



CHILD PROTECTION AND SAFEGUARDING POLICY

June 2012

Revised September 2013, April 2015, May 2016, January 2017

Compliance

Students at Ian Mikardo High School are extremely vulnerable and our wholehearted commitment to their welfare and wellbeing makes Child Protection and safeguarding fundamental to our work. We are aware of our Duty to Prevent and regard this as the responsibility of everyone who works in the school. Our approach is child centred, in that it focuses on the best interests of the child at all times, and it is co-ordinated.

This policy meets statutory requirements as described in Sections 157 and 175 of the Education Act 2002, and the supporting Department for Education's guidance: *The Prevent Duty, June 2015, Keeping Children safe in Education, Statutory guidance for schools and colleges, September 2016, Working Together to Safeguard Children 2015 and What to do if you're worried about a child being abused 2015*. It also meets the requirements of: *Tower Hamlets Guidance on Amending Safeguarding Policies to Include Prevent Issues (Protecting pupils from Radicalisation and Extremism)* August 2015.

For the purposes of this guidance, safeguarding and promoting the welfare of children is defined as: protecting children from maltreatment; preventing impairment of children's 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.

These procedures should be read in conjunction with:

Tower Hamlets' LSCB (Local Safeguarding Children Board) Child Protection Procedures for Staff working in Children's, School and Family Settings

Tower Hamlets' LSCB (Local Safeguarding Children Board) Procedures for Managing Allegations of Abuse against Staff working in Children's School and Family Settings:

<http://www.childrenandfamiliestrust.co.uk/the-lscb/>

and The London Child Protection Procedures:

<http://www.londonscb.gov.uk/procedueres/>

This policy relates to Ian Mikardo High School, and all its activities, whether on or off site. The policy is followed by all members of staff and volunteers.

The following school policies and practices should also be noted in relation to Child Protection; all underline our fundamental belief that our students, staff and volunteers have a right to be safe.

- *Staff Guidance on Behaviour, Discipline and Anti-Bullying*
- *Equality Information and Objectives*
- Individual pupil risk assessments/safety plans
- The school's policies relating to First Aid and the administration of medication (*Drug Education, Drug Incident and Medication Policy, Medical Conditions policy, Health and Safety Policy*)

- *Data Protection, Security and Social Media policy*
- *Educational Visits Policy* and associated risk assessments
- *Parental Engagement Policy*
- *Volunteer Policy*
- *DBS Procedure and Single Central Record*

Where a child is suffering significant harm, or is likely to do so, we take action to protect that child. We also take action to promote the welfare of a child in need of additional support, even if they are not suffering harm or at immediate risk.

The school's designated Child Protection and Safeguarding officer is the Deputy Head Teacher, Family, Health and Wellbeing (Safeguarding lead.) In her absence the Head Teacher will act as the designated person.

Risk Assessment

Many children at Ian Mikardo are Looked After, the subject of Child Protection plans, or Children in Need; all have statements of SEBD/SEMH and further complex needs and are likely to face multiple and overlapping safeguarding issues. Safeguarding responses can relate to protecting children from physical, emotional and sexual abuse or exploitation, from neglect, and from the risks associated with gangs and youth violence. We are mindful that our students may also be at risk of becoming involved in radicalism or extremist groups.

Staff working in the school have a responsibility to be aware of and alert to signs that all is not well with a student and are aware of their Duty to Prevent. This involves staff making judgements about whether students are at risk outside the school, and includes issues such as postcode gang activity. Risk assessment is on-going at Ian Mikardo; it is embedded in the school's practice on a day by day basis.

Where staff have concerns, these should be reported immediately to the Safeguarding lead, or in her absence, a member of the Senior Management Team. The Safeguarding lead will work with other professionals known to the student as is appropriate, so that concerns can be shared and a course of action agreed.

This process is facilitated by daily briefings and debriefings when it is made clear that staff have a responsibility to be vigilant at all times and to report safeguarding concerns immediately. Sometimes a student will seek out an adult to talk about something that is happening or has happened to them and which is causing them distress. On these occasions it is important to listen carefully to the student and not dismiss his/her feelings.

In all situations where staff have concerns, a clear written record should be made of any observation, allegation, events or conversation that led to the concern and this and any evidence coming to light subsequently is logged in the school's MIS system and raised at debrief. The Safeguarding lead is responsible for ensuring that full records are kept of safeguarding concerns and referrals. With respect to safeguarding, the school works closely with Social Care, the police, and health professionals and other services as is appropriate.

Preventing Radicalisation and Extremism

Section 26 of the Counter-Terrorism and Security Act 2015 requires the school to have “due regard to the need to prevent people from being drawn into terrorism” (the Prevent duty) and to “have regard to the need to prevent people from being drawn into terrorism” (the Prevent guidance.) The school meets the requirements of this legislation by ensuring that risk assessment and staff training are ongoing, that the school works with in partnership with the Local Authority, and through the practice of other policies as specified above. This Duty is further supported by the school’s ethos.

