



# Potters Green School

**nurturing bright futures**



## Child Protection and Safeguarding Policy

**Approved by Governors: 22<sup>nd</sup> September 2021**

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**Reviewed by:** Deborah King

**Agreed by governors:** 22.09.21

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**Date of next review:** September 2022

**Head Teacher/Principal:** Mrs Gillian Deery

**Designated Safeguarding Lead:** Mrs Gillian Deery – Head Teacher

**Deputy Designated Safeguarding Lead:** Mrs Deborah King – Deputy Head Teacher and Mrs Fiona Smith – Senior Learning Mentor

**Named Governor for Safeguarding:** Mrs Sarah Murphy

**Chair of Governors:** Mrs Sarah Murphy - 02476613670

**Vice Chair of Governors:** Mrs Sue Gillett

**Local Authority designated officer:** Mr David Stansfield (Sept-Nov 2021), Mrs Fran Fossick (Taking up post from the end of November 2021). Email address is [lado@coventry.gov.uk](mailto:lado@coventry.gov.uk)

**Designated Lead for Looked After and Previously Looked-After Children:** Mrs Liz Dickson

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## 1 Definitions

1.1 'Safeguarding' is defined in **Keeping Children Safe in Education (2021)** as;

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

1.2 'Child Protection' is the intervention that occurs when children have been significantly harmed or are at risk of significant harm.

1.3 'Child' refers to everyone under the age of 18.

1.4 'Parent' refers to birth parents and other adults in a parenting role for example adoptive parents, step parents and foster carers.

1.5 'Staff' or 'members of staff' refers to all teaching, non-teaching, support, supply, peripatetic, contract staff, governors, volunteers and trustees working in or on behalf of Potters Green School.

## 2 Introduction

2.1 We recognise that safeguarding and child protection is an essential part of our duty of care to all students and all staff have a responsibility to provide a safe environment in which children can learn. We understand that safeguarding, child protection and promoting the welfare of all children is everyone's responsibility and everyone has a role to play in protecting children. We recognise that our school is part of a wider safeguarding system for children and work closely with other agencies to promote the welfare of children. We maintain an attitude of 'it could happen here' and will consider the wishes of, and at all times, what is in the best interests of each child.

2.2 The purpose of this policy is to;

- Promote safeguarding and child protection and to demonstrate Potters Green School's commitment to keeping children safe;
- Provide all members of staff with the information required to meet their safeguarding duty and protect children from harm;
- Provide stakeholders with clear information relating to Potters Green School's safeguarding and child protection procedures;
- Ensure that staff understand, can recognise and can respond to the indicators of abuse;
- Ensure that all staff are aware of their mandatory reporting duty in relation to Section 5B of the Female Genital Mutilation Act 2003; and
- Ensure that children are protected from maltreatment or harm.

2.3 Potters Green School is committed to the following principles;

- All children have the right to be protected from harm.
- Children should feel safe and secure and cannot learn unless they do so.
- All staff are responsible for keeping children safe and have a responsibility to act if they think a child is at risk of harm.
- All staff take on a responsibility to promote children's welfare.

- Working with other agencies is essential to promote safeguarding and protect children from harm.
- Early help and providing support to families and/or children as soon as a problem emerges is essential to improving outcomes for children and families.

## 2.4 Safeguarding aims

2.4.1 The safeguarding aims of Potters Green School, in line with Keeping Children Safe in Education (**September 2021**) are to;

- work to identify children who are suffering or likely to suffer abuse, exploitation or neglect and act to protect them;
- work with relevant services and agencies to ensure that children are protected from harm;
- provide a learning environment for children which is safe and secure;
- teach children how to keep themselves safe and provide structures for them to raise concerns if they are worried or at risk of harm;
- support children's mental health and wellbeing;
- ensure that we adhere to safer recruitment guidance and legislation, deal promptly with allegations of abuse against staff and take bullying and harassment seriously;
- train staff effectively in all safeguarding issues (including online safety) and in their responsibilities for identifying and protecting children that are or may be at risk of harm;
- have a designated safeguarding lead and designated deputies, who will provide support to staff, students and families;
- recognise that all children may be vulnerable to abuse, but be aware that some children have increased vulnerabilities due to special educational needs or disabilities;
- maintain a robust recording system for any safeguarding or child protection information;
- ensure that everyone in Potters Green School understands the safeguarding procedures; and to
- regularly review policies and procedures to ensure that children are protected to the best of our ability.

2.5 This policy adheres to the following documents;

- [\*\*Keeping Children Safe in Education \(2021\)\*\*](#)
- [\*\*Working Together to Safeguard Children \(Parts updated December 2020\)\*\*](#)
- [Guidance for Safer Working Practice for those working with children and young people in education settings \(May 2019\)](#)
- [Guidance for Safer Working Practice for those working with children and young people in education settings addendum \(April 2020\)](#)
- [What to do if you are worried a child is being abused: Advice for practitioners \(2015\)](#)
- [\*\*Sexual Violence and Sexual Harassment Between Children in Schools and Colleges \(September 2021\)\*\*](#)

**2.6 Keeping Children Safe in Education remains in force throughout the Covid-19 emergency period. In addition, we have regard to non-statutory interim guidance on safeguarding schools, colleges and other providers during the coronavirus outbreak. We continue to work closely with the Local Authority and the Coventry Safeguarding Children Partnership to safeguard children during this time.**

2.7 Please note that there are a number of other documents (statutory and non-statutory) that inform our policy and practice. A list of these can be found in Annex B of Keeping Children Safe in Education (September 2021).

2.8 This policy should be read in conjunction with the following policies;

behaviour and anti-bullying policy, ICT (including e-safety) policy, attendance policy and children missing from education policy and the safeguarding addendum. Links to these policies can be found in Appendix A.

## **2.9 Scope**

2.9.1 This policy applies to all teaching, non-teaching, support, supply, peripatetic, contract staff, governors, volunteers and trustees working in or on behalf of Potters Green School. All references in this document to 'staff' or 'members of staff' should be interpreted as relating to the aforementioned unless otherwise stated.

2.9.2 Rather than duplicating content from Keeping Children Safe in Education (September 2021) in this policy, it should be understood that Potters Green School will always refer to this document as the benchmark for all safeguarding practice.

# **3 Roles and Responsibilities**

## **3.1 The Role of the Governing Body**

3.1.1 Potters Green School has a senior board level lead to take leadership responsibility for safeguarding. This role is carried out by the chair of governors. Part 2 of Keeping Children Safe in Education (**September 2021**) sets out the responsibilities of governing bodies. As part of these overarching responsibilities the Governing Body will;

- Have a strategic leadership responsibility for the school safeguarding arrangements;
- Ensure that they comply with their duties under legislation;
- Ensure a whole school approach to safeguarding, including the use of mobile technology in school;
- Ensure that policies, procedure and training in Potters Green School are effective and comply with the law at all times and that they allow concerns to be responded to in a timely manner;

- Ensure that Potters Green School takes into account local authority and Coventry Safeguarding Children Partnership policies and supply information as requested by the three safeguarding partners (the Local Authority, a clinical commissioning group for an area within the local authority and the chief office of police for a police area within the local authority);
- Ensure that Potters Green School has an effective child protection policy, that it is published on Potters Green School website or available by other means and review this annually;
- Ensure that Potters Green School has a staff behaviour policy or Code of Conduct;
- Ensure that all staff undergo safeguarding and child protection training on induction (including online safety);
- Ensure the school contributes to multi-agency working in line with statutory guidance;
- Ensure that there are clear systems and processes in place for identifying when children may be experiencing mental health problems;
- Ensure that children are taught about safeguarding, including online safety as a whole school approach and curriculum planning but recognising that a one size fits all approach may not be appropriate for all children. See section 12 of this policy for further information;
- Ensure that children are taught about safeguarding, including online safety. See **section** 12 of this policy for further information;
- Put in place appropriate safeguarding responses for children who go missing from education;
- Appoint an appropriate member of staff from the senior leadership team to the role of Designated Safeguarding Lead;
- Understand the local criteria for action and local protocol for assessment;
- Recognise the importance of information sharing between practitioners and local agencies;
- Ensure that appropriate filters and monitoring systems are in place to keep children safe online; and
- Respond to allegations of abuse against the headteacher whilst ensuring there are procedures in place to manage safeguarding concerns, or allegations against staff (including supply staff, volunteers and contractors).

## **3.2 The Role of the Headteacher**

### **3.2.1 The headteacher will;**

- Ensure that this policy is reviewed annually at minimum and ratified by the governing body;
- Ensure that this policy and associated procedures are adhered to by all staff;
- Ensure that all staff are made aware of the named governor for safeguarding and the Designated Safeguarding Lead;
- Ensure that the role of 'Designated Safeguarding Lead' is explicit in the role-holder's job description;
- Decide whether to have one or more deputy safeguarding leads and ensure they are trained to the same standard as the Designated Safeguarding Lead;

- Organise appropriate cover for the role of Designated Safeguarding Lead for any out of hour/out of term activities;
- Appoint a 'Designated Teacher for Looked-After and Previously Looked-After Children' to promote the educational achievement of children looked after;
- Appoint a lead for online safety (The DSL will still retain ultimate responsibility for this);
- Promote a whole school approach to safeguarding;
- Promote resilience to social and emotional wellbeing, which is tailored to the needs of the children;
- Ensure that all recruitment follows the 'Safer Recruitment' guidance and a single, central record is maintained with details of all members of staff who are in contact with children;
- Respond to allegations of abuse against all other members of staff including supply staff, volunteers and contractors;
- Refer cases where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service as required;
- Ensure that Potters Green School works with Children's Services, the police, health services and other services to; promote the welfare of children; provide a co-ordinated offer of early help when need is identified; contribute to inter-agency plans for children subject to children protection plans and to protect children from harm.
- Safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties (Teaching Standards, 2012); and
- Ensure that children's services (from the host local authority or placing authority) have access to Potters Green School to conduct, or to consider whether to conduct a section 47 or section 17 assessment, as per Keeping Children Safe in Education (September 2021).

