



Northampton School
for Boys

**SAFEGUARDING OF YOUNG
PEOPLE POLICY**

Approved by: Governor Welfare Committee
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Section A

INTRODUCTION AND LEGAL SCOPE

This policy is in line with:

- Keeping Children Safe in Education DfE **July 2015**
- Department for Education Working Together To Safeguard Children 2014
- OFSTED - Safeguarding in *schools*: best practice, September 2012
- ‘Safeguarding Children and Safer Recruitment in Education’ issued January 2007 (currently being reviewed by Department For Education, March 2013)
- Relevant sections of the Children Act 2004
- Northamptonshire Children and Safeguarding Board online updates 2016
- Channel Duty Guidance – Protecting Vulnerable People from being Drawn into Terrorism 2015

It also pays regard to :

- DFE “Use of Reasonable Force- Advice for head teachers, staff and governing bodies”- March 2012
- DFE “Dealing with Allegations of Abuse against Teachers and other Staff- Guidance for Local Authorities, Head Teachers, School Staff, Governing Bodies and Proprietors of Independent Schools” – October 2012
- NSB Child Protection Policy and other related Welfare Policies

This policy applies to all adults, including volunteers, working in or on behalf of the school.

‘Everyone in the education service shares an objective to help keep children and young people safe by contributing to:

- 1 Providing a safe environment for children and young people to learn in education settings; and
- 2 Identifying children and young people who are suffering or likely to suffer significant harm, and taking appropriate action with the aim of making sure they are kept safe both at home and in the education setting’

SCHOOL COMMITMENT

Governing Body and all at Northampton School *for Boys* are committed to Safeguarding and Promoting the Welfare of all of its pupils. Each pupil’s welfare is of paramount importance. We recognise that some children *may* be especially vulnerable to abuse e.g. those with Special Educational Needs, those living in adverse circumstances. We recognise that children who are abused or neglected may find it difficult to develop a sense of self worth and to view the world in a positive way. Whilst at school, their behaviour may be challenging. We recognise that some children who have experienced abuse may harm others. We will always take a considered and sensitive approach in order that we can support all of our pupils.

The aims of this policy and the Child Protection Policy are:

- To support the child’s development in ways that will foster security, confidence and independence
- To raise the awareness of both teaching and non-teaching staff of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse or risk of abuse.

- To ensure all staff are aware of and trained in the latest current guidance and practice in relation to Child Protection with regard to Child Sexual Exploitation (CSE) and Female Genital Mutilation (FGM) both in informing Boys and protecting Girls
- To provide a systematic means of monitoring children known or thought to be vulnerable or at risk of harm.
- To emphasize the need for good levels of communication between all members of staff.
- To explain the system and procedure within the school which will be followed by **all** staff if they are worried about a child's welfare or if they are being abused.
- To develop and promote effective working relationships with other agencies such as the Education Entitlement Service, Education Psychology Service, Social Services, Police and The Prevention Team.
- To ensure that all adults within school who have access to children or who have access to information, data or meetings concerning children have been checked as to their suitability via their references and the disclosure and barring agency.
- To engender and ensure each child has a core understanding of British Values and are aware of the risks associated with extremism and radicalisation.

Supporting Children and Young People Vulnerable to Violent Extremism and Radicalisation

Prevent at Northampton School *for Boys* (In line with CHANNEL Duty Guidance 2015)

Disclosures regarding students and staff that display or suggest values contrary to the accepted British values of the rule of law, democracy, individual liberty and respect and tolerance, should follow the same process of recording and reporting to the Designated Senior Lead. Extremism is defined as:

“vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.”

In instances where the Designated Senior Lead is informed of an individual's or group's potential for extremism and radicalisation, the Designated Senior Lead will refer the concern and information to:

PREVENT & East Midlands Community Contact Unit (EMCCU) – Contact information and advice

Advice and guidance can be sought from the Prevent Engagement Officers at Northamptonshire Police (Email: prevent@northants.pnn.police.uk or phone: 101 (ext 343931) or 101 (ext 345215)) however they will only take referrals from the MASH

Northampton School *for Boys* staff are the ‘front line’ and should be able to identify early signs.

