason), the school will make the new educational institution aware of any ongoing support needs and where appropriate, potential risks to other children and staff. The DSL will take responsibility to ensure this happens as well as transferring the child protection file.

Children missing from education

A child going missing from education, particularly repeatedly, can be a warning sign of a range of safeguarding issues. This might include abuse or neglect, such as sexual abuse or exploitation or child criminal exploitation, or issues such as mental health problems, substance abuse, radicalisation, FGM or forced marriage.

There are many circumstances where a child may become missing from education, but some children are particularly at risk. These include children who:

- Are at risk of harm or neglect
- Are at risk of forced marriage or FGM
- Come from the families of service personnel
- Go missing or run away from home or care
- Cease to attend a school

- Come from new migrant families

Effective information sharing between parents and professionals local authorities is critical to ensuring that all children of compulsory school age are safe and receiving suitable education.

Attendance, absence and exclusions are closely monitored. The school secretary and senior management will monitor unauthorised absence and take appropriate action.

Our procedures are designed to ensure that a missing child is found and returned to effective supervision as soon as possible. If a child goes missing, we will:

- Telephone calls to all known contacts. Parents will be asked to provide a minimum of two emergency contacts in the event of children not arriving at school without prior notification and also for other emergency purposes.
- Letters home (including recorded delivery)
- Contact with other schools where siblings may be registered
- Possible home visits where safe to do so
- Enquiries to friends, neighbours etc. through school contacts
- Enquiries with any other services known to be involved with the pupil/family
- All contacts and outcomes to be recorded on the pupil's file

The school is required to have an admission register and an attendance register for pupils. All pupils must be placed on both registers.

The school is required to inform the Ministry of Education when they are to remove a pupil's name from the school admission register at non-standard transition points irrespective of the reason.

Child sexual exploitation

Child sexual exploitation (CSE) is a form of child sexual abuse that occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into sexual activity in exchange for something the victim needs or wants, and/or for the financial advantage or increased status of the perpetrator or facilitator.

This can involve violent, humiliating and degrading sexual assaults, but does not always involve physical contact and can happen online. For example, young people may be persuaded or forced to share sexually explicit images of themselves, have sexual conversations by text, or take part in sexual activities using a webcam.

Children or young people who are being sexually exploited may not understand that they are being abused. They often trust their abuser and may be tricked into believing they are in a loving, consensual relationship.

If a member of staff suspects CSE, they will discuss this with the DSL. The DSL will trigger the local safeguarding procedures, including a referral to the Department for Children and Youth and the police, if appropriate.

Indicators of sexual exploitation can include a child:

- Appearing with unexplained gifts or new possessions
- Associating with other young people involved in exploitation
- Having older boyfriends or girlfriends

- Suffering from sexually transmitted infections or becoming pregnant
- Displaying inappropriate sexualised behaviour
- Suffering from changes in emotional wellbeing
- Misusing drugs and/or alcohol
- Going missing for periods of time, or regularly coming home late
- Regularly missing school or education, or not taking part in education

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.

Some of the following can be indicators of CCE:

- 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 wellbeing
- Children who mis-use drugs and alcohol
- Children who go missing for periods of time or regularly come home late
- Children who regularly miss school or education or do not take part in education

So-called 'honour-based' abuse (including FGM and forced marriage)

So-called 'honour-based' abuse (HBA) encompasses incidents or crimes committed to protect or defend the honour of the family and/or community, including FGM, forced marriage, and practices such as breast ironing.

Abuse committed in this context often involves a wider network of family or community pressure and can include multiple perpetrators.

All forms of HBA are abuse and will be handled and escalated as such. All staff will be alert to the possibility of a child being at risk of HBV or already having suffered it. If staff have a concern, they will speak to the DSL, who will activate local safeguarding procedures.

FGM

Indicators that FGM has already occurred include:

- A pupil confiding in a professional that FGM has taken place
- A mother/family member disclosing that FGM has been carried out

A girl:

- Having difficulty walking, sitting or standing, or looking uncomfortable
- Finding it hard to sit still for long periods of time (where this was not a problem previously)
- Spending longer than normal in the bathroom or toilet due to difficulties urinating
- Having frequent urinary, menstrual or stomach problems
- Avoiding physical exercise or missing PE
- Being repeatedly absent from school, or absent for a prolonged period

- Demonstrating increased emotional and psychological needs – for example, withdrawal or depression, or significant change in behaviour
- Being reluctant to undergo any medical examinations
- Asking for help, but not being explicit about the problem
- Talking about pain or discomfort between her legs

Potential signs that a pupil may be at risk of FGM include:

- The girl's family having a history of practising FGM (this is the biggest risk factor to consider)
- FGM being known to be practised in the girl's community or country of origin
- A parent or family member expressing concern that FGM may be carried out
- A family not engaging with professionals (health, education or other)

A girl:

- Having a mother, older sibling or cousin who has undergone FGM
- Having limited level of integration within Thai society
- Confiding to a professional that she is to have a "special procedure" or to attend a special occasion to "become a woman"
- Talking about a long holiday to her country of origin or another country where the practice is prevalent, or parents stating that they or a relative will take the girl out of the country for a prolonged period
- Requesting help from a teacher or another adult because she is aware or suspects that she is at immediate risk of FGM
- Talking about FGM in conversation – for example, a girl may tell other children about it (although it is important to take into account the context of the discussion)
- Being unexpectedly absent from school

The above indicators and risk factors are not intended to be exhaustive.

Preventing radicalisation

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. Extremism is vocal or active opposition to fundamental British values, such as democracy, the rule of law, individual liberty, and mutual respect and tolerance of different faiths and beliefs.

Schools have a duty to prevent children from being drawn into terrorism. We will assess the risk of children in our school being drawn into terrorism. This assessment will be based on an understanding of the potential risk in our local area, in collaboration with our local safeguarding partners and local police force.

We will ensure that suitable internet filtering is in place, and equip our pupils to stay safe online at school and at home.

There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology.

Radicalisation can occur quickly or over a long period.

Staff will be alert to changes in pupils' behaviour.