### **3.3 The Role of the Designated Safeguarding Lead**

3.3.1 The Designated Safeguarding Lead for Potters Green School is the Head Teacher, Mrs Gillian Deery. The Designated Safeguarding Lead will;

- Take overall lead responsibility for safeguarding and child protection (including online safety) in Potters Green School;
- Liaise with the safeguarding partners and work with other agencies in line with Working Together to Safeguard Children (2020);
- Always be available during term time (during school hours) for staff in the school or college to discuss safeguarding concerns. In the event that they are not available, a deputy will be made available;
- Undergo training to provide them with the knowledge and skills required to carry out this role and update this every two years;
- Act as a source of support and expertise on matters relating to safeguarding and child protection to ensure that other members of staff can carry out their safeguarding duty;
- Be best placed to advise on the response to safeguarding concerns;
- Liaise with the Local Authority and work with other agencies in line with 'Working Together to Safeguard Children (2018);

- Identify if children may benefit from early help;
- Act as a point of contact with the safeguarding partners;
- Make referrals to Coventry's Multi-Agency Safeguarding Hub (MASH) where children are at risk of significant harm.
- Make referrals to the Channel programme where there is a radicalisation concern and/or support staff that make a referral to Channel;
- Support Potters Green School with regards to their responsibilities under the Prevent duty and provide advice and support on protecting children from radicalisation;
- Refer cases to the police where a crime may have been committed<sup>1</sup>;
- Be available during school or college hours for staff to discuss any safeguarding concerns. In the event that they are not available, a deputy will be made available;
- Undertake training to equip them with the skills to carry out the role and update this every two years;
- Ensure all staff have read and understood Part 1 and Annex A of Keeping Children Safe in Education (September 2021);
- Update their knowledge and skills regularly and keep up with any developments relevant to their role;
- Provide staff in school with the knowledge, skills and support required to safeguard children;
- Take responsibility for the accurate and timely recording of safeguarding and child protection concerns and take overall responsibility for safeguarding and child protection files;
- Take responsibility for the transfer of safeguarding files when a child leaves Potters Green School;
- Attend or ensure an appropriate representative attends multi-agency safeguarding or child protection meetings;
- Promote supportive engagement with parents and/or carers in safeguarding and promoting the welfare of children;
- Work closely with other relevant education professionals (e.g. SENCO, Virtual School Head) to ensure children with additional vulnerabilities are safeguarded;
- Help to promote educational outcomes of child who have experienced or are experiencing safeguarding or child protection issues by sharing relevant information with teachers and Potters Green School leadership team;
- Promote a 'culture of safeguarding', in which every member of Potters Green School community acts in the best interests of the child;
- Ensuring that Potters Green School knows who its cohort of children or have or have had a social worker are, understanding their academic progress and attainment, and maintaining a culture of high aspirations;
- Regularly meet with the safeguarding link governor and/or Chair of Governors to review safeguarding in Potters Green School; and
- Liaise with the headteacher regarding safeguarding cases and issues.

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<sup>1</sup> Potters Green School will have regard to 'When to call the police' guidance from the National Police Chief's Council.



3.3.2 Further details on the role of the Designated Safeguarding Lead can be found in Annex C of Keeping Children Safe in Education (September 2021).

### **3.4 The Role & Responsibilities of all Staff within School**

3.4.1 School staff play a particularly important role because they are in a position to identify concerns early in order to provide help for children. All staff in Potters Green School;

- Have a responsibility to provide a safe environment, where children can learn;
- Should know what to do if a child tells them that he/she is being abused or neglected;
- Will be able to identify indicators of abuse;
- Will be made aware of; the safeguarding and child protection policy; Potters Green School behaviour policy; the staff behaviour policy; information about the safeguarding response to children missing in education; the role of the designated safeguarding lead and systems in Potters Green School that support safeguarding and child protection;
- Will be provided with a copy of Part 1/Annex A of Keeping Children Safe in Education (September 2021) annually and receive annually updated training on their safeguarding roles and responsibilities;
- Should have an awareness of safeguarding issues that put children at risk of harm and behaviours associated with these risks;
- Should know what to do if a child makes a disclosure of abuse and never promise confidentiality when a child makes a disclosure;
- Will be made aware of the early help process and understand their role in it;
- Should be prepared to identify children who may benefit from early help and will discuss early help requirements with the safeguarding lead in the first instance;
- May be required to support social workers and other agencies following a referral;
- Will be made aware of the process for making referrals to Children's Services (through the MASH), understand statutory assessments and the role that they may be expected to play in such assessments;
- Should be prepared to make referrals to the MASH if they have concerns about a child's welfare and understand the role that they may be expected to play in such assessments;
- Will receive regularly updated safeguarding and child protection training, including online safety;
- Will receive safeguarding updates throughout the year as part of continuous professional development;
- Should be able to contribute to the development of safeguarding policy and practice.
- Should always seek advice from the Designated Safeguarding Lead if they are unsure; and

- All teachers should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties (Teaching Standards, 2012).

### 3.5 Multi-Agency Working

3.5.1 Potters Green School is committed to multi-agency working and operates under Working Together to Safeguard Children (2018) and local safeguarding arrangements.

3.5.2 Potters Green School will work with Children's Services, the police, health services, local Early Help practitioners and other relevant agencies to promote the welfare of children and protect them from harm.

3.5.3 We work closely with our local Family Hub (The Moat Family Hub) to ensure children receive appropriate, co-ordinated Early Help. Contact: 024 7697 8036

3.5.4 The Coventry Safeguarding Children Partnership (CSCP) have designated that schools and colleges are a named 'relevant agency'. As such, Potters Green School is under a statutory duty to co-operate with published CSCP arrangements (including responding to the Coventry Safeguarding Children Partnership's annual safeguarding audit).

## 4 Types of abuse

4.1 As outlined above, all staff will be trained in indicators of abuse and should be able to recognise signs of abuse. We recognise that abuse, neglect and safeguarding issues are complex and can rarely be covered by one label. Abuse can take many forms and can involve directly inflicting harm on a child, or failing to protect a child from harm online as well as face to face.

The four main types of abuse that staff are trained to recognise are;

- Physical abuse;
- Sexual abuse;
- Emotional abuse;
- Neglect.

4.2 Types of abuse (Taken from Keeping Children Safe in Education, 2021)

Type of abuse	Information
Abuse	A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children.
Physical abuse	A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a

Type of abuse	Information
	<p>child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.</p>
Emotional abuse	<p>The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.</p>
Sexual abuse	<p>Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.</p> <p>The sexual abuse of children by other children is a specific safeguarding issue in education and all staff should be aware of it and of the school policy and procedures for dealing with it.</p>

Type of abuse	Information
Child sexual exploitation (CSE)	<p>CSE is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator and/or through violence or the threat of violence. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.</p> <p><b>Further information about Child Sexual Exploitation can be found in paragraph 28 of Keeping Children Safe in Education 2020.</b></p>
Neglect	<p>The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy, for example, as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.</p>

4.3 Indicators of abuse can be found in Appendix B.

4.4 If a child is in immediate danger or at risk of harm, a referral will be made to Children's Services (through the MASH) and any member of staff can make this referral. A Designated or Deputy Designated Safeguarding Lead should be available at all times, but in exceptional circumstances the member of staff should speak to a member of the Senior Leadership Team or seek advice directly from Children's Services and then take appropriate action. The Designated Safeguarding Lead should be made aware as soon as possible.

4.5 Staff, parents and the wider community should report any concerns that they have about the welfare of children, however minor or seemingly insignificant. Staff should not assume that someone else will report concerns.

4.6 Potters Green School recognises that any child can be the victim of abuse and may benefit from early help. However, Potters Green School will be particularly vigilant to potential need for early help if a child;

- is disabled or has certain health conditions and has specific additional needs;
- has special educational needs (whether or not they have a statutory education, health and care plan);
- has a mental health need;
- is a young carer;
- is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups or county lines;
- is frequently missing/goes missing from care or from home;
- is at risk of modern slavery, trafficking, sexual or criminal exploitation;
- is misusing drugs or alcohol themselves;
- has a family member in prison, or is affected by parental offending;
- is at risk of modern slavery, trafficking or exploitation;
- is in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health problems or domestic abuse;
- has returned home to their family from care;
- is showing early signs of abuse and/or neglect;
- is at risk of being radicalised or exploited;
- is at risk of 'honour-based' abuse such as Female Genital Mutilation or Forced Marriage;
- is persistently absent from education, including persistent absences for part of the school day.
- is a privately fostered child.<sup>2</sup>

4.7 Potters Green School recognises that abuse can take many different forms. Staff will also receive training on the following issues and action will be taken if Potters Green School believes that a child is at risk of or is the victim of;

- physical abuse;
- sexual abuse;
- child sexual exploitation;
- emotional abuse;
- neglect;
- bullying, including cyber- or online-bullying;
- child criminal exploitation (including involvement in county lines);
- domestic abuse;
- fabricated or induced illness;
- faith-based abuse;
- female genital mutilation;
- forced marriage;
- gangs or youth violence;

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<sup>2</sup> Taken from paragraph 18, Keeping Children Safe in Education (September 2021)

- gender-based violence;
- hate;
- peer on peer abuse;
- radicalisation;
- relationship abuse;
- serious violence and harassment;
- sexual violence or sexual harassment (including peer on peer/child on child abuse);
- sharing of consensual or non-consensual nude and semi-nude images/videos;
- So-called 'honour-based' **abuse**;
- trafficking and modern slavery.

4.8 Potters Green School will also take action to protect;

- Children missing education;
- Children missing from home or care.

4.8.1 There are other familial issues that can have a detrimental impact on children. We work with other agencies in line with Keeping Children Safe in Education (2021) to support children and families in the following circumstances;

- Children facing the court procedures and/or children in the court system;
- Children with family members in prison;
- Children who are homeless;
- Children who need a social worker.

4.9 Child potentially at greater risk of harm

4.9.1 Potters Green School recognises that some children need a social worker due to abuse, neglect or complex family circumstances and that abuse and trauma can leave children vulnerable to further harm, as well as educational disadvantage.

4.9.2 The Designated Safeguarding Lead will hold information relating to social workers working with children in Potters Green School.

4.9.3 This information will inform decisions about safeguarding and promoting welfare (including the provision of pastoral and/or academic support).

4.10 Children missing from Education

4.10.1 Potters Green School understands that children missing from education can be a warning sign to a variety of safeguarding concerns.

4.10.2 Potters Green School will report information to the Local Authority when removing a child from roll.

4.11 Elective Home Education

4.11.1 The school recognises that many home educated children have a positive learning experience and the decision is one with the child's best interests at heart.