In Northamptonshire

Northamptonshire County Council (NCC) has embedded PREVENT into its safeguarding procedures. All contacts made with concerns in relation to PREVENT will be assessed through the Multi Agency Safeguarding Hub (MASH). At Northampton School *for Boys* the Designated Lead will contact MASH highlighting a on 0300 126 1000 where the concern will be assessed by multi agency staff. Northamptonshire Police's PREVENT engagement officers will work closely with the MASH and support all referrals into the council

Speakers and External visitors

As a school Northampton School *for Boys* is in compliance with the following:

Every institution clearly needs to balance its legal duties in terms of both ensuring freedom of speech and also protecting student and staff welfare. Encouragement of terrorism and inviting support for a proscribed terrorist organisation are both criminal offences. Institutions should not provide a platform for these offences to be committed.

Furthermore, when deciding whether or not to host a particular speaker, institutions should consider carefully whether the views being expressed, or likely to be expressed, constitute extremist views that risk drawing people into terrorism or are shared by terrorist groups. In these circumstances the event should not be allowed to proceed except where institutions are entirely convinced that such risk can be fully mitigated without cancellation of the event. This includes ensuring that, where any event is being allowed to proceed, speakers with extremist views that could draw people into terrorism are challenged with opposing views as part of that same event, rather than in a separate forum. Where institutions are in any doubt that the risk cannot be fully mitigated they should exercise caution and not allow the event to proceed.

Risk assessments

At Northampton School *for Boys* we carry out regular dynamic risk assessments which assesses where and how students or staff may be at risk of being drawn into terrorism.

The risk assessments look at institutional policies regarding the campus and student welfare, including equality and diversity, and the safety and welfare of students and staff. The risk assessments address the physical management of the school's estate, including policies and procedures for events held by staff, students or visitors, and relationships with external bodies and community groups who may use premises, or work in partnership with the institution.

We have clear and visible policies and procedures for managing incidents and guidance on whistleblowing and complaints

Staff Training

At Northampton School *for Boys* we undertake appropriate training and development for the Senior Leaders, governors and staff. This enables teachers and others supporting delivery of the curriculum to use opportunities in learning to educate and challenge. It will also allow our leaders and teachers to exemplify British Values in their management, teaching and through general behaviours in all team areas, including through opportunities in the curriculum. We expect our staff to encourage students to respect other

people with particular regard to the protected characteristics set out in the Equality Act 2010.

Members of staff have an understanding of the factors that make people vulnerable to being drawn into terrorism and to challenge extremist ideas which are used by terrorist groups and can purport to legitimise terrorist activity. As such, all staff should have sufficient training to be able to recognise this vulnerability and be aware of what action to take in response. This will include an understanding of when to make referrals to the Channel programme and where to get additional advice and support.

Information Technology

We have policies around general usage, covering what is and is not acceptable. We use filtering as a means of restricting access to harmful content, and consider the use of filters as part of our overall strategy to prevent people from being drawn into terrorism.

Monitoring and enforcement

Safeguarding is inspected as part of the Ofsted judgement. As a school we complete a safeguarding audit every 2 terms and The Prevent Strategy is embedded within this.

Key terms for reference:

CONTEST – this has four strands:

Prevent (the long term strategy/ solution)

Protect (checking materials are secure)

Prepare (designing buildings to be safe etc.)

Pursue (investigating and chasing offenders)

CHANNEL – support for vulnerable individuals at risk of radicalisation. Those referred have to be engaged, have intent and capability

Vulnerability Indicators:

The lists below are not exhaustive. The early warning signs may or may not indicate a serious problem; they do not necessarily mean that a child is prone to violence towards themselves or others. This provides a basis to check concerns and put in place an appropriate response by getting help for a child before a problem escalates.