The UK government website [Educate Against Hate](#) and charity [NSPCC](#) say that signs that a pupil is being radicalised can include:

- Refusal to engage with, or becoming abusive to, peers who are different from themselves
- Becoming susceptible to conspiracy theories and feelings of persecution
- Changes in friendship groups and appearance
- Rejecting activities they used to enjoy
- Converting to a new religion
- Isolating themselves from family and friends
- Talking as if from a scripted speech
- An unwillingness or inability to discuss their views
- A sudden disrespectful attitude towards others
- Increased levels of anger
- Increased secretiveness, especially around internet use
- Expressions of sympathy for extremist ideologies and groups, or justification of their actions
- Accessing extremist material online, including on Facebook or Twitter
- Possessing extremist literature
- Being in contact with extremist recruiters and joining, or seeking to join, extremist organisations

Children who are at risk of radicalisation may have low self-esteem, or be victims of bullying or discrimination. It is important to note that these signs can also be part of normal teenage behaviour – staff should have confidence in their instincts and seek advice if something feels wrong.

Staff should **always** take action if they are worried.

Non-collection of children

If a child is not collected at the end of the session/day, we will follow the Uncollected Child Procedure.

Domestic Abuse

The definition of Domestic Abuse is:

- Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to: psychological; physical; sexual; financial; and emotional.
- All children can witness and be adversely affected by domestic abuse in the context of their home life where domestic abuse occurs between family members. Exposure to domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result.

(See KCSIE (2020) page 86)

Mental Health

All staff are 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.

School staff are not expected or trained to diagnose mental health conditions or issues, but may notice behaviours that may be of concern.

Where staff have a mental health concern about a child that may also be a safeguarding concern, they should raise the issue by informing the designated safeguarding lead or a deputy.

Appendix 4: Procedures for managing Sexting

This is a suggested approach based on guidance from the UK Council for Child Internet Safety for [all staff](#) and for [DSLs and senior leaders](#).

Your responsibilities when responding to an incident

If you are made aware of an incident involving sexting (also known as ‘youth produced sexual imagery’), you must report it to the DSL immediately and follow the steps outlined in Appendix 5.

You must **not**:

- View, download or share the imagery yourself, or ask a pupil to share or download it. If you have already viewed the imagery by accident, you must report this to the DSL
- Delete the imagery or ask the pupil to delete it
- Ask the pupil(s) who are involved in the incident to disclose information regarding the imagery (this is the DSL’s responsibility)
- Share information about the incident with other members of staff, the pupil(s) it involves or their, or other, parents and/or carers
- Say or do anything to blame or shame any young people involved
- You should explain that you need to report the incident, and reassure the pupil(s) that they will receive support and help from the DSL.

Following a report of an incident, the DSL will follow the procedures outlined below:

Initial review

This meeting will consider the initial evidence and aim to determine:

- Whether there is an immediate risk to pupil(s)
- If a referral needs to be made to the police and/or Department for Children and Youth
- 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 pupils 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)

The DSL will make an immediate referral to police and/or Department for Children and Youth if:

- 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 the DSL knows about the imagery 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 15
- The DSL has reason to believe a pupil is at immediate risk of harm owing to the sharing of the imagery (for example, the young person is presenting as suicidal or self-harming)

If none of the above apply then the DSL, in consultation with the headteacher and other members of staff as appropriate, may decide to respond to the incident without involving the police or Department of Children and Youth.

Further review by the DSL

If at the initial review stage a decision has been made not to refer to police and/or Department for Children and Youth, the DSL will conduct a further review.

They will hold interviews with the pupils involved (if appropriate) to establish the facts and assess the risks.

If at any point in the process there is a concern that a pupil has been harmed or is at risk of harm, a referral will be made to Department for Children and Youth and/or the police immediately.

Informing parents

The DSL will inform parents at an early stage and keep them involved in the process, unless there is a good reason to believe that involving them would put the pupil at risk of harm.

Referring to the police

If it is necessary to refer an incident to the police, this will be done through our Police Contact listed above.

Recording incidents

All sexting incidents and the decisions made in responding to them will be recorded.

Curriculum coverage

The below is provided as an example of how you might demonstrate the way your curriculum covers sexting. Insert details of your own approach here.

Pupils are taught about the issues surrounding sexting as part of our PSHE education and computing programmes. Teaching covers the following in relation to sexting:

- What it is
- How it is most likely to be encountered
- The consequences of requesting, forwarding or providing such images, including when it is and is not abusive
- Issues of legality
- The risk of damage to people's feelings and reputation

Pupils also learn the strategies and skills needed to manage:

- Specific requests or pressure to provide (or forward) such images
- The receipt of such images

This policy on sexting is also shared with pupils so they are aware of the processes the school will follow in the event of an incident.

APPENDIX 5: Identifying levels of need and what to do next

This document is a guide to assessing and meeting need of children and their families. It is not a ‘tick list’ and should be used as an aid to assist professional judgement and decision making. It is important that wellbeing assessments are based on a ‘big picture’ view of the child and their circumstances.

This table tells you what action to take once you have identified the level of need using the Level of Need document on the next page		
Level of need identified	Well-being assessment required?	Action / support
Level 1: Noted concern	No assessment required	Child, young person or family accessed relevant universal services for advice/support such as Doctor, school, dentist.
Level 2: Additional support	<p>If a clear issue or area of need identified – well-being assessment may not be necessary.</p> <p>If a number of issues or needs at Level 2 are identified, a Well-being Assessment should be undertaken.</p>	<p>Offer support yourself, work with a professional partner or direct to relevant universal service for additional support.</p> <p>Based on results of Well-being Assessment – access appropriate early help services and set up a Well-being Meeting to develop a Well-being Plan.</p>
Level 3: Well-being Assessment	<p>If a Well-being Assessment has already been done, new information should be sent to the services already involved, to update the Well-being Plan.</p> <p>If not already done, Well-being Assessment should be undertaken and recommendations made for services required to meet assessed levels of need should start to form a Well-being Plan at a Well-being Meeting.</p>	Appropriate support can be accessed by the Key Lead Professional involved with the Well-being Plan and Well-being Meeting.
Level 4: Child Protection	Likely that a Well-being Assessment has been done. At this stage refer the case to the Department for Children and Youth &/or the police. During the investigation a Well-being Assessment and Plan may be of benefit.	Immediate referral to Department of Children and Youth and/or the police.