4.11.2 Since 2016, the school has a statutory duty to inform the Local Authority of all deletions from roll. When Elective Home Education is the reason for this removal, the Local authority and other key professionals will work alongside The school is to coordinate a meeting with parents where possible ideally before a final decision is made.

#### 4.12 Mental Health

4.12.1 Potters Green School recognise that safeguarding and promoting the welfare of children includes preventing the impairment of children's mental health or development.

4.12.2 All staff will be aware that mental health problems may be an indicator that a child is suffering or is at risk of suffering abuse, neglect or exploitation.

4.12.3 Staff will not attempt to make a diagnosis of a mental health problem unless they are appropriately trained.

4.12.4 We recognise that staff are well-placed to observe behaviour that may indicate that a child is experiencing a mental health problem, or is at risk of developing one. There are clear systems and processes in place for identifying possible mental health problems. If staff are concerned that a child is suffering a mental health problem, they should speak with the school's senior learning mentor (and DDSL) and inclusion leader. The concern should be recorded on CPoms and all other DSLs/DDSLs notified also.

4.12.5 If staff are concerned that a child is experiencing a mental health problem that is also a safeguarding concern, they must report this to the Designated Safeguarding Lead (or deputy Designated Safeguarding Lead) immediately.

4.12.6 Further information, guidance and advice regarding mental health can be found in paragraph 38 of Keeping Children Safe in Education 2020.

4.12.7 Further information, guidance and advice regarding mental health can be found in paragraph 41 of Keeping Children Safe in Education 2021.

4.13 Potters Green School have a duty to refer any children who are living in a private fostering arrangement to the local authority.

4.14 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. See Appendix B for further information on Potters Green School's Prevent duty.

4.15 If any member of staff is unsure about signs of abuse or neglect, they should speak to the Designated Safeguarding Lead.

4.16 See Appendix B for further information and guidance on the above issues.<sup>3</sup>

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<sup>3</sup> Please note that definitions of physical, sexual, emotional abuse and neglect are contained in the main body of the policy. Further information about other safeguarding issues and indicators of abuse can be found in Appendix B.

## 5 Responding to signs of abuse

5.1 If a member of staff, parent or member of the public is concerned about a child's welfare, they should report it to the designated safeguarding lead as soon as possible. On occasions when the designated safeguarding lead is not available, it should be reported to the deputy safeguarding lead without delay. Although any member of staff can make a referral to Children's Services, where possible there should be a conversation with the Designated Safeguarding Lead.

5.2 If anyone other than the Designated Safeguarding Lead makes a referral to Children's Services or to the police, they should inform the DSL as soon as possible.

5.3 All staff will be alert to indicators of abuse and will report any of the following to the Designated Safeguarding Lead immediately;

- Any concern or suspicion that a child has sustained an injury outside what is reasonably attributable to normal play;
- Any concerning behaviours exhibited by children that may indicate that they have been harmed or are at risk of harm, including unusual changes in mood or behaviour, concerning use of language and/or concerning drawings or stories.
- Any significant changes in attendance or punctuality;
- Any significant changes in a child's presentation;
- Any concerns relating to people who may pose a risk of harm to a child; and/or
- Any disclosures of abuse that children have made.

5.4 There will be occasions where a child discloses abuse directly to a member of staff. If this happens, the member of staff will;

- listen carefully to the child and believe what they are saying;
- not promise confidentiality, as information may need to be passed on so the child and family can receive additional support;
- only ask for clarification if something is unclear and will not ask 'leading' questions;
- report disclosure to the designated safeguarding lead as soon as possible, certainly by the end of the day;
- only discuss the issue with colleagues that need to know about it; and
- will write up the disclosure and pass it to the designated safeguarding lead. It is likely they will have a discussion with the DSL prior to this.

5.5 The designated safeguarding lead will make a decision about the action that needs to be taken following a member of staff raising a concern about a child, or following a direct disclosure. The DSL may;

- Manage support for the child internally;
- Seek advice from the social worker advice line in the MASH;
- Instigate single agency intervention and work directly with the family to improve the situation;
- Offer an Early Help Assessment to provide multi-agency help to a family;
- In cases where children are deemed to be at significant risk of harm, the DSL will refer cases to the MASH for statutory intervention. Parental consent will be



obtained wherever possible before referring cases to the MASH. However, if Potters Green School is worried that telling parents will mean the child is at greater risk of harm, we may do this without informing them.

- If parents do not consent to a referral but Potters Green School believes that a child is at significant risk of harm, a referral will still be made to Children's Services.

5.6 For further information about the Coventry Safeguarding Children Partnership's 'Right Help, Right Time' guidance, which is used by Potters Green School to make decisions about protecting children, please visit <http://www.coventry.gov.uk/righthelprighttime>.

5.7 See page 21 for flowchart of actions that will be taken where there are concerns about a child (taken from Keeping Children Safe in Education, September 2021).

5.8 In cases where members of staff become aware that Female Genital Mutilation (FGM) has been carried out on a female below the age of 18, they have a mandatory duty to report this to the police without delay and will do so. Staff should refer this to the DSL, but the legislation requires regulated health and Children's Services professionals and teachers in England and Wales to make a report to the police where, in the course of their professional duties, they either;

- are informed by a girl under 18 that an act of FGM has been carried out on her; or
- observe physical signs which appear to show that an act of FGM has been carried out on a girl under 18 and they have no reason to believe that the act was necessary for the girl's physical or mental health or for purposes connected with labour or birth.<sup>4</sup>

## 5.9 Peer on Peer Abuse

5.9.1 Potters Green School understands that both adults and other children can perpetrate abuse, and can happen inside and outside of school. Peer on peer abuse is taken very seriously. Peer on peer abuse can include bullying (including cyber-bullying, prejudice-based and discriminatory bullying), abuse in intimate personal relationships between peers, physical abuse, sharing of consensual or non-consensual images of videos, causing someone to engage in sexual activity without consent, sexual violence and/or harassment, upskirting, and initiation/hazing ceremonies. The school recognise that safeguarding issues can manifest as peer on peer abuse.

5.9.2 All members of staff will be made aware of Potters Green School's policy and procedures with regards to peer on peer/child on child abuse. *Potters Green School will ensure staff understand what is meant by peer on peer/child on child abuse and Potters Green School policy on peer on peer/child on child abuse by highlighting within safeguarding training and within CPD focusing on the school's behaviour and anti-bullying policy.*

5.9.3 *Potters Green School will work to prevent peer on peer/child on child abuse by encouraging the sharing of allegations and following procedures outlined within the school's behaviour and anti-bullying policy.*

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<sup>4</sup> \*introduced in Section 5B of the FGM Act 2003, as inserted by section 74 of the Serious Crime Act 2015

- 5.9.4 In the event that an allegation of peer on peer/child on child abuse is made, *Potters Green School* will investigate this with a member of staff taking the lead in this, talking separately to the children involved, recording the investigation on CPoms, contacting parents (of both the victim and alleged perpetrator) regarding the outcomes, providing sanctions in line with the school's behaviour and anti-bullying policy.
- 5.9.5 In the event that an allegation of peer on peer/child on child abuse is made, victims and alleged perpetrators will be supported by restoring self-confidence, eliminating fears/insecurities/worries and setting a date to review the situation. Learning mentor support will also be provided if required.

Victim	Alleged perpetrator	Other children
<ul style="list-style-type: none"> <li>-Needs and wishes of victim are paramount.</li> <li>-Not made to feel they are the problem.</li> <li>-Consider proportionality of response.</li> <li>-Aim for victim to carry out normal routine.</li> <li>-Recognise that they may struggle in class and may need time out.</li> <li>-Be aware that they may not disclose the whole picture immediately.</li> <li>-Prepare to support over a long period and consider who is involved ( internal and external.)</li> <li>-If victim moves school the DSL informs the new school of the need for continued support.</li> </ul>	<ul style="list-style-type: none"> <li>-Possible tension between discipline and support(these are not mutually exclusive)</li> <li>-Consider age/ developmental stage/any SEND.</li> <li>-Proportionate response consider unmet needs(for example, harmful sexual behaviours in younger children may be sign of trauma).</li> <li>-If (alleged) perpetrator moves school DSL informs new school of the issues and transfers the child protection file.</li> </ul>	<ul style="list-style-type: none"> <li>-Witnesses may need support (especially in cases of sexual violence)</li> <li>-Avoid allowing pupils to take sides.</li> <li>- Minimise potential for bullying or victimisation in school and on way to school.</li> <li>-Be aware of any social media use and inappropriate or even illegal posts(especially in cases of criminal investigation where anonymity is legally guaranteed)</li> <li>-Develop safeguarding culture.</li> <li>-Constantly review reporting procedures and responses.</li> <li>-Consider potential for systematic and environmental weaknesses.</li> </ul>

- 5.9.6 *Potters Green School* will never pass off peer on peer/child on child abuse as 'banter' or 'part of growing up' and recognise that even if there are no reported cases, such abuse may still be taking place. This should be a Zero-tolerance approach as this could lead to a culture of unacceptable behaviours.
- 5.9.7 At *Potters Green School*, when considering harmful sexual behaviours the ages and Stage of development are taken into account. Any instances (this includes

language of a sexual nature and actions of a sexual nature) are shared with the DSL or DDSL and then recorded on CPoms by the referrer. The Brook Traffic light tool is used to support the decision making process as to whether a sexual behaviour is considered harmful or not. All DSLs have undergone training to use the tool effectively. In all cases parents are informed and subsequent monitoring takes place. For the child, Early Help is explored and with parental consent a programme of work delivered.

5.9.8 Potters Green School will adhere to guidance set out in Keeping Children Safe in Education (2021) and Sexual Violence and Sexual Harassment in Schools (September 2021) when responding to incidents of peer on peer/child on child abuse.

5.9.9 All staff will be made aware that 'upskirting' is a criminal offence.

5.10 Sharing of consensual or non-consensual nude and semi-nude images or videos

5.10.1 "Sharing of consensual or non-consensual nude and semi-nude images or videos" refers to any sharing of youth-produced sexual imagery between children. This includes;

- A person under the age of 18 creating and sharing sexual imagery of themselves with a peer under the age of 18;
- A person under the age of 18 sharing sexual imagery created by another person under the age of 18 with a peer under the age of 18 or an adult;
- A person under the age of 18 being in possession of sexual imagery created by another person under the age of 18.

