

Children Protection and Safeguarding Policy
Annex to Safeguarding and Child Protection Policy January 2021

Aim:

From 20th March 2020 parents were asked to keep their children at home, wherever possible, and for schools to remain open only for those children of workers critical to the COVID-19 response - who absolutely need to attend. This has been repeated from January 2021.

Schools and all childcare providers were asked to provide care for a limited number of children - children who are vulnerable, and children whose parents are critical to the COVID-19 response and cannot be safely cared for at home.

This addendum of the Paulton Infant and Child Protection and School Safeguarding policy contains details of our individual safeguarding arrangements in the following areas:

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Contact information (updated):

Name of school: Paulton Infant School

Headteacher: Julie Hogan

Contact details: 01761 412354 jhogan@paulton-inf.bathnes.sch.uk

Designated safeguarding lead: Julie Hogan

Deputy designated safeguarding leads: Chloe Butcher, Deputy Head teacher, Ruth Perry SENCo

Contact details: cbutcher@paulton-inf.bathnes.sch.uk, rperry@paulton-ingf.bathnes.sch.uk

Designated Looked After Children/Previously Looked After Children teacher:

Name: Ruth Perry SENCo

Nominated Governor for child protection: Matthew Reed

Contact details: Paulton Infant School 01761 412354

Bath and North East Somerset Council

Deputy Safeguarding Lead and Local Authority Designated Officer (LADO):

Name: Sarah Hogan Contact details: (01225) 396810

Email: LADO@bathnes.gov.uk

Director of Safeguarding and Quality Assurance

Name: Lesley Hutchinson Contact details: (01225) 396339

Director of Children Services

Name: Mary Kearney-Knowles Contact details: (01225) 396289

Service Manager Care Outcomes

Name: Rachael Ward Contact details: (01225) 477914

Service Manager Safeguarding Outcomes

Name: Leigh Zywek Contact details: (01225) 477394

Children and Families Duty and Assessment Team Managers

Names: Vicki Treasure and Sarah Riley Contact details: (01225) 396312 or (01225) 396313

Email: ChildCare_Duty@bathnes.gov.uk.

Director for Education and Transformation

Name: Chris Wilford details: (01225) 394290

Virtual School Headteacher

Name: Sarah Gunner Contact details: (01225) 477395

Definition

Vulnerable Children

Vulnerable children include those who have a social worker and those children and young people up to the age of 25 with education, health and care (EHC) plans.

Those who have a social worker include children who have a Child Protection Plan and those who are looked after by the Local Authority. A child may also be deemed to be vulnerable if they have been assessed as being in need or otherwise meet the definition in section 17 of the Children Act 1989.

Those with an EHC plan will be risk-assessed in consultation with Paulton Infant School, to decide whether they need to continue to be offered a school place in order to meet their needs, or whether they can safely have their needs met at home.

This could include, if necessary, carers, therapists or clinicians visiting the home to provide any essential services. Many children and young people with EHC plans can safely remain at home.

Eligibility for free school meals in and of itself should not be the determining factor in assessing vulnerability.

Senior leaders, especially the Designated Safeguarding Lead (and deputy) know who our most vulnerable children are. They have the flexibility to offer a place to those on the edge of receiving children's social care support.

Paulton Infant School will continue to work with and support children's social workers to help protect vulnerable children. This includes working with and supporting children's social workers and the local authority virtual school head (VSH) for looked-after and previously looked-after children. The lead person for this will be: Julie Hogan.

There is an expectation that vulnerable children who have a social worker will attend an education setting, so long as they do not have underlying health conditions that put them at risk. In circumstances where a parent does not want to bring their child to an education setting, and their child is considered vulnerable, the social worker and Paulton Infant School will explore the reasons for this directly with the parent.

Where parents are concerned about the risk of the child contracting COVID19, Paulton Infant School or the social worker will talk through these anxieties with the parent/carer following the advice set out by Public Health England.

Paulton Infant School will encourage our vulnerable children and young people to attend a school, including remotely if needed.

Attendance monitoring

Local authorities and education settings do not need to complete their usual day-to-day attendance processes to follow up on non-attendance.

Paulton Infant School and social workers will agree with parents/carers whether children in need should be attending school – Julie Hogan/ Chloe Butcher (Deputy Head)/Ruth Perry (SENCO) will then follow up on any pupil that they were expecting to attend, who does not. Julie Hogan/ Chloe Butcher/Ruth Perry will also follow up with any parent or carer who has arranged care for their child(ren) and the child(ren) subsequently do not attend.

How does this look in Paulton Infant School?

To support the above, Paulton Infant School will, when communicating with parents/carers and carers, confirm emergency contact numbers are correct and ask for any additional emergency contact numbers where they are available.

In all circumstances where a vulnerable child does not take up their place at school, or discontinues, Paulton Infant School will notify their social worker.

Designated Safeguarding Lead

Paulton Infant School has a Designated Safeguarding Lead (DSL) and a Deputy DSL. The Designated Safeguarding Lead is: Julie Hogan. The Deputy Designated Safeguarding Leads are: Chloe Butcher and Ruth Perry. In addition, all teaching staff have up to date Child Protection training.