Features	Level 1: Noted concern	Assessment process	
<p>Children with no additional needs and children who may from time to time require additional support that can be met within universal services</p>	<p style="text-align: center;">Development Needs</p> <p>All children whose needs can be met by universal services will occasionally experience difficulties in their lives which may be attributable to situational factors such as loss and separation, a change in their family's circumstances, illness or other short term detrimental factors such as bullying or being the victim of violence in the community.</p>	<p>Children should access universal services in a normal way.</p> <p>Key agencies that are involved at this level:</p> <p>Schools including SEN support Early years childcare settings Doctors Midwifery Dentist Opticians EAL School nursing School counselling service Police Voluntary & community sector Online counselling services</p>	
	<p>Learning/education:</p> <ul style="list-style-type: none"> • General development is age appropriate • Achieving education key stages • Good attendance at school • No barriers to learning • Planned progression beyond statutory school age 		
	<p>Health:</p> <ul style="list-style-type: none"> • Good physical health with age appropriate development, including speech and language 		
	<p>Social, emotional, behaviour, identity:</p> <ul style="list-style-type: none"> • Good mental health and psychological well-being • Good quality early attachments, confident in social situations • Knowledge about the effects of crime and antisocial behaviour • Knowledgeable about sex and relationships and consistent use of contraception if sexually active 		
	<p>Family and social relationships:</p> <ul style="list-style-type: none"> • Stable families where parents are able to meet the child's needs 		
	<p>Self-care and independence:</p> <ul style="list-style-type: none"> • Age appropriate independent 		
	Family and environmental factors		
	<p>Family History and well-being:</p> <ul style="list-style-type: none"> • Supportive family relationships 		
	<p>Housing, employment and finance:</p> <ul style="list-style-type: none"> • Child fully supported financially • Good quality stable housing/amenities 		
	<p>Social and community resources:</p> <ul style="list-style-type: none"> • Good social and friendship networks exist • Safe and secure environment 		

	<ul style="list-style-type: none"> • Access to consistent and positive activities 	
	Parents and carers	
	Basic care, safety and protection: Parents able to provide care for child's needs	
	Emotional warmth and stability: <ul style="list-style-type: none"> • Parents provide secure and caring parenting – praise and encouragement 	
	Guidance boundaries and stimulation: <ul style="list-style-type: none"> • Parents provide appropriate guidance and boundaries to help child develop appropriate values 	

Features	Level 2: Additional Support	Assessment process
<p>Children and families with additional needs who would benefit from or who require extra help to improve education, parenting and/or behaviours, or to meet specific health or emotional needs, or to improve material situation.</p> <p>May require multi-agency intervention. Key lead professional and Well-being Meeting and Plan.</p> <p>Children with additional needs are</p>	Development needs:	<p>Two or more services work together to meet child and family needs, coordinated by a service that knows the child/family best.</p> <p>A well-being assessment could be completed to gain a full understanding of the family's needs, a Well-being Meeting convened and a Well-being Plan agreed with the family, agreeing clear outcomes to be achieved and progress regularly reviewed.</p> <p>Key agencies that may provide support at this level:</p> <p>Targeted drug and alcohol information, advice and education Schools including SEN support Early years childcare settings</p>
	Learning/education: <ul style="list-style-type: none"> • Limited access to books, toys or educational materials • Poor stimulation • Identified language and communication difficulties • SEN support at school level • Occasional truanting or non-attendance and poor punctuality • Some fixed term exclusions • Few or no qualifications 	
	Health: <ul style="list-style-type: none"> • Slow in reaching development milestones • Overdue immunisations or checks • Minor health problems • Inadequate diet e.g no breakfast, being under/overweight • Dental problems and untreated decay – poor dental hygiene • Bed wetting or soiling • Experiment with tobacco, e cigarettes, alcohol and illegal drugs 	
	Social, emotional, behaviour, identity: <ul style="list-style-type: none"> • Difficulty making and sustaining relationships with peers and family 	

<p>best supported by those that already work with them such as schools organising additional support with local partners as needed.</p> <p>The purpose of this intervention is to address these needs and prevent them escalating to a level that requires targeted services.</p>	<ul style="list-style-type: none"> • Social isolation • Lack of positive role models • Exhibits antisocial/antiauthoritarian behaviour • Low level mental or emotional issues requiring intervention • Children involved in bullying or low level cyber bullying • Lack of empathy • Early onset of sexual activity or at risk of early pregnancy • Lack of confidence/low self esteem which affects behaviour and development • Child subject to persistent discrimination • Emerging concerns in relation to attachment • Low level concern about child being radicalised or exposed to extremism • Resistance to boundaries and adult guidance • Exhibits aggressive challenging behaviour 	<p>Doctors Midwifery Dentist Opticians EAL School nursing School counselling service Police Voluntary & community sector Online counselling services</p>
	<p>Self-care and independence:</p> <ul style="list-style-type: none"> • Lack of age appropriate self-care & independent living skills that increase vulnerability and social exclusion 	
	<p align="center">Family and environmental factors</p>	
	<p>Family and social relationships and family well-being:</p> <ul style="list-style-type: none"> • Parents/carers have relationship difficulties which affect the child • Child has some young carer responsibilities • Family is socially isolated • Low level inter-sibling violence and aggression • Unresolved issues arising from parents separation and family reconstitution or bereavement 	
	<p>Housing, employment and finance:</p> <ul style="list-style-type: none"> • Overcrowding in poor housing conditions • Housing arrangements are temporary or insecure • Insecure or unknown immigration status • Families financial resources impact on child's basic physical needs being met • Serious debt or rent arrears 	
<p>Social and community resources:</p> <ul style="list-style-type: none"> • Families are victim of hate crime • Poor access to leisure and recreational amenities and activities 		

	<ul style="list-style-type: none"> • Associating with anti-social or criminally active peers • Risk of gang involvement or vulnerability to gang activity/exploitation 	
	Parents and carers	
	Basic care, safety and protection: <ul style="list-style-type: none"> • Inappropriate child care arrangements • Some exposure to dangerous situations in the home or community • Low level concerns about parental alcohol or substance use • Young or inexperienced parents • Parental lack of insight into effects of child's exposure to parental conflict 	
	Emotional warmth and stability: <ul style="list-style-type: none"> • Inconsistent parenting, but development not significantly impaired • Inconsistent responses to child/young person 	
	Guidance boundaries and stimulation: <ul style="list-style-type: none"> • Lack of routine and inconsistent boundaries • Poor supervision within the home • Low level physical chastisement that does not cause physical injury • Inappropriate parental chastisement e.g. puts child in stress positions • Threatening and menacing behaviour towards the child 	