5.10.2 The school has a responsibility to educate children in the risks relating to 'sharing consensual or non-consensual nude images or videos' and how to keep themselves safe online. Related policies such as the RSHE and behaviour, incentives and rewards policies can be found on the school website.

5.10.3 Any incidents or suspected incidents of 'sharing consensual or non-consensual nude images or videos' should be reported to the DSL without delay.

5.10.4 Once reported to the DSL, the DSL will decide on the appropriate course of action. This could include;

- Referrals to the MASH in regards to both peers (also the police if urgent response required);
- Confiscation of mobile phones in line with guidance 'Searching, Screening and Confiscation, (January 2018);
- Support for young people involved to prevent reoccurrence;
- Sanctions in accordance with behaviour policy;

5.10.5 Any incidents of 'sharing consensual or non-consensual nude images or videos' involving the following will result in a MASH and sometimes a Police referral;

- Adult involvement;
- Coercion or blackmail;
- Children under the age of 13;
- Extreme, or violent content;
- Immediate risk of harm.

5.10.6 Staff will not view images or videos on pupil devices. Confiscated devices will be stored securely and passed to the relevant agencies.

5.10.7 We will work with parents as necessary if their child is involved in the sharing of consensual or non-consensual nude images or videos.

5.10.8 We operate a culture of safeguarding and young people should feel confident to disclose if they have sent an inappropriate image of themselves. Children will always be supported to retrieve and delete the images.

#### 5.11 Peer on Peer Sexual Violence and Sexual Harassment

5.11.1 Sexual Violence and sexual harassment, just like the above types of Peer on Peer abuse, can occur both in and out of school (online and face to face) between children of any age and sex and is never acceptable. This includes children from Primary school through to Secondary and higher. Examples of this are:

- rape;
- assault by penetration;
- sexual assault;
- causing someone to engage in sexual activity without consent;
- sexual comments including on social media;
- sexual jokes;
- physical behaviour;
- online sexual harassment;
- sharing of unwanted explicit content;
- upskirting;
- sexualised online bullying;
- sexual exploitation, coercion and threats.

All members of staff at Potters Green School maintain the attitude of 'It can happen here' to ensure all children are safeguarded. One way this is done is by addressing inappropriate behaviour (see school's behaviour, incentives and rewards policy on the school website). All staff understand that by not addressing this promptly, children's educational attainment may be impacted if the alleged perpetrator attends the same setting.

5.11.2 Potters Green School will reassure the victim that they are being taken seriously and will be support and kept safe. The Designated Safeguarding Lead (or deputy) will take a lead role on reports whilst using their professional judgement, and liaising with other agencies by following the below protocol;

- when possible, two members of staff will be present where the report includes an online element. Staff will not view illegal images of children;
- will not promise confidentiality as reports will need to be passed onto Children's Service (and in some cases, the Police);
- recognises that a child is more likely to disclose to a member of staff they have the strongest relationship with;
- an initial disclosure may be the first incident that is reported rather than a singular event;

- some children may face barriers to disclosing such as, additional needs, vulnerability, sex, ethnicity and possibly sexual orientation;
- will always listen carefully to the child whilst being non-judgemental;
- write up the factual parts of the disclosure as soon as the child has finished disclosing;
- liaise with the MASH (and police if urgent response required).

5.11.3 Nevertheless, the victim will never be given the impression that they are creating a problem by reporting sexual violence and/or harassment. Staff will be aware of the importance of challenging inappropriate behaviours; making it clear it is never accepted, tolerated and is not a part of growing up or banter.

5.11.4 In some cases, a risk assessment may be required but will be kept under constant review.

## 5.12 Serious Violence

5.12.1 All staff will be made aware of indicators, which may signal that children are at risk of, or are involved with serious violent crime such as absence from school, a change in friendship/relationship, a significant decline in performance, signs of self-harm or change in wellbeing, or sign of unexplained injury.

5.12.2 All staff will be made aware of the range of risk factor which will increase the likelihood of involvement in serious violence, criminal networks and gangs and understand the measures in place to prevent these.

5.12.3 All staff will have an awareness of Child Criminal Exploitation and behaviours linked to Child Criminal Exploitation. Further information about Child Criminal Exploitation can be found in paragraph 51 of Keeping Children Safe in Education (2021).

## 5.13 Searching, Screening and Confiscation

5.13.1 Where necessary, searching, screening and confiscation will be used to safeguard a child/children in Potters Green School.

5.13.2 Potters Green School adheres to 'Searching, Screening and Confiscation: Advice for Schools (January 2018).

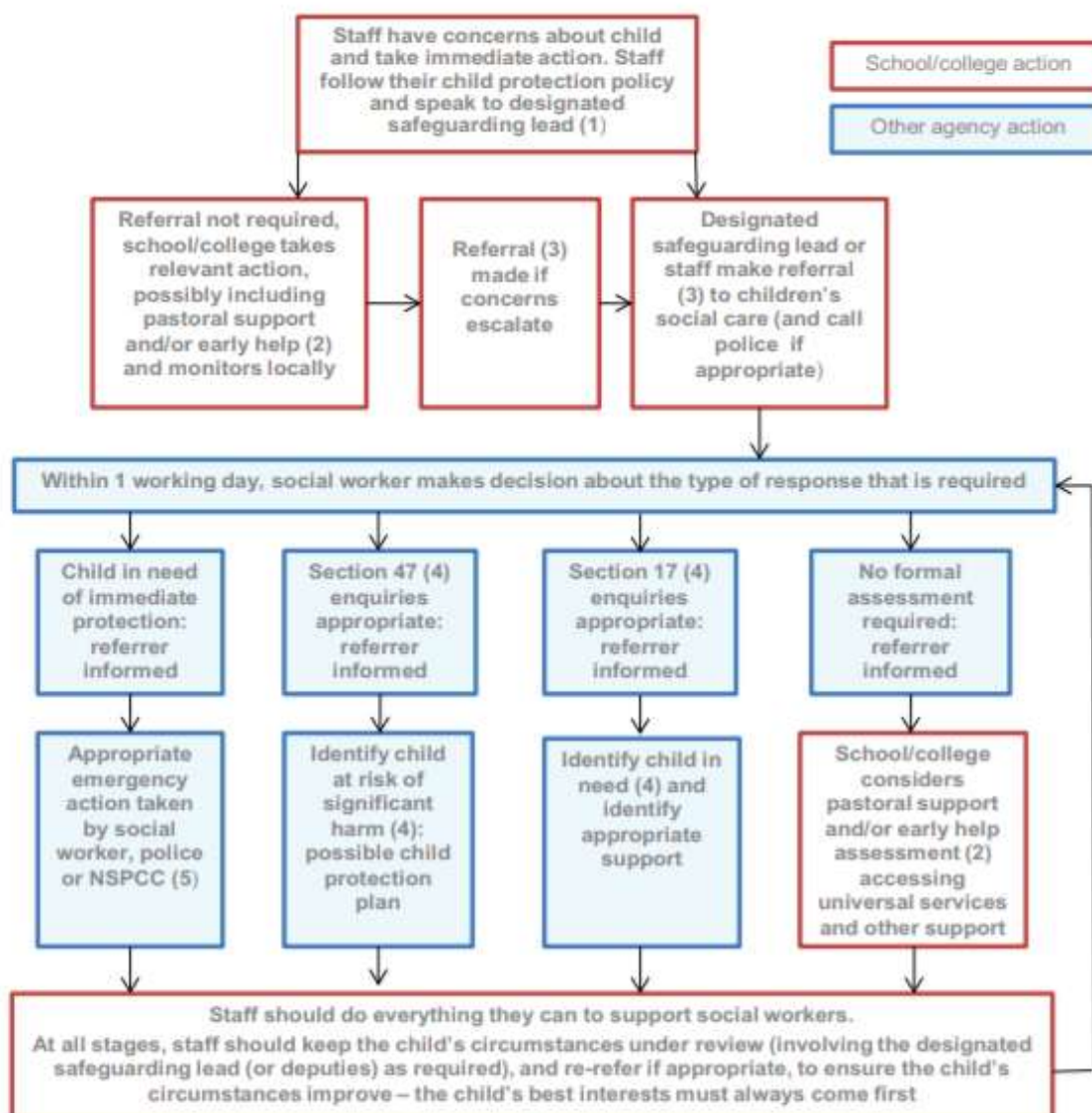
5.13.3 Please see searching, screening and confiscation information within the school's behaviour and anti-bullying policy for further information.

## 5.14 Extra-Familial Harm

5.14.1 Potters Green School recognises that safeguarding incidents can be associated with factors outside Potters Green School and may take place outside of school. We also recognise that safeguarding incidents or behaviours can occur between children outside of school. We will always consider contextual safeguarding factors when responding to safeguarding incidents.

5.14.2 All staff will be made aware that safeguarding incidents and/or behaviours can be associated with factors outside Potters Green School and/or can occur between children outside these environments.

## Actions where there are concerns about a child



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

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

(3) Referrals should follow the process set out in the local threshold document and local protocol for assessment. Chapter one of [Working Together to Safeguard Children](#).

(4) Under the Children Act 1989, local authorities are required to provide services for children in need for the purposes of safeguarding and promoting their welfare. Children in need may be assessed under section 17 of the Children Act 1989. Under section 47 of the Children Act 1989, where a local authority has reasonable cause to suspect that a child is suffering or likely to suffer significant harm, it has a duty to make enquiries to decide whether to take action to safeguard or promote the child's welfare. Full details are in Chapter one of [Working Together to Safeguard Children](#).

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

5.15 To raise concerns about children, members of staff should contact the Multi-Agency Safeguarding Hub (MASH) by telephone to discuss the referral. They should then complete the online Multi-Agency Referral Form (MARF) and submit this to the MASH. Potters Green School will follow up referrals if we do not receive feedback from Children's Services.

**MASH Telephone number:** 02476 788 555

**MASH online referral form:** <http://www.coventry.gov.uk/safeguardingchildren>

**Out of hours Emergency Duty Team:** 02476 832 222

**Prevent/Channel Referrals:** Refer to MASH ([mash@coventry.gov.uk](mailto:mash@coventry.gov.uk)) and to [CTU\\_GATEWAY@west-midlands.pnn.police.uk](mailto:CTU_GATEWAY@west-midlands.pnn.police.uk)

**5.16** If a child's situation does not appear to be improving following a referral, the school may re-refer the child. We will also consider using the [Coventry Safeguarding Children Partnership's Managing Professional Disagreements policy LINK UPDATED.](#) to ensure that our concerns have been addressed and that the situation improves for the child.