- **Identity Crisis** - Distance from cultural / religious heritage and uncomfortable with their place in the society around them; parent or carer who holds extremist views; recent political or religious conversion; voicing opinion drawn from extremist ideology or narrative;
- **Personal Crisis** – Family tensions; sense of isolation; adolescence; low self-esteem; disassociating from existing friendship group and becoming involved with a new and different group of friends; searching for answers to questions about identity, faith and belonging; change in behaviour or appearance linked to ideological views; recent experience of serious traumatic event; graffiti symbols, writing or artwork promoting extremist messages or images;
- **Personal Circumstances** – Migration; local community tensions; events affecting country or region of origin; alienation from UK values; having a sense

of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy; association with others who hold extremist views; Possession of literature associated with extremist views, or online material including networking sites;

- **Unmet Aspirations** – Perceptions of injustice; feeling of failure; rejection of civic life;
- **Criminality** – Experiences of imprisonment; poor resettlement /reintegration; previous involvement with criminal groups; use of extremist or hate crime terms to exclude others or incite violence.

Section B

PRINCIPLES / PROCEDURES / PRACTICE

Providing a Safe and Supportive Environment

1. Safer Recruitment and Selection

The school pays full regard to the DfE guidance 'Safeguarding Children and Safer Recruitment in Education'. We ensure that all appropriate measures are applied in relation to everyone who works in the school who is likely to be perceived by the children as a safe and trustworthy adult including e.g. volunteers and staff employed by contractors. Safer recruitment practice includes scrutinising applicants, verifying references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and, where appropriate, Barred List Check (List 99) and Disclosure and Barring Service checks.

Statutory changes, underpinned by regulations, are that:

- 1 a DBS Enhanced Disclosure is obtained for all new appointments to the school's workforce
- 2 schools must keep a single central record detailing a range of checks carried out on their staff
- 3 all new appointments to the school workforce who have lived outside the UK are subject to additional checks as appropriate
- 4 schools must satisfy themselves that supply staff have undergone the necessary checks
- 5 identity checks must be carried out on all appointments to the school workforce before the appointment is made

The Headmaster, some School Governors and the Senior Staff have undertaken the Safer Recruitment training. One of the above will be involved in all staff and volunteer appointments and arrangements (including, where appropriate, contracted/commissioned services).

2. Safe Practice

Safe working practice ensures that pupils are safe and that all staff:

- are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions;
- work in an open and transparent way;
- discuss and/or take advice from school management over any incident which may give rise to concern;
- record any incidents or decisions made;

- apply the same professional standards regardless of gender or sexuality;
- are aware that breaches of the law and other professional guidelines could result in criminal or disciplinary action being taken against them.

3. Safeguarding Information for pupils

The school is committed to ensuring that pupils are aware of behaviour towards them that is not acceptable and how they can keep themselves safe. All pupils know that we have senior members of staff with responsibility for child protection and know who they are. We inform pupils about who they might talk to, both in and out of school, their right to be listened to and heard and what steps can be taken to protect them from harm.

The following information is made available to pupils e.g. Childline and NSPCC helplines, NSPCC, Childline and local support website addresses.

School's arrangements for consulting with and listening to pupils are the tutor system, school council, mentoring and counselling services.

Ensuring pupils are aware of these arrangements and the staff involved is a part of the Induction programme for the New Intake. This is followed up in tutor time, assemblies, and Citizenship and Guidance lessons.

Curriculum Team Leaders audit the curriculum schemes of work to identify appropriate opportunities where student safety and analysis of risk can be highlighted.

4. Partnership with Parents

The school shares a purpose with parents to keep children safe from harm and to have their welfare promoted. We are committed to working with parents positively, openly and honestly. We ensure that all parents are treated with respect, dignity and courtesy. We respect parents' rights to privacy and confidentiality and will not share sensitive information unless we have permission or it is necessary to do so in order to protect a child.

The School will share with parents any concerns we may have about their child unless to do so may place a child at risk of harm.

We encourage parents to discuss any concerns they may have with the relevant pastoral team members e.g. Form Tutor, Year Team Leader.

Parents are made aware that they can view this policy on request or on the website.

5. Partnerships with others

The school recognises that it is essential to establish positive and effective working relationships with other agencies e.g. LA, Social Services, Police, Health, PREVENT. These relationships are continually nurtured and developed via a range of activities and dialogue.

6. School Training and Staff Induction

The school's staff with designated responsibility for child protection undertake full child protection training. All school staff have full training every two years and updates are covered in Teacher Training Days as they arise. The Head teacher and all other school staff, including non teaching staff, undertake appropriate induction training to equip them to carry out their responsibilities for child protection effectively, which is kept up-to-date by refresher training at 2 yearly intervals. (Designated Senior Leader holds a Central File of all training dates and details).