Features	Level 3: Wellbeing Assessment	Assessment process
Children and families with complex needs requiring integrated targeted support. Because of the complexity of needs,	<div style="background-color: #e69d00; text-align: center; padding: 2px;">Development needs:</div> Learning/education: <ul style="list-style-type: none"> • Short term exclusions or at risk of permanent exclusion, persistent truanting • Parent does not engage with social and actively resists support • SEN school support • No access to books, toys or educational materials • Inadequate stimulation leading to developmental concerns 	Where practitioners identify that a child and their family would benefit from a more intensive multidisciplinary response than they can provide, they should discuss this with the family and complete a Well-being

<p>especially around behaviour and parenting, a multidisciplinary/agency coordinated plan developed with the family is needed, coordinated by a Key Lead Professional.</p> <p>Vulnerable children and their families with multiple needs or whose needs are more complex, such as families who: have a disability resulting in complex needs, exhibit antisocial or challenging behaviour, suffer neglect or poor family relationships, have poor engagement with key services such as schools and health, are not in education or work long term.</p>	<p>Health:</p> <ul style="list-style-type: none"> • Child has some chronic/recurring health problems or a disability; badly managed • Developmental milestones not being met due to parental care • Regular substance misuse • Lack of food • Unsafe sexual activity • Self-harming behaviours • Mental health issues emerging e.g. conduct disorder, ADHD, anxiety, depression, eating disorder, self harming • Failure to engage in antenatal services • History of FGM in the family • Growing professional concern about fabricated and induced illness but there is no current evidence of significant harm 	<p>Assessment.</p> <p>The Well-being Assessment needs to identify the child's and family's needs and develop a SMART plan to address these.</p> <p>A Well-being Meeting is to be convened and Key Lead Professional to be identified. There is an expectation that those who attend the Well-being Meeting have worked intensively together to meet the additional needs of the child and the family.</p> <p>These indicators are meant as a guide but clearly rely on professional analysis and interpretation. If you are in doubt about whether the child's circumstances are at Level 3 or 4 you can discuss this with the Department for Children and Youth.</p> <p>Key agencies that may provide support at this level:</p> <p>Targeted drug and alcohol information, advice and education Schools including SEN support</p>
	<p>Social, emotional, behaviour, identity:</p> <ul style="list-style-type: none"> • Child under 18 is pregnant where there are significant social family concerns • Low or medium indicators of Child Sexual Exploitation • Starting to commit offences and reoffend • Prosecution of offences resulting in court orders and/or fines • Child is engaging in cyber activity that potentially places others or themselves at risk of harm • Evidence of regular/frequent drug use which may be combined with other risk factors • Evidence of gang affiliation and gang related activities • Concern about child being radicalised or exposed to extremism • Child or young person engaging in risk taking behaviours • Mental health/physical needs impact adversely on the care of the child • Significant low self esteem • Clear concerns about parent and child attachment 	
	<p>Self-care and independence:</p> <ul style="list-style-type: none"> • Lack of age appropriate behaviour and independent living skills, likely to impair development or compromise safety 	
	<p>Family and environmental factors</p>	
	<p>Family and social relationships and family well-being:</p> <ul style="list-style-type: none"> • History of ongoing domestic violence 	

	<ul style="list-style-type: none"> • Risk of relationship breakdown leading to child possibly becoming looked after by someone other than parents • Child is a young carer and this is adversely impacting on their development and welfare • Parental illness or disability leading to inability to provide basic care • Concerns about inter-sibling violence and aggression which does not result in significant emotional or physical harm • Destructive or unhelpful involvement from extended family 	<p>Early years childcare settings Doctors Midwifery Dentist Opticians Mental health services Specialist health or disability services EAL School nursing School counselling service Police Voluntary & community sector Online counselling services</p>
<p>Housing, employment and finance:</p> <ul style="list-style-type: none"> • Severe overcrowding, temporary accommodation, homeless, unemployment 		
<p>Social and community resources:</p> <ul style="list-style-type: none"> • Family require support services as a result of social exclusion • Parents are socially excluded, no access to local facilities • Families financial resources seriously compromise child's basic physical needs being met/their general wellbeing 		
<p>Parents and carers</p>		
<p>Basic care, safety and protection:</p> <ul style="list-style-type: none"> • Child is left at home alone but this does not seriously place them at significant risk • Inappropriate child care arrangements which are consistently prejudicing the child's safety and welfare • Health and safety hazards in the home • Escalating concerns that parental alcohol or substance use is adversely impacting on the child • Parent fails to prevent child's exposure to potentially unsafe activity through cyber activity 		
<p>Emotional warmth and stability:</p> <ul style="list-style-type: none"> • Inconsistent parenting impacting emotional or behavioural development • Parent is unresponsive or fails to recognize child's emotional needs • Parent ignores child or is consistently inappropriate in responding to child 		
<p>Guidance boundaries and stimulation:</p> <ul style="list-style-type: none"> • Parent provides inconsistent boundaries or responses 		

Features	Level 4: Child Protection	Assessment process
<p>Children with complex additional unmet needs that require the intervention of the Department for Children and Youth and/or the police.</p> <p>Children who are at risk of significant harm which require a child protection response or legal intervention.</p> <p>Children who need to be accommodated by the Thai Government or by way of a court order.</p>	<p style="text-align: center;">Development needs:</p> <p>Learning/education:</p> <ul style="list-style-type: none"> • Chronic non-attendance, truanting, permanent exclusions, consistently poor educational attainment/progress, which are attributable to the parenting that the child is receiving and the parent has consistently failed to cooperate with services at the early help level to address this • There are significant concerns that the child's educational needs are not being met • Inadequate stimulation leading to significant delay <p>Health:</p> <ul style="list-style-type: none"> • Serious physical and emotional health concerns that are consistently not addressed by the parent e.g. failure to thrive, seriously obese/underweight, serious dental decay, persistent and high risk substance misuse, acute mental health problems including self-harming behaviour, risk of suicide, specific physical or medical conditions which require specialist interventions • Concern about serious unexplained injury • Persistent presentation to professional with injuries: raising concerns about safety / parental behaviour • Child is at serious risk of FGM and/or there is evidence of FGM <p>Social, emotional, behaviour, identity:</p> <ul style="list-style-type: none"> • Serious persistent offending behaviour attributable to neglectful absent parenting • Allegations of child on child sexual harmful behaviour • Serious concerns that a child is being sexually exploited • Child under 15 (legal age of consent in Thailand) is pregnant where there are significant social family concerns • Safety and welfare seriously compromised by gang involvement and parents failure to manage these significant risks • Complex mental health issues requiring specialist interventions which are consistently not being adequately managed by the parent • Frequently goes missing from home for long periods which seriously compromises the child's safety and wellbeing • Child emotional and physical safety is compromised by exposure to radicalization and extremist ideology 	<p>Immediate safeguarding concerns / child protection</p> <p>If a child is at risk of physical, emotional, sexual abuse, or neglect refer to Department for Children and Youth and/or the police.</p> <p>After any immediate protective action has been taken you need to speak in person to those who have taken the protection action.</p> <p>When referring a child and or family to the Department for Children and Youth and/or the police you should share a copy of the Well-being Assessment and Plan so they have all relevant background information.</p> <p>Key agencies that may provide support at this level:</p> <p>Department for Children and Youth Police Targeted drug and alcohol information, advice and education</p>