We recognise that our students’ vulnerability, their location in disadvantaged communities, and the potential unmonitored use of the internet outside school can expose them to others who are pursuing agendas related to radicalisation and extremism, or sexual exploitation, and we seek to protect them from these risks.

Each year Ian Mikardo celebrates Eid, St George’s Day, Black History month and Christmas; the school actively celebrates difference to prepare its young people for life in modern Britain, and ensures that this emphasis on positive citizenship is embedded in the formal and social curriculums. This ensures that mitigating against the risk of our students becoming involved in radicalism and extremism is a long-established part of our holistic practice and is further supported by the high ratio of staff to students, and the focus on building positive relationships between students and staff. Our reflective ethos applies to every interaction throughout the school day and ensures that students learn to think, to consider and explore their own values and those of others, to exercise their judgement about issues beyond their immediate horizons, and to develop the knowledge and skills that will enable them to recognise risk, challenge extremist arguments, recognise when pressure from others threatens their personal safety and wellbeing, and make safe choices.

Our students’ complex backgrounds mean that many have issues around their identity and sense of belonging, and feel disempowered. They are likely to be immature individuals who have low self-esteem and seek adventure and excitement in inappropriate activities, which they use to try to impress their peers. They may identify with a charismatic individual and be attracted to a group that offers them a sense of identity, social network, support and sense of empowerment. Involvement with violent extremism is likely to be triggered by personal experience of racism or discrimination, or the perception that they have been discriminated against.

To prevent radicalisation and extremism we practice the following:

- The school is an open community in which we encourage students to express their thoughts and feelings. Our inclusive ethos ensures that staff promote mutual respect and challenge all bullying including discriminatory language or behaviour, whether racist, homophobic or pertaining to violence against women or other groups or individuals. This is essential when working with vulnerable young people who may be unaware that they are expressing extremist views, and/or putting themselves and others at risk. Staff model appropriate discussions which demonstrate to students

how diverse views can be heard, analysed and challenged in a way that values freedom of speech and does not compromise safety.

- We recognise that the more resilient our students become, the more they will be able to keep themselves safe. Through both our formal and social curriculums, discussions are facilitated in a safe space. This supports students to develop their critical thinking capacity and to acquire skills and knowledge that will enable them to challenge extremist views.
- We ensure that every student is listened to and knows how to air any grievances. We resolve conflict through discussion in conflict resolution sessions that bring opposing parties together to seek a positive way forward.
- We are aware that our students may be vulnerable to internet grooming by those following an extremist agenda. Student access to the internet is filtered, ensuring that students do not have access to Facebook, YouTube and other sites which the school feels could put them at risk. Each student has their own log-in so that online activity can be tracked, and students' internet use is supervised and monitored by staff, who are alert to the possibility of cyber bullying and grooming and encourage safe internet practice across the curriculum. For further information see the school's *Data Protection, Security and Social Media policy*.
- We work actively with parents and carers if we feel that internet access is not being monitored at home, or if students are using their phones inappropriately.
- Our experience confirms that the most effective way to work with students and their families is to treat everyone as an individual. This applies equally to any concerns about extremism and radicalisation; we use generic literature on the subject only when certain that to do so will be constructive.

Indicators of an interest in extremism can include:

- Glorifying violence, or an obsessive interest in violence.
- Racist statements, whether spoken or written.
- Showing interest in extremist causes and groups, including the possession of illegal or extremist literature or images. We are aware that radicalisation can include such groups as the English Defence League, and may not relate to the more highly publicised Islamic extremism.
- Out of character changes in dress, behaviour and peer relationships (although there can be many reasons for such changes in students at Ian Mikardo.)
- Secretive behaviour.

If a student is felt to be at risk of extremism or radicalisation the following procedures will be followed:

- Any member of staff who feels that a student is at risk of radicalisation will immediately report the issue to a member of the Senior Management Team.
- The school will involve the student and their parents or carers in discussions about the concerns, seek their views, carry out any further assessments required to support the student and ensure that an appropriate plan is put in place. This may involve working with the student and their family and referrals to external professionals.
- If concerns persist, SMT may pass the concern to the Social Inclusion Panel (chair: Liz Vickerie liz.vickerie@towerhamlets.gov.uk 020 7364 6448) or to the police officer attached to the school, and inform Social Care and other professionals already

working with the family, such as YOT. Depending on the severity of the concerns, it may be useful to instigate a Team Around the Child approach; SMT will exercise their discretion as to whether this is appropriate.

The police anti-terrorist hotline is 0800 789 321.

Procedural Arrangements

The school's Safeguarding lead keeps all records relating to concerns or incidents relating to Child Protection and safeguarding confidentially in the school's MIS. This includes the views of students, parents and other professionals known to the student. Confidential information received as hard copy (e.g., Child Protection case studies) is kept in a locked filing cabinet, and may be scanned and filed confidentially in the school's MIS.

Where referrals are made to Social Services, the designated person will follow guidelines as set out in the procedures. Staff and volunteers are advised on specific Child Protection and safeguarding issues at daily briefing and debriefing meetings, which ensures that concerns are followed up immediately. This is monitored through weekly case management meetings in which all students on roll are discussed.