## 6 Record-keeping

6.1 Information will be kept confidential and stored securely.

6.2 A written record of all safeguarding and/or child protection concerns, discussions and decisions made will be kept in individual children's files. This will be separate from the main school file and will only be accessed by the relevant safeguarding staff.

6.3 Potters Green School keeps all safeguarding files electronically, using a system called CPOMs.

6.4 Staff will submit all concerns in writing to the DSL at the earliest opportunity. This may be after having a verbal conversation, but conversations will also be followed up in writing.

6.5 In the event that a child moves school, the safeguarding file will be transferred to the new setting securely and separately from the main school file. Once received by the new school, this school will not retain the information.

6.6 Potters Green School will seek at least two emergency contacts for every child.

6.7 All data processed by Potters Green School is done so in line with the General Data Protection Guidelines and the Data Protection Act (2018).

6.8 Further information regarding information sharing and data processing in relation to safeguarding can be found in Part One of Keeping Children Safe in Education (September 2021).

## 7 Photography and Images

7.1 Consent from parents to photograph children at school events for promotional reasons will be sought when the child joins Potters Green School. As a school we plan to seek consent annually.

7.2 Parents can withdraw consent at any time and must notify Potters Green School if they do not wish their child's photographs to be used.

7.3 Photographs of children used publicly will not be displayed with their name or other personal information.

7.4 Photographs of children will be processed in line with the General Data Protection Regulation.

## 8 Early Help

8.1 Potters Green School is committed to supporting families as soon as a possible problem arises. It is more effective to support a family through early help than reacting to a problem later. Everyone who comes into contact with children and their families and carers have a role to play in safeguarding children. Potters Green School works closely with its neighbouring family hub to work with families in the community to improve outcomes for children.

### Moat Family Hub

**Address** Moat House Primary School, Deedmore Road, Coventry, CV2 1EQ

**Telephone** 024 7697 8036

**E-mail** [TheMoatFamilyHub@coventry.gov.uk](mailto:TheMoatFamilyHub@coventry.gov.uk)

8.2 Potters Green School works within the Coventry Safeguarding Children Partnership's '*Right Help, Right Time*' framework, available on the CSCP website.

## 9 Staff training

9.1 In order for staff to be able to understand and discharge their safeguarding and child protection duties, Potters Green School has committed to training staff throughout the academic year. All staff members will be made aware of Potters Green School's safeguarding processes and structures and will receive training on these as part of their induction. As part of this training and their annual refresher, they will also receive;

- This 'Safeguarding and Child Protection Policy';
- The staff Code of Conduct
- Copies of Part 1 and Annex A of Keeping Children Safe in Education (September 2021)
- School procedures for Children Missing Education
- Potters Green School Behaviour Policy

9.2 Staff at Potters Green School will receive;



Thrive, mental health, team teach, local authority training, DSL briefings, e-bulletins and general updates. Governor and volunteer training will also be provided.

9.3 Potters Green School recognise that children may engage in risky behaviours that may put them at additional risk of danger. These can include drug taking, alcohol abuse, truancy and the sharing of consensual or non-consensual nude images or videos<sup>5</sup>. Staff will be training in these areas in order to be able to further recognise if a child is at risk of harm.

## **10 Safer Recruitment**

10.1 Potters Green School is committed to providing children with a safe environment, in which they can learn. We take safer recruitment seriously and all staff are subject to the following checks;

- Identity check;
- DBS clearance;
- Prohibition from teaching checks (where required);
- Barred List check;
- Section 128 checks (as required - leadership and management);
- Reference check (two references required);
- Professional qualifications check ;
- Right to work in the UK check;
- Further checks for those who have lived outside the UK;
- Disqualification Under the Childcare Act 2006 checks (as required).
- Verification on the candidate's mental and physical fitness may also be checked.

10.2 A record of all checks on members of staff will be held on the Single Central Record.

10.3 All new members of staff will be required to obtain DBS clearance. Potters Green School reserves the right to re-check DBS clearance for any member of staff where information is received that indicates that they may pose a risk to children and may ask candidates to be registered on the DBS update service.

10.4 At least one member of every interview panel will have undergone Safer Recruitment training which will be refreshed every 2 years.

10.5 We take proportionate decisions on whether to check individuals beyond what is required.

10.6 Any visitor to Potters Green School who has not been subject to the necessary checks will be supervised at all times and risk assessed.

10.7 All safer recruitment practices at Potters Green School comply with Keeping Children Safe in Education (September 2021). See Part 3 of Keeping Children Safe in Education (September 2021) for further information.

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<sup>5</sup> Also known as 'youth produced sexual imagery'.

10.8 See Safer Recruitment policy for further details.

## 11 Allegations of abuse against staff

11.1 Potters Green School takes all **safeguarding concerns and/or allegations** against staff seriously and will manage them in line with this policy, Part Four of Keeping Children Safe in Education (September 2021) and the CSCP Guidance, ['Allegations Against Staff and Volunteers'](#). [LINK UPDATED](#)

11.2 Allegations or concerns may include

- Staff having behaved in a way that has harmed a child, or may have harmed a child;
- Staff possibly committing a criminal offence against or related to a child;
- Staff behaving towards a child or children in a way that indicates that he or she may pose a risk of harm to children; or
- Staff behaving or possibly behaving in a way that indicates they may not be suitable to work with children (including behaviour outside of work). This is known as 'Transferable risk'.

11.3 If a concern or allegation of abuse arises against the Headteacher, it must be reported to the Chair of Governors without delay.

11.4 If a concern or allegation of abuse arises against any member of staff, supply teacher, volunteer or contractor other than the Headteacher, it must be reported to the Headteacher without delay. This includes supply staff, volunteers and all staff outlined in paragraph 1.5 of this policy.

11.5 Concerns or allegations of abuse against staff must be reported to the Headteacher or Chair of Governors as appropriate and not discussed directly with the person involved.

11.6 The Headteacher or Chair of Governors should consider if the concern or allegation meets the threshold for Designated Officer intervention. The details of the LAdo can be found on the front of this policy.

11.7 Concerns relating to a position of trust issue will be referred to the Local Authority designated officer within 24 hours.

11.8 If a child has suffered or may have suffered abuse or harm, a MASH referral will also be made.

11.9 In the instances where an allegation is dealt with internally, the Local Authority designated officer will provide information and support to Potters Green School in managing the allegation.

11.10 A referral to the Disclosure and Barring Service will be made if a member of staff is dismissed or removed from their post as a result of safeguarding concerns, or would have been removed if they had not have resigned.

11.11 Supply Teachers and all contracted staff

11.11.1 Although Potters Green School does not directly employ supply teachers and contractors, Potters Green School will ensure that any concerns or allegations are handled properly.

11.11.2 Potters Green School will never cease to use a supply teacher for safeguarding reasons without liaising with the Local Authority Designated Officer and reaching a suitable outcome.

11.11.3 Governing bodies/proprietors will liaise with the supply agency to determine whether to suspend or redeploy the supply teacher whilst they carry out their investigation.

11.11.4 Potters Green School will inform supply agencies of its process for managing allegations, including inviting the agency's human resource manager (or equivalent) to meetings and regularly updating agencies on relevant school policies. The school will usually take the lead because agencies do not have direct contact with children or staff, so will not be able to collect facts.

## **11.12 Governors**

11.12.1 If an allegation or concern is about a Governor, Potters Green School will follow local procedures.

## **11.13 Volunteers**

11.13.1 Risk assessments and a DBS check will be requested for all volunteers. Under no circumstances will a volunteer whereby no checks have been carried out will be alone with children or allowed to work in regulated activity.

## **11.14 Whistleblowing**

11.14.1 Potters Green School operates a culture of safeguarding and all staff should report any concerns about poor or unsafe practice, or Potters Green School's safeguarding processes to the senior leadership team.

11.14.2 The senior leadership team will take all concerns seriously.

11.14.3 In the event that a member of staff is unable to raise an issue with senior leadership in school, they should refer to Part 1 of Keeping Children Safe in Education for additional guidance on whistleblowing procedures.

# **12 Promoting safeguarding and welfare in the curriculum**

12.1 Potters Green School recognises the importance of teaching children how to stay safe and look after their mental health and are committed to equipping children with the skills and knowledge to have successful and happy lives.

12.2 Potters Green School will teach children about safeguarding, including online safety. As part of a broad and balanced curriculum, Potters Green School will cover relevant issues in line with government guidance on Relationship Education,

Relationships, Sex and Health Education (see school RSHE policy available on the school website).

12.3 Children at Potters Green School will receive the following as part of our promotion of safeguarding across the curriculum:

Thrive support, protective behaviours workshops, relationships, sex and health education, regular e-safety learning, learning mentor support, assemblies focusing on promoting the core values and parent information.

#### **12.4 Education at home and remote learning**

12.4.1 If children from Potters Green School are educated at home (through Seesaw at Potters Green School) in response to the current pandemic the following guidance will be followed in conjunction with this policy:

- All staff and volunteers will continue to be alert to indicators of abuse and will report any concerns to the appropriate member of staff immediately.
- If a member of staff, parent/carer or member of the public is concerned about a child's welfare (whether they are attending school or not), they should report it to the designated safeguarding lead as soon as possible. If the designated safeguarding lead is not available, it should be reported to the deputy safeguarding lead without delay. Although any member of staff can make a referral to Children's Social Care, where possible there should be a conversation with the Designated Safeguarding Lead via telephone or online video call, if they are working from home. If there is no DSL available (or DDSL), access to a trained DSL from Moat House Primary will be available via phone or online video.
- The school recognise that children who are not attending school may need to make a disclosure or want to seek help from a trusted member of staff. Potters Green School provide an email address ([learningmentors@pottersgreen.org.uk](mailto:learningmentors@pottersgreen.org.uk)) to allow children to access the school learning mentors. Children can also contact their class teacher through Seesaw and via the class email.
- If anyone other than the Designated Safeguarding Lead makes a referral to children's social care or to the police, they should inform the DSL as soon as possible.
- During this time, staff will continue to be vigilant in reporting any concerns relating to peer on peer abuse to the DSL.
- The school recognises that children both on-site and off-site are vulnerable to abuse and radicalisation online. Children who are at home may be spending more time online and this increases their vulnerability.
- Potters Green School recognises that additional safeguarding arrangements are required to ensure that children are safe online at this time.
- Online activity in through school systems and equipment will continued to be monitored through our usual IT monitoring systems. The head teacher and school business manager receive these alerts. If both members of staff are incapacitated, a named member of staff will be nominated. If a child accesses something

inappropriate/concerning this will be investigated by the head teacher or a designated member of staff.