<ul style="list-style-type: none"> • Child is engaging in cyber activity that places them at risk of harm from others and is not managed by the parent • Child goes missing and child's age/level of vulnerability means that welfare and safety is seriously compromised 	<p>Schools including SEN support Early years childcare settings Doctors Midwifery Dentist Opticians Mental health services Specialist health or disability services EAL School nursing School counselling service Police Voluntary & community sector Online counselling services</p>
<p>Self-care and independence:</p> <ul style="list-style-type: none"> • Severe lack of age appropriate behaviour and independent living skills likely to result in significant harm 	
<p>Family and environmental factors</p>	
<p>Housing, employment and finance:</p> <ul style="list-style-type: none"> • Clear evidence that a family is destitute 	
<p>Social and community resources:</p> <ul style="list-style-type: none"> • High levels of domestic violence that put the child at serious risk • Imminent risk of parental/carer and child relationship breakdown leading to child needing to be looked after by others • Child is a young carer and this is significantly impacting on their development and welfare • There are indicators that a child/young person is at risk of honour based violence or forced marriage • Parental illness or disability resulting in inability to provide basic care leading to serious neglect of the child's needs • Concerns about inter-sibling violence and aggression which does result in significant emotional or physical harm and is not managed by the parent • Child is subjected to physical, emotional, sexual abuse or neglect • Persistent but unsubstantiated concerns about physical, emotional or sexual abuse • Child is looked after by a guardian (similar to private fostering in the UK) • There is nobody with parental responsibility to ensure the child's well-being and stability of care • Unaccompanied minors • Trafficked children 	
<p>Parents and carers</p>	
<p>Basic care, safety and protection:</p> <ul style="list-style-type: none"> • Parents mental health or substance misuse seriously compromises the health, welfare and safety of the child • Parent has history of being unable to care for previous children • Parent has a severe physical or learning difficulty that seriously compromises their ability to meet 	

	<p>their child's basic needs</p> <ul style="list-style-type: none"> • Parental disclosure of serious harm to the child • Parent is unable to assess and manage serious risk to the child from others within their family and social network 	
	<p>Emotional warmth and stability:</p> <ul style="list-style-type: none"> • Inconsistent parenting significantly impacting on emotional or behavioural development 	
	<p>Guidance boundaries and stimulation:</p> <ul style="list-style-type: none"> • Consistent lack of effective boundaries set by the parent leading to risk of serious harm to the child 	

Rugby School Thailand

RESPONSIBLE SAFEGUARDING TOGETHER

- **About the RST Well-being Assessment**

At Rugby School Thailand we want all children to have the best start in life, to enable them to reach their full potential. Sometimes children and families need additional support to achieve this.

The aim of this Wellbeing Assessment is to help understand what is going on and to decide the best way forward.

- **How to include everyone's views in the Well-being Assessment**

In order to understand what everyone needs to move forward, a restorative approach can help us hear everyone's perspective and ensure that people can take ownership of the plan. It is important to consider a family's strengths as well as needs.

It is important that each individual child can share their view.

When conducting this Well-being Assessment, staff are encouraged to:

1. Listen respectfully and impartially and support everyone to feel comfortable to share their views
2. Repeat back / summarise / check to make sure they have heard and understood
3. Record what has been said and then check with the parent/carer or child that this accurately reflects their views amending as necessary
4. Use TED (Tell Me, Explain, Describe) to support your conversations and ensure you use the 'prompt sheet' provided

Pupil / Young Person's View

Name of Pupil:

Name of Assessor:

Please use the prompts at the end of the form to help fill in this section.

Areas of your life	What could be better and why? Think about what's important to you and your family. What could be better? What would help you?	What's working well? This is where you record the good stuff! Think about what you're good at; your successes. Who looks after you and helps with problems?
Home What is it like at home? Are you comfortable, safe? Are you alone?		
Family relationships How do you feel about your family?		
School How do you feel about school?		

Social What are your hobbies? Describe your friendships?		
Health and Well-being Who helps you stay healthy? Who can you talk to about your feelings?		

Enter details below of who is in the pupil's family, who lives at home and how they care for the pupil.

Enter details of pupil's family history below including information about important things that have happened.

Parent / Primary Carer's View

Name of Pupil:

Name of Assessor:

Please use the prompt sheet at the end of the form to help fill in this section

Areas of your life	What could be better and why? Think about what's important to you and your family. What could be better for you and your children?	What's working well? This is where you record the good stuff! Think about what you're good at; your successes. What has worked in the past?
Home & Family relationships How do you feel about your family? What is it like at home? Are you comfortable, safe? Are you alone?		
Work What is your current work status?		
School How do you feel about school?		

Social What are your hobbies? Describe your friendships?		
Health and Well-being Who helps you stay healthy? Who can you talk to about your feelings?		

What has led to this assessment taking place?
What actions have you taken as a family. What has helped?

What support have you received from other areas / agencies? What has helped?

Professional Views

Name of Pupil:

Name of Professional:

Please comment on how things are going for the young person:

What could be better and why?
What is working well?
What do you have in place currently, for things to be better for the child?

**If significant concerns have been raised during your conversation with the family what have you done to address these?
What else is needed?**

Well-being Action Plan

What needs to change? Set actions that will have positive outcomes for the pupil / young person, decide who will lead on the action and what the outcomes will be.

Remember you should set specific actions that are easy to measure, achievable, realistic and timely, which can support positive change.

