



The Governing Body for Carisbrooke College and Medina College

Federation Child Protection policy

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Child Protection Policy

Island Innovation Federation

IIT Aim 4: To establish a safe, secure and inclusive learning environment that promotes diversity, ensures equality of opportunity and develops confident individuals who are able to play a full part in their community and society as a whole.

Carisbrooke College and Medina College fully recognise their responsibilities for child protection. This policy should be read in conjunction with the protocols outlined in the school's safeguarding handbook. This Child Protection Policy will be updated at least annually and available publicly (for example via the school website).

This policy is informed by the statutory guidance from the Department for Education, Keeping children safe in education (February 2018) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/707761/Keeping_Children_Safe_in_Education_-_September_2018.pdf and Working Together to Safeguard Children: revisions to statutory guidance (February 2018) <https://www.gov.uk/government/consultations/working-together-to-safeguard-children-revisions-to-statutory-guidance>

Advice and guidance will also be sought from the following sources, as part of this policy:

Sexual violence and sexual harassment between children in schools and colleges

Advice for schools and colleges on how to prevent and respond to reports of sexual violence and harassment between children.

<https://www.gov.uk/government/publications/sexual-violence-and-sexual-harassment-between-children-in-schools-and-colleges>

This policy applies to all staff, governors and volunteers working in the school. There are six main elements to our policy:

1. Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with children.
2. Raising awareness of child protection issues, and equipping children with the skills needed to keep them safe.
3. Developing, and then implementing, procedures for identifying and reporting cases, or suspected cases, of abuse.
4. Supporting pupils who have been abused in accordance with his/her agreed child protection plan.
5. Establishing a safe environment in which children can learn and develop.
6. Having due regard to the need to prevent people from being drawn into terrorism or extremism by ensuring staff are aware of the Prevent strategy and are able to protect children and young people who are vulnerable or at risk of being radicalised.

We recognise that, because of the day-to-day contact with children, school staff are well placed to observe the outward signs of abuse. The school will, therefore:

- Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to.
- Ensure children know that there are adults in the school whom they can approach if they are worried.

- Include opportunities in the PSHE curriculum for children to develop the skills they need to recognise, and stay safe from, abuse.
- Ensure staff and Governors are aware of how to identify and respond to risks to children from extreme or radical views.

We will follow the procedures set out by the Isle of Wight Local Safeguarding Children Board and take account of guidance issued by the Department for Education and Skills to:

- Ensure we have a designated senior person for child protection who has received the appropriate training and support for this role. Please see Appendix A for a list of nominated staff for each site. In addition to fulfilling the responsibilities of staff and senior management team, the Designated Safeguarding Officer will also follow the role description set out in Annex B of Keeping Children Safe in Education 2016.
- Ensure we have a nominated governor responsible for child protection. Please see Appendix A for the name of the nominated Governor.
- Ensure every member of staff (including temporary and supply staff and volunteers) and members of the governing body, knows the name of the designated senior person and the deputy responsible for child protection and their role.
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated senior person responsible for child protection.
- Provide opportunities for staff to contribute to and shape safeguarding arrangements and child protection policy so recognising the experience and expertise of their staff.
- Ensure that all staff read at least Part one of Keeping Children Safe in Education.
- Ensure that mechanisms are in place to assist staff to understand and discharge their role and responsibilities as set out in Part one of Keeping Children Safe in Education.
- Ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in the home-school contract.
- Hold a list of students for which enhanced attendance systems are in place, and notify social care if there are attendance concerns around students subject to a child protection plan.
- Develop effective links with relevant agencies and cooperate, as required, with their enquiries regarding child protection matters, including attendance at case conferences.
- Keep written records of concerns about children, even where there is no need to refer the matter immediately.
- Ensure all records are kept securely; separate from the main pupil file, and in locked locations.
- Develop, and then follow, procedures where an allegation is made against a member of staff or volunteer.
- Ensure safe recruitment practices are always followed.

We recognise that children who are abused, or witness violence, may find it difficult to develop a sense of self-worth. They may feel helplessness, humiliation and some sense of blame. The school may be the only stable, secure and predictable element in the lives of children at risk. When at school, their behaviour may be challenging and defiant, or they may be withdrawn. The school will endeavor to support the pupil through:

- The content of the curriculum.
- The College ethos, which promotes a positive, supportive and secure environment, and gives pupils a sense of being valued.

- The schools' Behaviour Policies, which are aimed at supporting vulnerable pupils in the school. The schools will ensure that the pupil knows that some behaviour is unacceptable, but they are valued and not to be blamed for any abuse which has occurred.
- Liaison with other agencies that may be able to support the student and their family.
- Ensuring that, where a pupil is subject to a protection plan leaves, their information is transferred to the new school immediately and that the child's social worker is informed.

As part of the schools' ongoing safeguarding and child protection duties we are fully behind the government's *Prevent Strategy* and to ensuring all our staff are trained on FGM.