Safe recruitment

The school practices safe recruitment to ensure that individuals who may present a risk to children do not work in our school. We also distinguish between individuals who may present a risk to children and others who have a complex history but do not present a risk to children; rehabilitation is a foundation of the school's ethos. If appropriate, we seek an enhanced DBS with barred list check, and work with the Local Authority and HR. The Governing Body is mindful that The School Staffing (England) Regulations 2009 requires it to ensure that at least one person on any appointment panel has undertaken safer recruitment training.

Volunteers who have not been DBS checked work in the school only when supervised by a permanent member of staff.

Should the school become a Multi Academy Trust, the chair of the Trust will be subject to an enhanced DBS check unless this has already been carried out by the Local Authority.

When an allegation is made involving a member of staff

Safeguarding concerns about a colleague should be referred to the Head Teacher or Principal. Safeguarding concerns about the Head Teacher or Principal should be referred to the Chair of Governors. Staff may make any safeguarding referral via the Safeguarding lead.

An allegation relating to Child Protection against a member of staff may require the member of staff to be suspended. This is a neutral procedure designed to protect both the student/s involved and the member of staff. We also ensure that relevant social workers are informed as well as parents or carers. We then follow Tower Hamlets' safeguarding procedure.

When a student is thought to be at risk from other students

If we believe that a student is being abused by another student or other students within the school we take immediate measures to separate the students and to ensure their safety. We

then involve the Tower Hamlets' Child Protection advice line and follow their procedures. This may involve working with a student offsite as an interim measure.

When a student is thought to be at risk outside the school

If we believe that a student is at risk, or has suffered harm, outside school, or is at risk of sexual exploitation, extremist grooming or becoming involved in gang activity, we first discuss the circumstances with Tower Hamlets' Child Protection advice line. We then discuss the matter with the parents or carers. Should the school have a concern about FGM, it will follow the practice advised in the Government's *Multi-Agency Practice Guidelines, Female Genital Mutilation*. Section 5B of the *Female Genital Mutilation Act 2003* (as inserted by Section 74 of the *Serious Crime Act 2015*) places a statutory duty on teachers to report to the police where they discover that FGM appears to have been carried out on a girl under 18.

Children Missing from Education

The school is aware that under the Pupil Registration Regulations 2006 it has a duty to inform the Local Authority of any student who fails to attend school regularly or has been absent without the school's permission for a continuous period of 10 school days or more, and of any pupil who is going to be deleted from the admissions register.

Confidentiality

The school accepts a general duty of confidentiality to keep personal information about an individual confidential. There may be circumstances where it is necessary and appropriate to share personal and confidential information with other staff, professionals or individuals who need to know. Wherever possible, disclosure of personal information should take place with the consent of the subject.

Records and processing of information relating to Child Protection and safeguarding will be kept secure so that confidentiality is protected. For further guidance, see the school's *Data Protection, Security and Social Media policy*.

Relationship with the Area Protection Team

The school is keen to promote and maintain a sound working relationship with the Area Child Protection Team and the LEA's Child Protection Officer. The school acknowledges the important role of these professionals in ensuring that students are safe and that proper practice is involved. The Child Protection Duty Line is 020 7364 3444.

Transport

Taxis used to transport students to and from school are arranged by the local authority relevant to each student, meet Child Protection considerations and are in keeping with Tower Hamlets Borough Council's *Transport Services Providers' Guide*. All taxi drivers who transport young people to and from the school are DBS checked. If, following a risk assessment, a young person is unable to travel alone in a taxi we ensure that they are supported by an appropriate adult, either in a taxi or on public transport.

Training

The school supports and facilitates appropriate child protection and safeguarding training for all staff to enable them to identify children at risk, whether of being drawn into extremism, sexual exploitation, gang activity or any other risk such as physical abuse. This includes the attendance of the designated person at appropriate Child Protection training, and the involvement of all staff in the three yearly cycle of training on Child Protection. Staff receive training on internet safety and other safeguarding issues as is appropriate. Training is delivered through targeted sessions for all teaching and welfare staff, and at the daily briefing and debriefing sessions when members of the SMT regularly refresh staff's awareness and understanding of the school's safeguarding responsibilities and practice. This is also covered at the inductions delivered individually to new members of staff. All staff are required to have read this policy and Part 1 of *Keeping Children Safe in Education, September 2016*, both of which are passed to new staff at the point of induction.

Visitors and the use of the school premises/facilities

The vigilance that the school applies to safeguarding and safeguarding procedures is a fundamental part of the school's ethos, and must be practiced by external groups who use the school's premises and facilities, visiting professionals who work in the school in a paid or voluntary capacity, and any other visitors. It is the responsibility of the staff member who sets up the visit, or the use of the school by an external group, to ensure that visitors do not compromise the school's ethos or practice.

Monitoring

The policies, arrangements and practice of Child Protection and safeguarding procedures will be monitored by the designated person, with advice and support from Attendance and Welfare Officers. This policy will be reviewed annually, or more frequently if national or local guidance changes.