DATE PLAN:

DATE OF REVIEW:

(as a minimum the plan should be reviewed every term)

What will the outcome be? (BENEFIT)	What needs to be done? (ACTION)	Who will do it?	Who will help?	By when?
EXAMPLE Childs attendance will go above 90%	EXAMPLE Get up earlier to prepare for day. Family member to make breakfast and support getting child to school. Have a meeting where relationship breakdown has taken place.	Mrs EXAMPLE (Mother) Mr EXAMPLE (Father)	Mrs EXAMPLE (Teacher)	

N.B. The above should include parent / primary carer, pupil / young person and professionals' views

Possible Support Measures from school could be
Report card
Changing teaching set or class

Mentoring scheme
alternative curriculum including work related learning and college placements where appropriate
daily contact with parents
group work/individual support from outside agencies

Prompt Sheet for well-being assessment

When collecting views of the different people in the family, sometimes all you need to do is listen. But sometimes it can help to have prompts. This can also ensure that important issues are not missed.

Home and Family Relationships

- *What is the current housing situation? E.g. private rental, any arrears?*
- *Any significant life events? (death of a family member, house move, new partners)*
- *Are there family member(s) who struggle with their mental health problems, alcohol or drug dependency?*
- *Has there been any historical or any ongoing domestic abuse?*
- *Have there been known concerns about child neglect or abuse?*
- *Home environment; what's good / bad about it?*
- *Does the child have safe space and what they need to develop?*
- *What are parent/child/ren relationships like? Warmth? Routines? Consistency? Boundaries?*
- *How do the child/children behave at home?*
- *Who are the family members who understand your concerns and who will support you, who are they?*
- *For the child: Do you like where you live? Do you have your own space? What is your space like?*

Work

- *Are parents / older children employed? If not, what would help?*
- *How are you managing financially?*
- *Are you able to provide for your family's basic needs? What needs to change?*
- *What aspirations do the adults/older children have?*

School

- *Is the child persistently absent from school/missing?*
- *Are they achieving academically? What could help?*
- *How do child/ren behave at school? Triggers of behaviour?*
- *For the child: How do you feel about school? What are the best and worst bits?*

Social

- *Are there difficulties which make things worse for you or the child/children?*
- *Any anti-social behaviour or crime impacting your family?*
- *What support networks help the family?*
- *Do you have good friendships? What do you like doing in your spare time?*
- *Any concerns about emerging threats such as criminal or child sexual exploitation?*
- *Do you feel safe? Who are your safe people/places?*
- *For the child: Do you feel safe? Are you engaged in any hobbies? Do you have good friends?*

Health and Well-being

- *Are the child/ren clean, hygienic, well fed, over fed?*
- *How often are visits made to the doctor and dentist?*
- *Speech, language and communication skills? Any other additional health needs? Sexual health needs?*
- *Are there problems for adults about emotional wellbeing?*
- *Are the emotional needs of the child/ren met?*
- *Are there any caring tasks that pose a risk to the child? Or is the amount/type of care the child is providing impacting, or likely to impact on their health, development, education, social opportunities?*
- *For the child: Do you have any illnesses, health problems or disability? Who helps you stay healthy? Are there things that make you feel angry/sad? Who can you talk to?*

S	Safe – Protected from abuse, neglect and harm at home, at school and in the community
H	Healthy – Having the highest attainable standards of physical and mental health
A	Achieving – Being supported and guided in learning and in the development of skills
N	Nurtured – Having a nurturing place to live in a family setting, with help if needed
A	Active – Having opportunities to take part in activities such as play, recreation and sport
R	Respected – Having the opportunity, along with parents / carers, to be heard and involved in discussions
R	Responsible – Having opportunities and encouragement to play active and responsible roles at home
I	Included – Having help to overcome inequalities and being accepted as part of the community

These are not exhaustive prompts but there as a guide to support a full understanding of the family/child's world.

RUGBY SCHOOL THAILAND

RESPONSIBLE SAFEGUARDING TOGETHER

SAFEGUARDING TRAINING FRAMEWORK

Introduction

The Designated Safeguarding Lead controls an annual cycle of training for all members of staff to ensure that they know how to recognise possible signs of abuse and neglect and report concerns appropriately. Training is context specific and delivered in Thai whenever it is helpful to do so.

Everyone in our school community, regardless of job or volunteering role, must demonstrate understanding of the Core Competencies set out in the Safeguarding Training Framework.

Training

Learning opportunities should be proportionate to the individual's roles and responsibilities, in a way that it is relevant and meaningful.

Trainers will:

1. Respect each learner's individuality & experience;
2. Consider the language needs & language used;
3. Remain open to different perspectives;
4. Ensure materials are sensitive to the diverse backgrounds.

In order to achieve this, training delivered will:

1. Be meaningful;
2. Be relevant;
3. Be practical;
4. Provoke rich dialogue;
5. Problem solving.

Core Competencies

Core competencies lay out clear expectations for Safeguarding learning for everyone.

Our competency framework acknowledges that in addition to traditional training events, there are different ways of learning and developing. Whilst regular whole School training activities help to provide the knowledge and skills that contribute to staff being able to meet their competencies, it must be remembered that attending a training course does not mean that all the competencies will have been met.

Core Competencies

1. Place the child at the centre of all you do.
2. Knowledge: Signs & Indicators & vulnerabilities
3. Respond & communicate with children
4. Persist in your response to safeguarding needs. Speak Out! / Reporting
5. Policies

Additional Competencies

6. E-Safety including, 7. Social Media, 8. Handling Disclosures, 8. Physical Contact, 9. Safer Recruitment

When?	What?	Who?
Term 1 INSET	Safeguarding training	New teaching staff
Term 1 INSET	Safeguarding refresher	Returning teaching staff
End of September	Catch up for above	Any new or returning teaching staff absent from Term 1 INSET
October	Monthly safeguarding training	Any admin or teaching staff in need
October	Governor's safeguarding training	Governors
November	Monthly safeguarding training	Any admin or teaching staff in need
January	Monthly safeguarding training	Any admin or teaching staff in need
February	Monthly safeguarding training	Any admin or teaching staff in need
March	Monthly safeguarding training	Any admin or teaching staff in need
May	Monthly safeguarding training	Any admin or teaching staff in need
June	Monthly safeguarding training	Any admin or teaching staff in need

Band	Training	Who?
A	Induction Training Handling Disclosures Case Scenarios Weekly Bulletin EduCare Online Training E-Safety Code of Conduct Refreshers + Additional Physical Contact Training	Academic Staff <ul style="list-style-type: none"> • Specialist Teachers • Medical Staff
B	Induction Training Physical Contact Code of Conduct Refreshers + Educare online training	Contractors External Providers <ul style="list-style-type: none"> • CCA providers