- Children who are not attending school have been provided with (and will continue to be) information through RSHE lessons. Key information is shared through the school website and there are processes in place for children to report concerns to either the class teacher through Seesaw or class emails and to the schools learning mentors through their email address.

12.4.2 The school is using technology to deliver learning to pupils who are at home. In order to ensure that children are safe when learning online, the school have;

- Trained staff involved on appropriate use of IT
- Taught children how to use the Seesaw platform appropriately
- Provided new families with information sheets

## **13 Children Looked After**

13.1 The most common reason for children to be looked-after is because they have experienced abuse and/or neglect. Potters Green School recognises that children looked after may have additional vulnerabilities. The Designated Lead for Looked-After and Previously Looked-After Children is Mrs Liz Dickson.

13.2 Staff will receive training on how to best safeguard children who are Looked-After and Previously Looked-After.

13.3 Potters Green School will work with Personal Advisors when children leave care (where applicable).

13.4 Potters Green School is committed to working with other agencies to ensure the best outcomes for Looked-After and Previously Looked-After children.

## **14 Children with Special Educational Needs and Disabilities or Physical Health Needs**

14.1 As outlined in Keeping Children Safe in Education (2021), Potters Green School is aware that children with additional needs or disabilities may be more vulnerable to abuse and additional barriers may exist when recognising abuse and neglect. This could be because;

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration;
- being more prone to peer group isolation or bullying than other children;
- the potential for children with SEN and disabilities or certain medical conditions being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs; and
- communication barriers and difficulties in overcoming these barriers.<sup>6</sup>

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<sup>6</sup> Keeping Children Safe in Education, September 2021

14.2 Staff will be trained in recognising signs of abuse in children with SEN and disabilities or certain medical conditions.

14.3 Staff will take into account the needs of a child when responding to concerns of abuse or when taking a disclosure. We recognise that some children require specialist intervention to communicate and advice from the SENCO will be sought in these circumstances.

14.4 Safeguarding learning opportunities within the curriculum will be appropriately differentiated to ensure all children can access it.

## **15 Use of reasonable force**

15.1 There may be occasions when staff are required to use reasonable force to safeguard children. We will not use any more force than is necessary.

Staff at Potters Green School are Team teach trained. Should a child need restraining a member of staff who has been 'Team Teach' trained may use such restraint as is reasonable in the circumstances for the purpose of preventing the child from doing, or continuing to do, any of the following:

- Causing personal injury or damage to property
- Engaging in behaviour which puts their own or others personal safety at risk

Practical methods to defuse the situation should always be considered before restraint is used including keeping calm, offering verbal prompts or retreat. Thrive practices should also be applied.

If possible, a member of the Senior Leadership Team should be sent for before any form of physical intervention is used.

Members of staff should not put themselves at risk. An individual would not be seen to be failing in their duty of care by not using force to prevent injury, if doing so threatened their own safety. If reasonable force is necessary then staff will ensure that there is at least a second member of staff with them where possible.

The Governing Body of Potters Green School has adopted DFE guidance on 'the Use of Force to Control or Restrain Pupils'

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/444051/Use\\_of\\_reasonable\\_force\\_advice\\_Reviewed\\_July\\_2015.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/444051/Use_of_reasonable_force_advice_Reviewed_July_2015.pdf). Although most of the guidance is non-statutory, staff are strongly advised to follow all sections of the guidance. The section outlining 'recording and reporting significant incidents' is statutory. All instances where reasonable force has been used are recorded in the bound and numbered book which is stored in the Head Teacher's office.

## **16 Work Experience**

16.1 Potters Green School has procedures to safeguard pupils undertaking work experience, including arrangements for checking people who provide placements

and supervising pupils on work experience which are in accordance with the guidance in Keeping Children Safe in Education 2020.

16.2 The school's Deputy Head Teacher will initially meet with any work experience person, briefing them on the following:

- School organisation
- Health and safety
- Lone working
- Code of conduct
- Fire procedure
- In house safeguarding procedure
- Acceptable use policy
- Confidentiality

The Deputy Head Teacher will oversee the work of these placements.

## **17 Summary**

17.1 Potters Green School is committed to safeguarding children and will always make safeguarding decisions that are in the best interests of each child. For further information or if you have any queries about this policy, please contact Potters Green School.

## Appendix A

Potters Green School's safeguarding policy is intended to be used in conjunction with the following policies;

Potters Green School adheres to Coventry Safeguarding Children Partnership Policies, which can be found here:  
[https://www.coventry.gov.uk/info/206/coventry\\_safeguarding\\_children\\_partnership/2495/coventry\\_safeguarding\\_children\\_partnership\\_policies\\_and\\_procedures](https://www.coventry.gov.uk/info/206/coventry_safeguarding_children_partnership/2495/coventry_safeguarding_children_partnership_policies_and_procedures)

- [Allegations Against Staff or Volunteers \(CSCP\) LINK UPDATED](#)
- [Allegations Against Members of Staff](#)
- Behaviour and Anti – Bullying Policy
- Attendance Policy
- Acceptable Use Policy
- Children with Medical Needs
- Children Missing in Education
- Complaints Policy
- Critical Incident Plan
- Data Protection Policy and Privacy Notice
- Lockdown Policy
- Managing Drug Related Incidents Policy
- Equalities Policy
- [Managing Professional Disagreements \(CSCP\) LINK UPDATED](#)
- Health & Safety Policy
- HR & Governance Policy
- Computing (including e-safety) Policy
- Intimate Care Policy
- Lone Working Policy/Home visits policy
- Medicine & First Aid Policy
- Primary-Secondary Transition Policy
- PSHE/RSE/RSHE Policy
- Safer Recruitment Policy
- Site Security Policy
- SEND Policy
- Staff Code of Conduct
- Educational Visits Policy
- Positive Handling Policy
- Whistleblowing Policy



## Appendix B – Further Safeguarding Information

### Types of Abuse

As outlined in **paragraph 4.4**, Potters Green School will take action if we believe a child is at risk of or is suffering from abuse. Abuse is not limited to physical, emotional, sexual abuse and neglect. For further information on the definitions of the types of abuse below, please refer to **Keeping Children Safe in Education (2021)**, Annex A.

See below for policy information relating to other key safeguarding issues. All decisions taken in responding to concerns of abuse will be taken in the best interests of the child.

#### **Bullying, including cyber- or online-bullying**

Potters Green School takes all forms of bullying seriously and will respond sensitively and quickly to any reported bullying. Children should report any bullying to their form tutor, to the DSL or to any trusted member of staff and we will work to resolve it.

We also teach children about the dangers of bullying through our curriculum.

Bullying can take many forms and we have several policies that cover different aspects of bullying. Please see the Anti-Bullying Policy, the Behaviour Policy and paragraph 5.8 of this policy for further information.

#### **Child criminal exploitation (including involvement in county lines)**

Reports of Criminal exploitation would be dealt with through the schools normal safeguarding procedures- ie a record on a child concern form and hand to the DSL/DDSL and then record on CPoms at the earliest opportunity. The DSL or DDSL would make a referral to both MASH and the Police as children may have been harmed or be at risk of immediate harm.

#### **Domestic abuse**

School receives notifications weekly through the 'Operation Encompass alerts' Additional monitoring takes place for these children but no action is formally and contact with parents is not made. Any reports from pupils who report domestic violence are recorded on a child concern form and followed up using the normal safeguarding procedures and protocols.

#### **Fabricated or induced illness**

Patterns and reasons of absence are monitored by the senior learning mentor (DDSL) using the schools attendance policy. Where high levels of absence is related to reported illness medical evidence is required. The school will also make a referral to the School Nursing team with parents' consent. Should consent be denied and concerns raise this would be recorded and monitored. Ultimately this would lead to a referral to MASH and parents would be informed. School would seek to support the parents in the first instance through Early Help provision.

### **Faith-based abuse**

All abuse of children, whether faith based or not, will be dealt with following the school's usual safeguarding procedures and reported to MASH and the police as required.

### **Female genital mutilation (A form of so-called 'honour-based' abuse)**

It is mandatory to report cases of FEMALE GENITAL MUTILATION carried out on someone under the age of 18 to the police. Staff at Potters Green School will receive annual training and updates in relation to FGM reporting and recording. All concerns should be registered in writing on the school proforma, handed to the school's DSL/DDSL and contact made with the police immediately. Record on CPoms at the earliest opportunity. The DSL or DDSL will be available to support staff through the referral process. Updates are provided for staff regularly.

### **Forced marriage (A form of so-called 'honour-based abuse')**

A marriage carried out without the agreement of both people. In the event of a disclosure from a child or parent this would be dealt with through the normal safeguarding procedures ie a record on a child concern form and hand to the DSL/DDSL (then record on CPoms at the earliest opportunity) and a referral made to MASH. Family would not be asked to interpret for the victim and as much information as possible would be gathered to pass on.

### **Gangs or youth violence**

Children learn about the dangers of gangs and youth violence during PSHE/RSHE lessons as appropriate to their age, Staff are aware of gang culture in the content of our school community and the dangers that our children face when socialising with older children. Any concerns must be reported to the DSL. Parents are given the opportunity to discuss and address any concerns at parents' sessions and have access to online support resources through the school website.

### **Gender-based violence**

All abuse of children, whether gender based or not, will be dealt with following the school's usual safeguarding procedures and reported to MASH and the police as required.

### **Hate**

Any hate based language or actions against another person is not tolerated at Potters Green School. It is dealt with via our behaviour policy and children are taught explicitly about the dangers of extreme language and using language that discriminates against others. Staff will challenge all language that is unacceptable and will not accept this as 'banter' or 'jokes'. Neither will it be considered as acceptable if children use words or language that causes offence and discriminates despite not understanding this.