7. Support, Advice and Guidance for Staff

Staff will be supported by the Designated Staff for Child Protection.

The designated Senior Leader will be supported by Senior Staff, the nominated Governor CP and nominated LA staff.

8. Related School Practice and Policies

‘...safeguarding covers more than the contribution made to child protection in relation to individual children. It also encompasses issues such as pupil health and safety and bullying.....and a range of other issues, for example, arrangements for meeting the medical needs of childrenproviding first aid, school security, drugs and substance misuse, etc.’

Northampton School *for Boys* ensures the safety of its environment for pupils through:

- controlling access to the site via a single entry/ exit access point, for visitors supervised by reception staff
- conducting an accessibility report and acting on its recommendations. There are special arrangements for students and staff with disabilities to access all areas of the site
- ensuring that we comply with Health and Safety requirements for all on-site activities
- requiring risk assessments before allowing any trips, visits or work experience placements
- vigilant monitoring to guard against intruders, antisocial behaviour and drug and alcohol misuse on site.
- curriculum activities and social areas compliant with Health and Safety requirements
- work experience and alternative educational provision arrangements that include safeguarding awareness and a requirement that they accept their Child Protection responsibilities
- named passes issued to visitors with prior appointments, after their identity has been checked
- visitors being met at reception and escorted into the school
- CCTV monitoring of the site, internal and external
- a signing-out book for students with permission to leave the site and signing in / out for Y12 and Y13 students
- a record of staff and visitors signing in/ out
- supervision of students at break and lunchtimes

Children Missing from Education

The school follows the Northamptonshire Local Safeguarding Children Board procedures “Identifying and maintaining contact with children missing or at risk of going missing from Education 2012”

Contact: Education Entitlement Service.

Contest II and PREVENT Further Information

East Midlands Community Contact Unit (EMCCU)

The EMCCU provides advice and guidance to individuals, communities, partners and organisations in confidence. It may be that it feels more comfortable to have a discussion about an individual, outside the immediate locality. The EMCCU can provide this;

Community Safety Team, Northamptonshire County Council

Contact Community Safety and Harm Reduction Team Manager – Emma Hildreth

Email: ehildreth@northamptonshire.gov.uk

Tel: 01604 366517;

PREVENT

For more information on PREVENT, see GOV.UK website.

Confidentiality

Northampton School *for Boys* has regard to issues about Information Sharing. Personal information about children and families held by the school should not normally be disclosed without the consent of the subject. The law permits, however, the disclosure of confidential information necessary to safeguard the child or act in their best interests.

Other relevant school policies / procedures which should be read in conjunction with this policy are:

1. Child Protection Policy
2. Anti-Bullying Policy
3. Internet/E Safety
4. Health and Safety Policy
5. Restraint of Pupils policy
6. Medicines Policy
 - Meeting the needs of pupils with medical conditions – including guidance on the following:
 - Providing First Aid
 - Epipens
 - Epilepsy
7. Drug and Solvents Policy
8. Educational Visits
9. Managing Allegations Policy
10. Behaviour Policy
11. Safer Schools' Partnership (Police Liaison)
12. Searching Pupils Policy
13. School Website Help page
14. Citizenship and Guidance lesson content

All are available on the website or from the Headmaster upon request.

9. Pupil Information

In order to keep children safe and provide appropriate care for them the school requires accurate and up-to-date information regarding:

- Names and contact details of persons with whom the child normally lives
- Names and contact details of all persons with parental responsibility (if different from above)
- Emergency contact details (if different from above)
- Details of any persons authorised to collect the child from school (if different from above)
- Any relevant court orders in place including those which affect any person's access to the child (e.g. Residence Order, Contact Order, Care Order, Injunctions etc.)
- If the child is or has been the subject of a Child Protection Plan
- Name and contact detail of G.P.
- Any other factors which may impact on the safety and welfare of the child

The school will collate, store and agree access to this information. The SIMS manager has control over access to information.