		<ul style="list-style-type: none"> Swim Team Peripatetic Teachers
D	<p>Induction Training Handling Disclosures Weekly Bulletin Code of Conduct Refreshers</p> <p>+ Educare online training</p>	<p>O&A staff</p> <ul style="list-style-type: none"> Marketing Human Resources Finance Office Team Maintenance Team I.T. Team Admissions
E	<p>Induction Training Code of Conduct</p>	<p>Contractors</p> <ul style="list-style-type: none"> Security Cleaners Catering <p>Proprietors</p> <ul style="list-style-type: none"> ExComm Governors Board Members <p>External Providers</p> <ul style="list-style-type: none"> Trip Providers Volunteers
F	<p>Welcome leaflet Lanyards Policy Access Posters</p> <p>+ Parent Portal Training Resources</p>	<p>Visitors</p> <ul style="list-style-type: none"> External Services Prospective Parents Alumni <p>Parents & Helpers</p>
G	<p>Online Training Code of Conduct</p> <p>+ ICPA Training</p>	<p>Safeguarding and Child Protection Team</p> <ul style="list-style-type: none"> E-Safety Language School Supervisor <ul style="list-style-type: none"> DSL Deputy DSL
H	<p>Trusted Adult E-Safety My Body</p>	<p>Pupils</p>
I	<p>Safer Recruitment</p>	<p>Head of Admissions SLT Head of HR COO General Manager</p>

<u>Training</u>	<u>Frequency</u>	<u>Competency</u>
Induction	Annual	1 – 5
Case Scenarios	Annual	1 – 6
Weekly Bulletin	Weekly	1 – 6
EduCare Online Training	Every 2 years	1 – 7
E-Safety	Annual	1- 6
Handling Disclosures	Annual	1, 3, 4, 5, 7
Physical Contact	Annual	1, 4, 5, 7
Safer Recruitment	Every 2 years	1, 5, 9

Educare provides courses according to Levels, they correspond to the following:

Level 1: Induction Training of All New Staff

Level 2: Annual Refresher for All Staff

Level 3: Enhanced Training for Designated Focal Points or Specific Roles

Level 3: Managers and DSL Training (At least every 2-3 years)

Level 4: Designated Safeguarding Lead (Recommendation: external training every 2-3 years)

Tips for Training:

- Training is recommended in group sizes that will facilitate dialogue and reflection
- Shorter and more frequent active and scenario-based learning
- Varied
- Consider the ways in which you portray children (body maps)
- Use role play
- Use scenario-based role play to enact challenging conversations with adults
- Disclaimer

Induction Training:

Training will:

- Look at the staff Code of Conduct
- Provide information about context and international context
- Report a concern about a child or adult
- Areas of abuse and stages of development
- Receiving and acting upon a disclosure

Child Protection & Safeguarding Policy, Code of Conduct, Reporting Concerns, Speak Out procedures and process, Scenarios around specific guidelines

Knowledge check activities to keep it alive in your community

- Check learning and encourage continuous dialogue
- How do you keep children safe?

- What is Safeguarding? (Including numerous areas: trips, first aid, intimate care, physical touch)
- Link to EPI-Pen training - we may not have used it but we still might need it!

Evaluative Training:

What have you done to improve Safeguarding?

- Embed
- Implement
- Improve

Scenario-based Training:

Keep the scenario short
Based on real life situations with anonymity
Leave time for discussion
Purposeful misplay of scenario

For example:

Zia is 9. You get on well with her mother but haven't met her new partner Jim. Zia is usually a lively little girl but has been quite withdrawn lately. Zia has poor expressive language skills. Today, whilst she is drawing, she tells you she has a secret, but Jim has asked her not to tell.

Types of Training:

A range of activities could support staff in meeting the competencies and could consider:

In house or external taught courses
Conferences
Briefings
Knowledge check activities
Practice based workshops (single, joint and multi-agency)
Online Learning
Personal or action research such as reading and using articles
Self-directed learning and distance learning
Mentoring and shadowing /peer visits
Professional dialogue/reflective supervision
Formal education/Qualification
Peer reviews, case conferences
Learning / knowledge from previous qualifications

Activities within the training:

Talking Points - "When I grow up I want to be an iphone so that my mum will talk to me."
School Based Videos - Not wearing lanyard, Cleaner heard pupil crying
Video links - My body belongs to me, Think you know how, C-OP
Games - knowledge check
News Stories - locally focused (Andrew Willson Case)
Triangulated Activities
Envelope Activities to test procedures

Useful Programmes:

SonRu - 10 recorded Safeguarding Questions following interview
My Concern - Recording platform for CP & S concerns
VideoScribe - Engaging powerpoint alternative
Fierce Conversations - Susan Scott
My Body Safety - e2e publishing

Mentimeter.com
Amaze
Cahoot

Key Questions:

Trips & Off-site Visits

Do trip leaders undergo CP protection training?

Training

How do you keep children safe in school in your role?

Are we delivering specific annual training with smaller groups of staff which is scenario-based

Boundaries:

Technology boundaries
Emotional/relationship boundaries
Physical Boundaries
Power Boundaries
Financial Boundaries
Communication Boundaries

Scenarios:

Hat training
First Aid
Code of Conduct
Child Safeguarding Refresher
Mental Health Matters

Most common boundary violations between educators and pupils fall into one of these areas.

APPENDIX 8: Yellow Form

Yellow Form (print on yellow)

Logging a concern about the behaviour of a member of staff or volunteer

(N.B. This form should be used for recording and reporting all allegations of abuse by and all concerns about the behaviour of staff and volunteers that are in breach of the Staff Code of Conduct.

All allegations and all such concerns must be reported to the Headteacher* without delay)

About the member of staff or volunteer whose behaviour is causing concern or is subject of the allegation:	
Name (print):	
Job Title (print):	
Date (of writing this record):	Time (of writing this record):
About the person reporting the concern/allegation and completing this form:	
Name (print):	
Job Title (print):	
Signature:	
What is the nature of the specific allegation or concern about behaviour (brief headline)?	
Record the following factually: <u>When?</u> (date & time of incident); <u>What</u> exactly has raised your concern (what happened, what did you see/hear/find out or what were you told)? <u>Where</u> did your concerns arise? <u>Who else</u> - were any pupils or other staff present or involved? N.B. Please record any direct disclosures/statements/ allegations/comments using the child or adult's exact words in quotation marks	
NB if additional pages are used, these must be attached securely to this form	

Did you do anything or speak to anyone else before reporting the incident/concern to the Headteacher* (if yes, please provide names and details)?