From 1 July 2015 all schools are subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015, in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism". This duty is known as the *Prevent Duty for Schools*.

At Carisbrooke and Medina, we build pupils' resilience to radicalisation by promoting fundamental British values and enabling our pupils to challenge extremist views. A programme of what we do to promote British values is available on request.

The statutory guidance refers to the importance of *Prevent* awareness training to equip staff to identify children at risk of being drawn into terrorism and to challenge extremist ideas. The Home Office has developed a core training product for this purpose – Workshop to Raise Awareness of Prevent (WRAP). A senior member of staff is trained to deliver this and also completed the full training on Preventing Violent Extremism (PVE). The WRAP will be delivered to all staff by July 2016 and will be covered in the September development day each year.

Reporting a concern

When faced with a disclosure or concern about a student, a designated member of staff will report the concern to the Isle of Wight Children's Service as soon as possible. The young person and their Parents or Carers will be informed beforehand, where appropriate. The information will be recorded on a secure database and will only be accessible by the designated staff and kept for future reference.

If a concern is raised about another young person from outside of the Carisbrooke College and Medina College community, it will also be reported to the Isle of Wight Children's Services as soon as possible. Section 5b of the FGM Act 2003 places a statutory duty upon teachers in England and Wales, to report to the police where they discover that FGM appears to have been carried out on a girl under 18.

Teachers must personally report to the police, in addition to liaising with the Designated Safeguarding Officer. All other staff should follow normal school reporting procedures.

If you wish to report a concern to a professional body outside of the school, please refer to the following information:

- For an urgent response, if a child is at immediate risk, please call 999.
- For any other concern about a child or young person, please call Isle of Wight Children's Services on 0845 650 0097, which is a 24 hour service.
- If you would like to discuss any safeguarding concerns in general, please contact the Isle of Wight Safeguarding Children's Board on (01983) 814545 or at <http://www.iowscb.org.uk/>.
- Refer child(ren) at risk of being radicalized or extremism through the Local Authority Channel Referral and Intervention processes.

Sixth Form students

Concerns about any sixth form students based at the sixth form campus who are on roll as a Medina or Carisbrooke student will be reported to the designated staff on site; Please see appendix A.

Raising a concern about a member of staff – See Appendix A for staff names.

1. Where any member of staff is in receipt of a complaint or witness to concerning or inappropriate conduct at Carisbrooke College, they should without delay, contact the Designated Safeguarding Lead for that site. Accurate record of observations, contact or disclosure should be provided upon request. Concerns about or allegations against members of staff will be dealt with according to the IIT 'Managing Allegations against staff and volunteers policy'. Where the complaint is in relation to the Designated Safeguarding Lead, please contact the Executive Headteacher. If the allegation is against the Executive Headteacher, the person receiving the allegation will contact the LADO or Chair of Governors directly.
2. Where any member of staff is in receipt of a complaint or witness to concerning or inappropriate conduct at Medina College, they should without delay, contact the Designated Safeguarding Lead. Accurate record of observations, contact or disclosure should be provided upon request. Concerns about or allegations against members of staff will be dealt with according to the IIT 'Managing Allegations against staff and volunteers policy'. Where the complaint is in relation to the Designated Safeguarding Lead, please contact the Executive Deputy and Head of Medina College or Deputy Headteacher and Head of VI Form. Where the complaint is against Executive Deputy and Head of Medina College or Deputy Headteacher and Head of VI Form contact the Executive Headteacher. If the allegation is against the Executive Headteacher, the person receiving the allegation will contact the LADO or Chair of Governors directly.
3. An allegation, disclosure or referral that is judged (upon initial assessment by the designated person) to require referral to the Local Authority Designated Officer (LADO), (01983) 821000 at County Hall, will be forwarded as a matter of urgency. Where appropriate, the Executive Headteacher, Headteacher and Deputy Headteachers will be fully informed. See Appendix A for the name of the designated person for all concerns.
4. Any subsequent investigation (school led/managed – post LADO strategy meeting) will be conducted in accordance with the Governing Body's Staff Conduct and Disciplinary Procedures.
5. School based investigation will only be initiated in such a way and at such a time to NOT compromise any police, social service or other Local Authority/external led investigative process.

Appendix A

Local Authority

Local Authority Designated Officer (LADO) – Paul Barnard

Governor

Nominated Safeguarding Governor – Mike Hayward

Federation Executive

Executive Headteacher and Head of Carisbrooke College – Matthew Parr-Burman

Executive Deputy and Head of Medina College – Karen Begley

Deputy Headteacher and Head of VI Form – Dave Mumford

Deputy Headteacher for the Federation – Nick Krista

Designated Safeguarding Leads

Carisbrooke College – Mike Peake

Deputy DSL Carisbrooke College – Marie Greaves

Medina College and VI Form campus– Michelle Butler

Deputy DSL and VI Form campus designated staff on site – Dave Mumford