10. Roles and Responsibilities

a) Governing Body

The Governing Body ensures that:

- the school has a child protection policy and procedures in place that are in accordance with local authority guidance and locally agreed inter-agency procedures, and the policy is made available to parents on request;
 - the school operates safe recruitment procedures and makes sure that all appropriate checks are carried out on staff and volunteers who work with children;
 - the school has procedures for dealing with allegations of abuse against staff and volunteers that comply with guidance from the local authority and locally agreed inter-agency procedures;
 - has a named Governor for overall Safeguarding and an additional Governor for Child Protection;
 - a member of staff is designated to take lead responsibility for child protection and reports to the Full Governing Body
 - provides training to the full Governing Body as required;
 - staff undertake appropriate child protection training (A member of the Governing Body is invited to observe/partake in this training process
 - they remedy, without delay, any deficiencies or weaknesses regarding child protection arrangements
- a governor is nominated to be responsible for liaising with the Local Authority Designated Officer and /or partner agencies in the event of allegations of abuse being made against the headmaster.
- where services or activities are provided on the school premises by another body, the body concerned has appropriate policies and procedures in place in regard to safeguarding children and child protection and liaises with the school on these matters where appropriate; and
- they review their policies and procedures annually and provide information to the LA about them and about how the above duties have been discharged.

b) Headmaster

The Headmaster ensures that:

- the policies and procedures adopted by the Governing Body are fully implemented, and followed by all staff;
- sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities; and
- all staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle blowing policies.

c) Designated Senior Leader

The Senior Member of Staff with Designated Responsibility for Safeguarding and Child Protection ensures that she or a Designated Leader:

- Refers cases of suspected abuse or allegations to the relevant investigating agencies;
- Acts as a source of support, advice and expertise within the educational establishment;
- Liaises with Headmaster to inform him/her of any issues and ongoing investigations and ensure there is always cover for this role;
- Keeps detailed accurate written records;
- Ensures the child protection policy is updated and reviewed annually and work with the governing body regarding this;
- recognises how to identify signs of abuse and when it is appropriate to make a referral;
- has a working knowledge of how the LSCB and MASH helpdesk operate, the conduct of a child protection case conference and child protection plan and be able to attend and contribute to these;
- Ensures that all staff have access to and understand the school's child protection policy;
- Ensures that all staff have induction training;
- Obtains access to resources and attends any relevant or refresher training courses.
- Liaises with the named Governors for Safeguarding and Child Protection.
- is responsible for notifying Children's Services if a child on a Child Protection Plan has unusual or unexplained absences.

d) Admin Manager

The Admin Manager is responsible for maintaining correct information on students.

e) The Estate Manager

The Estate Manager is responsible for maintaining the safety and security of the site and ensuring safe access for students with disabilities.

f) The SS member responsible for IT systems

The SS member responsible for IT systems is responsible for maintaining safe systems of internet access, blocking any undesirable (e.g. pornographic, racist, violent) sites.

g) All staff and Volunteers

- fully comply with the school's policies and procedures
- attend appropriate training
- inform the designated persons of any concerns

Thresholds and Pathways document:

<http://www.northamptonshire.gov.uk/en/councilservices/children/protecting-children/Pages/northamptonshire-thresholds-and-pathways.aspx>

Early Help – Request for Services

Contact a CAF Co-ordinator

www.northamptonshire.gov.uk/mcs

Multi-agency referral form download at:

<http://www.northamptonshire.gov.uk/en/councilservices/children/protecting-children/Pages/northamptonshire-thresholds-and-pathways.aspx>

e-mail multi-agency form to:

MASH@northamptonshire.gcsx.gov.uk

Directory of services for Early Help

<http://families.northamptonshire.gov.uk/directory-search>

Directory of services for children with disabilities

<http://www.northamptonshire.gov.uk/en/councilservices/children/disabled-children/pages/default.aspx>

Education Entitlement Service

Online referral form available at:

<http://www.northamptonshire.gov.uk/en/councilservices/EducationandLearning/Parents/Pages/Education-Entitlement-Service.aspx>

National

National Society for Prevention of Cruelty to Children (NSPCC):

<http://www.nspcc.org.uk/> 0808 800 5000

Childline:

<http://www.childline.org.uk/Pages/Home.aspx> 0800 1111

Child Exploitation and Online Protection (CEOP):<http://ceop.police.uk/>
0870 000 3344