## Homelessness

At Potters Green School we recognise that being homeless or being at risk of becoming homeless presents a real risk to a child's welfare. Homelessness is a prevalent issue which affects some of our families. Using Early help provision in the first instance we support families with the process and meeting basic need through eg food bank vouchers, bus passes and clothing. Sign posting to agencies such as 'The Law centre', Citizens advice Bureau and the City Council for parents to seek further advice and support.

### **(So-called) 'Honour-based' abuse (For FGM and Forced Marriage, types of so-called 'honour-based' abuse, see above)**

So called 'Honour Based' violence is a violent crime or incident which may have been committed to protect or defend the honour of the family or community. In the event of a disclosure from a child or parent this would be dealt with through the normal safeguarding procedures ie a record on a child concern form and hand to the DSL/DDSL and then record on CPoms at the earliest opportunity. The DSL or DDSL would make a referral to MASH. Family would not be asked to interpret for the victim and as much information as possible would be gathered to pass on.

## Radicalisation and Extremism

In 2010, the Government published the Prevent strategy. In 2015 there was a duty placed on specified authorities which includes schools to have due regard to the need to prevent people from being drawn in to terrorism. The school uses the following definition of extremism:

*'Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs and/or calls for death of members of our armed forces, whether in this country or overseas'.*

At Potters Green School we recognise that there is no such thing as a 'typical extremist' and that those who become involved are from varying backgrounds with varying experiences. Staff are trained in identifying indicators of vulnerability:

Indicators of vulnerability include:

- Identity Crisis – the student / pupil is distanced from their cultural / religious heritage and experiences discomfort about their place in society;
- Personal Crisis – the student / pupil may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging;
- Personal Circumstances – migration; local community tensions; and events affecting the student / pupil's country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy;

- Unmet Aspirations – the student / pupil may have perceptions of injustice; a feeling of failure; rejection of civic life;
- Experiences of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement /reintegration;
- Special Educational Need – students / pupils may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

More critical risk factors could include:

- Being in contact with extremist recruiters;
- Accessing violent extremist websites, especially those with a social networking element;
- Possessing or accessing violent extremist literature;
- Using extremist narratives and a global ideology to explain personal disadvantage;
- Justifying the use of violence to solve societal issues;
- Joining or seeking to join extremist organisations; and
- Significant changes to appearance and / or behaviour;
- Experiencing a high level of social isolation resulting in issues of identity.

In the event of a concern being raised this would be dealt with through the normal safeguarding procedures ie a record on a child concern form and hand to the DSL/DDSL and then record on CPoms at the earliest opportunity. The DSL or DDSL would make a Prevent referrals to Channel.

### **Sexual violence or sexual harassment (including peer-on-peer/child-on-child abuse)**

Potters Green School understands that both adults and other children can perpetrate abuse, and peer on peer/child on child abuse is taken very seriously. Peer on peer/child on child abuse can include bullying, cyber-bullying, physical abuse, sexting, sexual violence and/or harassment and initiation/hazing ceremonies. The school recognise that safeguarding issues can manifest as peer on peer/child on child abuse. The school will ensure staff understand what is meant by peer on peer/child on child abuse and the school policy on peer on peer/child on child abuse by delivering staff training and updating staff through the use of staff meetings. The school will work to prevent peer on peer/child on child abuse by consistently delivering clear messages through the curriculum (PSHE/RSHE and online safety), assemblies, behaviour policies and ethos and values work.

Sexual violence and harassment is always wrong. This will enable children to understand, identify and report any instances of peer on peer/child on child abuse. Through the school newsletter parents are informed and provided with ways in which to report peer on peer/child on child abuse at Potters Green School. In the event that an allegation of peer on peer/child on child abuse is made, Potters Green School will investigate this (see appendix C, flow chart).

## **Sharing of consensual or non-consensual nude images and videos**

If staff notice any concerns, they should report them to the school's Designated Safeguarding Lead (DSL), as with any other safeguarding concern. Staff should not make their own judgements about whether a 'sexting' issue is more or less serious enough to warrant a report to the DSL. Staff should make a record of any concerns in writing on the schools child concern form and pass on to DSL immediately. If staff become concerned about a 'sexting' issue in relation to a device in the possession of a student (e.g. mobile phone, tablet, digital camera), the member of staff should secure the device (i.e. it should be confiscated). The device should be passed to the DSL. Staff must not look at or print any indecent images.

To prevent this issue the school supports pupil through embedding online safety into the computing curriculum annually and through regular lessons. Parent information and support is also shared regularly.

## **Trafficking and modern slavery**

At Potters Green School we use the following definitions: Child Trafficking- (United Nations)- recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation.

Modern Slavery- comprises slavery, servitude, forced and compulsory labour and human trafficking.

Should we have concerns about a potential victim we would use the schools own safeguarding procedures and this will include a referral to the National Referral mechanism (MRM) or duty to notify form. We would contact the police and MASH if we felt a child was at risk of immediate harm. If there is not a risk of immediate harm we would use the Modern Slavery helpline on 08000 121 700

## **Children missing from education, home or care**

Potters Green School will also take action to protect;

- Children missing education
- Children missing from home or care

## **Children Missing Education**

Statutory guidance can be found at:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/550416/Children\\_Missing\\_Education\\_-\\_statutory\\_guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/550416/Children_Missing_Education_-_statutory_guidance.pdf)

In line with DFE document 'Children Missing from Education' – September 2016 at Potters Green School, the daily register is used to monitor attendance in the first instance. First day calling also provides an opportunity for the school to gather more information behind reasons for absence. Alongside this the school also make home visits and hold thorough records of contact made and failed contact. We use a variety of strategies to pursue absence, telephone calls, door knocking and leaving letters and notes of attempted visits for parents/ carers. In Partnership with the Local Authority, absence is pursued and further home visits made. This is the schools reasonable efforts to make contact with parents.

See also attendance policy and child missing from education policy.

## **Children Missing from home or care**

Statutory guidance can be found at:

<https://www.gov.uk/government/publications/children-who-run-away-or-go-missing-from-home-or-care>

See also attendance policy and information within the child missing education section.

Should a child go missing from home or care Potters Green School will work with agencies to help establish their location as quickly as possible.

## **Private Fostering**

Potters Green School have a duty to refer any children who are living in a private fostering arrangement to the local authority.

We will do this through a MASH referral. It is important that parents/carers inform us if a child is going to be staying at an alternative address to that of their primary care-givers for more than 28 days.

## **Indicators of abuse**

See below for possible indicators of abuse. (Taken from *What to do if you are worried a child is being abused*, 2015)

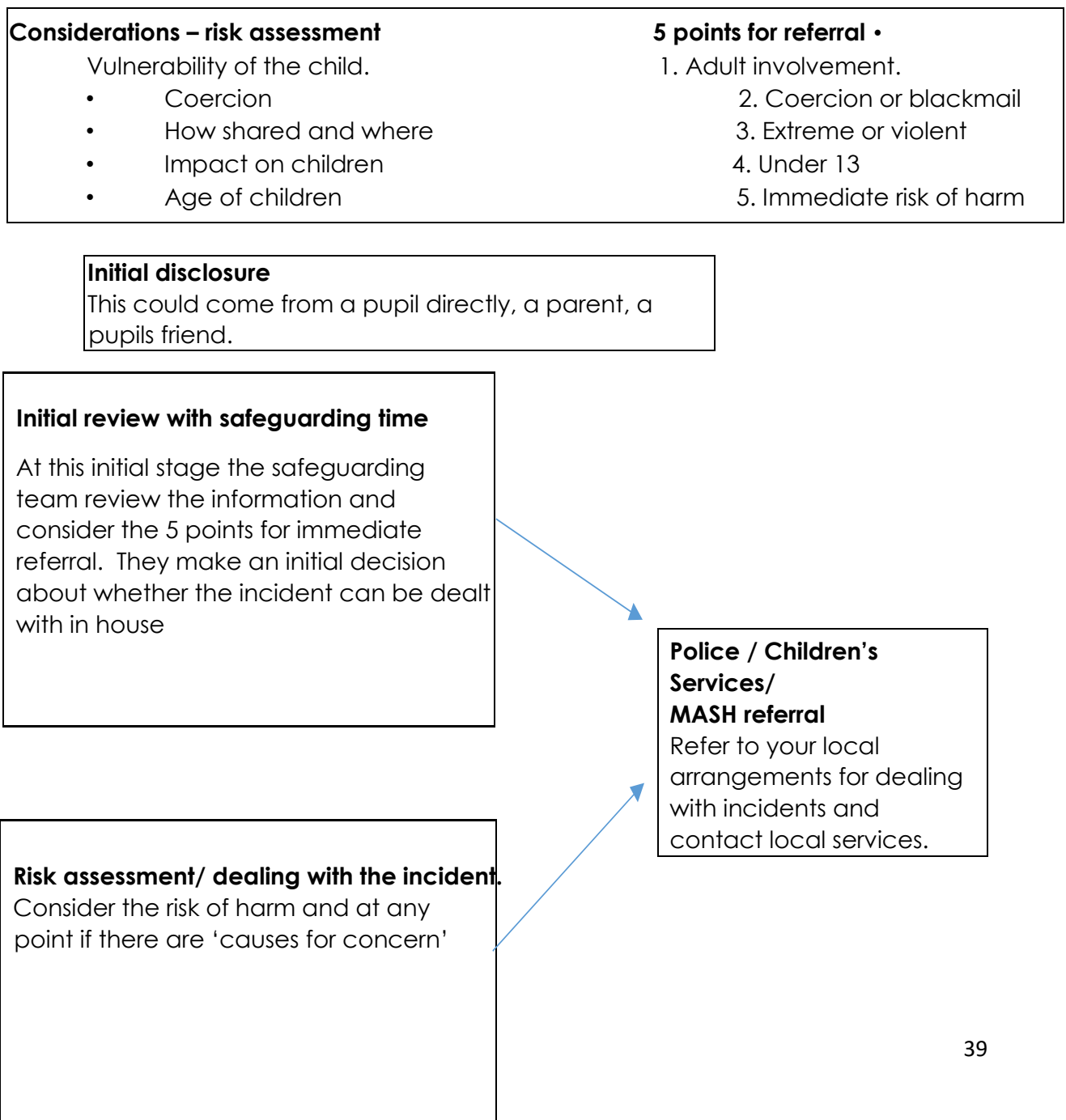
- Children whose behaviour changes – they may become aggressive, challenging,
- disruptive, withdrawn or clingy, or they might have difficulty sleeping or start wetting the bed;
- Children with clothes which are ill-fitting and/or dirty;
- Children with consistently poor hygiene;
- Children who make strong efforts to avoid specific family members or friends, without an obvious reason;
- Children who don't want to change clothes in front of others or participate in physical activities;
- Children who are having problems at school, for example, a sudden lack of concentration and learning or they appear to be tired and hungry;
- Children who talk about being left home alone, with inappropriate carers or with strangers;
- Children who reach developmental milestones, such as learning to speak or walk, late, with no medical reason;
- Children who are regularly missing from school or education;
- Children who are reluctant to go home after school;
- Children with poor school attendance and punctuality, or who are consistently late
- being picked up;
- Parents who are dismissive and non-responsive to practitioners' concerns;

- Parents who collect their children from school when drunk, or under the influence
- of drugs;
- Children who drink alcohol regularly from an early age;
- Children who are concerned for younger siblings without explaining why;
- Children who talk about running away; and
- Children who shy away from being touched or flinch at sudden movements.