Any other relevant information:

Date and time incident/concern was first shared with Headteacher* N.B. It is not necessary to complete this form before speaking to the Headteacher* – the circumstances may mean you need to speak to the Headteacher* first as a matter of priority:

Check to make sure your report is clear; and will be clear to someone else reading it next year

NOW PLEASE PASS THIS FORM TO THE HEADTEACHER*

Headteacher to complete sections below

*** In the event that the allegation/concern is about the relevant Head, this form must be passed to the Safeguarding Governor and Chair of Governors/Proprietor who should complete the second part of the form. Ask DSL for contact details.**

(Following sections to be completed by Headteacher*)

Time & date information received by Headteacher*, and from whom	
Action taken (e.g. discussion with DSL/CPA/DSL UK/ HR/ Legal/ Chair of Governors)	
Date, time, name, role, organisation advice provided by	
If decision not to refer information on state reason	
Parents informed? Yes/ no State reasons if no	

<p>Outcome (e.g. Referral to DCY and/or the Police, Police investigation, internal investigation, informal management advice given and recorded, referral to relevant embassy, referral to DBS, no further action)</p>	
<p>Signed</p>	
<p>Printed Name</p>	
<p>Date</p>	

Signature, date and time when member of staff submitting this form received confirmation of receipt of report/allegation from Head*

Appendix 9: Designated Safeguarding Lead Checklist When Managing Child Protection Concerns.

Questions to ask	Comments	Yes/No
Have you been able to speak to the child and explain what happens next?		
Does the child have special educational needs and require specific form of communication / interpretation?		
Are there any reasons why the child may resist support? Are they being controlled by another?		
Where is the child now?		
Where are they in the next 24 hours?		
Is child at immediate risk of harm?		
If yes what have you done about this?		
If child is to return home and there remain concerns for their safety have you discussed a Safety Plan with the child and or others who may be in the home? This could involve asking a family friend to pop by or providing the child with an emergency number to call if the situation at home deteriorates.		
What information do you have about the family/carer?		
Are there any other services involved and have you spoken to them?		
Do you need to complete a Well-being Assessment? Have you done this?		
Have you contact the Dept for Children and Youth and/or the police?		
If you have had no response from the DCY/Police have you contacted Child Line?		
Have you consulted with the CPA & Head teacher?		
If threshold of significant harm is met have you contacted the DSL Rugby UK?		
Have you contacted the Safeguarding Governor?		

Have you talked with the person who has referred the situation to you to gather all the information?		
Are there siblings at risk of harm? If yes what have you done about this?		
If a decision has been made to contact the parent/carer, give brief details.		
If a decision has been made not to contact the parent/carer, give brief details.		
If a decision has been made to inform setting staff, what information has been given and to whom?		
Have you followed your settings procedures and recorded everything onto MyConcern?		
How and when are you monitoring the situation?		
Have you arranged as appropriate a meeting with the parents, including the Head of School no later than 24 hours of the alleged abuse being disclosed?		
What else do you need to do?		

NOTES

Appendix 10: Job description of DSLs

All schools are required to appoint a member of the Senior Leadership Team to co-ordinate child protection arrangements and to ensure that there are appropriate cover arrangements.

The Designated Safeguarding Lead (DSL):

- is a senior member of staff from the school's leadership team and therefore has the status and authority within the school to carry out the duties of the post, including committing resources and supporting and directing other staff
- takes lead responsibility for safeguarding and child protection (including on-line safety) in the school, which will not be delegated although the activities of the DSL may be delegated to appropriately trained deputies. The role and responsibility is explicit in the role holder's job description.
- is appropriately trained, receives refresher training at two-yearly intervals and regularly (at least annually) updates their knowledge and skills to keep up with any developments relevant to their role
- acts as a source of advice, support and expertise to the school community
- encourages a culture of listening to children and taking account of their wishes and feelings
- is alert to the specific needs of children in need, those with special educational needs and young carers
- has a working knowledge of locally agreed multi-agency safeguarding arrangements and procedures
- has an understanding of the early help process to ensure effective assessment and understanding of children's additional needs in order to inform appropriate provision of early help and intervention
- keeps detailed written records of all concerns, ensuring that such records are stored securely and flagged, but kept separate from, the pupil's general file
- refers cases of suspected abuse to Department Children and Youth or the Police as appropriate
- ensures that, when a pupil moves to a new school all child protection records are passed to the new school (separately from the main pupil file and ensuring secure transit) and confirmation of receipt is obtained. If the child is the subject of an open case to Department for Children and Youth, the pupils's social worker is also informed
- attends and/or contributes to strategy meetings and multi-agency meetings
- co-ordinates the school's contribution to child protection plans
- develops effective links with relevant statutory and voluntary agencies including the local safeguarding partnership
- ensures that all staff sign to indicate that they have read and understood the Safeguarding and Child Protection policy; Staff Code of Conduct; Speak Up/Whistleblowing Policy; and the Behavioural Management Procedures
- has a working knowledge of relevant national guidance in respect of all specific safeguarding issues highlighted
- ensures that the child protection and safeguarding policy and procedures are reviewed and updated at least annually, working with the whole school community of pupils, parents, staff and governors regarding this

- liaises with the nominated governor and Head
- keeps a record of staff attendance at child protection training
- makes the Safeguarding and Child Protection Policy available publicly on the school website
- ensures parents are aware of the school's role in safeguarding and that referrals about suspected abuse and neglect may be made
- ensures that the school holds more than one emergency contact number for every pupil
- ensures that the Head is aware of the responsibility under *Working Together* to refer all allegations that a child has been harmed by or that children may be at risk of harm from a member of staff or volunteer to the Department for Children and Youth, Education Ministry, Relevant Embassy and to the Disclosure and Barring Service (DBS) as appropriate.

The Deputy Designated Safeguarding Lead(s)

Are appropriately trained to the same standard as the DSL and, in the absence of the DSL, carries out those functions necessary to ensure the ongoing safety and protection of pupils. The role and responsibility is explicit in the role holder's job description. In the event of the long-term absence of the DSL, the deputy will assume all of the functions of the DSL as above.