Potters Green School recognises that the above list of indicators is not exhaustive and staff will receive training on indicators of abuse.

## Appendix C

Flowchart for responding to incidents of Peer on peer/child on child abuse



you can refer back to  
police/Children's Services.

**Management in school**

Ensure parents are informed and the incident recorded  
following all child protection and safeguarding procedures.



## Appendix D

### Procedures at Potters Green School

#### 1. Safeguarding Procedures – Recognising, Recording and Reporting

##### Procedures for Dealing with Concerns

If a member of staff is concerned about a child, no matter how small or insignificant it may seem, or if a child or third party discloses something of concern, the following procedures must be followed.

##### A. Receive

- Find time and, if necessary, a suitable place to listen to the child, when information about possible abuse comes to light.
- Listen to what the child says to you without displaying shock or disbelief.
- Allow the child to talk freely. Do not cross examine, interview, probe or ask to see any injury that is not visible. Listen, only asking questions when necessary to clarify.

##### B. Reassure

- Reassure the child that what has happened is not his or her fault.
- Stress that they have done the right thing by telling someone.

##### C. React

- Do not criticise the alleged perpetrator.
- Find out just enough to be sure of the need to refer, and keep any questions open rather than closed. Education is a referrer, not an investigative agency for child protection matters. An incident may eventually end up as a court case and children's evidence can all too easily be compromised by leading questions or repeated recital.
- Explain what has to be done next and who has to be told. Do not make false promises which may not be able to be fulfilled and do not promise confidentiality. If the child asks that information is kept secret, it is important that you tell the child in a manner appropriate to the child's age/stage in development that you cannot promise complete confidentiality – instead you must explain that you may need to pass information to other professionals to help keep the child, or other children, safe.

##### D. Record

**To record the information you have been given, one of the below procedures must be followed:**

**For staff who have access to CPOMS:**

- Staff to record the information on CPOMS, using the 'add incident' tab.
- If there is an allegation of physical abuse, staff must contact the DSL or in their absence a DDSL immediately, completing and sharing the

paper records of concerns form, so Children's Services can be contacted within the hour. This can then be uploaded onto CPoms.

- Write the incident using the questions below as a prompt:  
*What happened?*  
*When did it happen?*  
*Where did it happen?*  
*Who was present when it happened?*  
*Has it happened before?*  
*What happened beforehand?*  
*What happened afterwards?*  
*Has anyone else been informed?*
- Use the body map feature if explaining a physical injury or disclosure.
- Choose a category.
- Choose which staff to alert. The Head Teacher and Deputy Head Teacher will automatically be informed. Safeguarding concerns must be kept confidentially and shared only with the DSL and DDSL.
- If an action needs adding after the initial incident recording this can be included by clicking 'add action'

#### **For staff who do not have access to CPOMS**

- Concerns must be recorded as soon as possible (no later than the end of the day) on the designated sheet (**Appendix E**) Copies are located in the staffroom, the main office and within this policy. If there is an allegation of physical abuse, staff must contact the DSL or in their absence a DDSL immediately so Children's Services can be contacted within the hour.
- Completed forms must be stored in a locked cupboard by the DSL/DDSL.
- Make records that are factual, accurate and relevant and avoid subjective judgements. It is not the school's responsibility to 'check out' what any child tells nor should any abuser be questioned.
- The record must be dated and signed.
- The staff member must tell in the first instance Andrea Harrison (Headteacher if Andrea is not in school) that they have recorded something on a record of concern sheet. Lunchtime Assistants will request a concern form from the main office.

#### **D. Support ○**

- Continue to support the child.
- Seek support for yourself without disclosing information about the child.

## Appendix E



### **Potters Green School**

*nurturing bright futures*



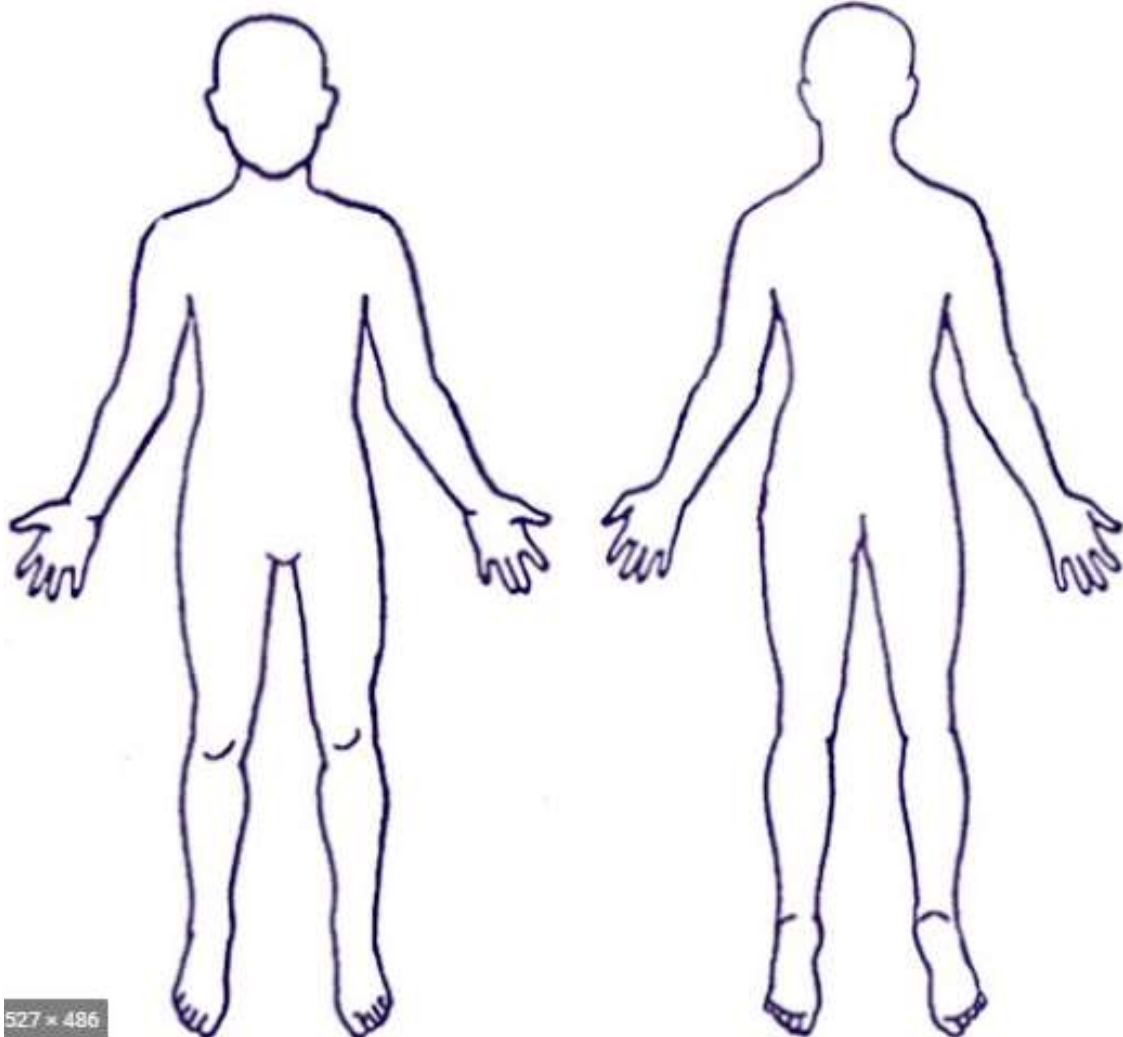
#### **Child Protection Concern Form**

<b>Child's name</b>		<b>Date of Birth</b>	
<b>Date of Incident</b>		<b>Time of Incident</b>	
<b>Staff name &amp; role</b>		<b>Signature</b>	
<p>Record the following factually: Who? (If recording a verbal disclosure by a child use their words), Where? When? (date and time of incident) Any witnesses? Any previous concerns etc</p> <p><i>This form must be passed to the Designated Person for Safeguarding (or his/her deputy) without delay.</i></p>			
<p><b>Action:</b></p>			

***Physical marks are to be drawn on the body outlines below with descriptions***

***FRONT***

***BACK***



***Description of physical marks***

## Appendix F



# Potters Green School

nurturing bright futures



### Declaration of Relationships: Staff/Volunteers and Visitors

Staff/volunteers and visitors are required to use this form to declare personal relationships or interests with colleagues, parents or children (including social media relationships), in accordance with the school's safeguarding and social media policies. The context of the relationship should be declared in writing and will be held by the Headteacher/School Business Manager. **Staff are responsible for updating this declaration if relationships change or new relationships should be declared. In these circumstances a new form should be requested and submitted.**

Staff **must not** allow their relationships to affect their ability in any way or influence their decisions within the workplace. Staff **must not** use personal social media with any child with whom they **solely** have, or have had, a staff/pupil relationship. This includes ex-pupils until they reach the age of 18.

This form should be completed for each relationship, and copy given to the Headteacher. The form is for the protection of staff and pupils.

Date:	Tuesday 1 <sup>st</sup> September 2021
Staff name:	
Job Title:	

Name of People with whom adult has an existing relationship.	Is Relationship as a colleague?	Other relationship?	Declaration of the Context of the Relationship (Be detailed)


**Signed:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**(complete an additional sheet if there are more relationships to declare)**