The optimal scenario is to have a trained DSL (or deputy) available on site. Where this is not the case a trained DSL (or deputy) will be available to be contacted via phone or email - for example when working from home.

Where a trained DSL (or deputy) is not on site, in addition to the above, a senior leader will assume responsibility for co-ordinating safeguarding on site.

This might include updating and managing safeguarding chronologies and liaising with the offsite DSL (or deputy) and as required, liaising with children's social workers where they require access to children in need and/or to carry out statutory assessments at the school.

It is important that all Paulton Infant School staff and volunteers have access to a trained DSL (or deputy). On each day staff on site will be made aware of whom that person is and how to speak to them. This information has been shared on the original rota sent to all staff.

The DSL will continue to engage with social workers, and attend all multi-agency meetings, which can be done remotely.

Reporting a concern

Where staff have a concern about a child, they should continue to follow the process outlined in the school Safeguarding Policy, this includes making a report to the DSL or deputy DSL as soon as possible and logging it on CPOMs.

Staff are reminded of the need to report any concern immediately and without delay. CPOMs will then send an alert to the DSL and the DDSL.

Where staff are concerned about an adult working with children in the school, they should report the concern to the headteacher. If there is a requirement to make a notification to the headteacher whilst away from school, this should be done verbally and followed up with an email to the Headteacher.

Concerns around the Headteacher should be directed to the Chair of Governors: Dave Howson
Howsond@paulton-inf.bathnes.sch.uk
The Multi-Academy Trust will continue to offer support in the process of managing allegations.

Safeguarding Training and induction

DSL training is very unlikely to take place whilst there remains a threat of the COVID 19 virus. For the period COVID-19 measures are in place, a DSL (or deputy) who has been trained will continue to be classed as a trained DSL (or deputy) even if they miss their refresher training.

All existing school staff have had safeguarding training and have read part 1 of Keeping Children Safe in Education (2019). The DSL should communicate with staff any new local arrangements, so they know what to do if they are worried about a child.

Where new staff are recruited, or new volunteers enter Paulton Infant School, they will continue to be provided with a safeguarding induction. Some staff have also been directed to complete additional Child Protection training online, a record to be kept in their personnel files.

If staff are deployed from another education or children's workforce setting to our school, we will take into account the DfE supplementary guidance on safeguarding children during the COVID-19 pandemic and will accept portability as long as the current employer confirms in writing that: -

- the individual has been subject to an enhanced DBS and children's barred list check;
- there are no known concerns about the individual's suitability to work with children;
- there is no ongoing disciplinary investigation relating to that individual.

For movement within the Trust, schools should seek assurance from the Multi- Academy Trust (MAT) HR Manager that the member of staff has received appropriate safeguarding training.

Upon arrival, they will be given a copy of the receiving setting's child protection policy, confirmation of local processes and confirmation of DSL arrangements.

Safer recruitment/volunteers and movement of staff

It remains essential that people who are unsuitable are not allowed to enter the children's workforce or gain access to children. When recruiting new staff, Paulton Infant School will continue to follow the relevant safer recruitment processes for their setting, including, as appropriate, relevant sections in part 3 of Keeping Children Safe in Education (2019) (KCSIE). Paulton Infant School has decided that all recruitment for the present time will be discussed in the first instance with The Partnership Trust HR team, who will advise us on the current guidelines.

In response to COVID-19, the Disclosure and Barring Service (DBS) has made changes to its guidance on standard and enhanced DBS ID checking to minimise the need for face-to-face contact.

Paulton Infant School will continue to follow the legal duty to refer to the DBS anyone who has harmed or poses a risk of harm to a child or vulnerable adult. Full details can be found at paragraph 163 of KCSIE.

Paulton Infant school will continue to consider and make referrals to the Teaching Regulation Agency (TRA) as per paragraph 166 of KCSIE and the TRA's 'Teacher misconduct advice' for making a referral.

During the COVID-19 period all referrals should be made by emailing
Misconduct.Teacher@education.gov.uk

Whilst acknowledging the challenge of the current National emergency, it is essential from a safeguarding perspective that any school is aware, on any given day, which staff/volunteers will be in the school or college, and that appropriate checks have been carried out, especially for anyone engaging in regulated activity. As

such, Paulton Infant School will continue to keep the single central record (SCR) up to date as outlined in paragraphs 148 to 156 in KCSIE.

Online safety in schools

Paulton Infant School will continue to provide a safe environment, including online. This includes the use of an online filtering system.

Where students are using computers in school, appropriate supervision will be in place.

Children and online safety away from school and college

It is important that all staff who interact with children, including online, continue to look out for signs a child may be at risk. Any such concerns should be dealt with as per the Child Protection Policy and where appropriate referrals should still be made to children's social care and as required, the police.

Online teaching should follow the same principles as set out in the School and MAT code of conduct.

Paulton Infant School will ensure any use of online learning tools and systems is in line with privacy and data protection/GDPR requirements.

Paulton Infant School parents have received the **Video Conferencing Acceptable Use Agreement** prior to using video conferencing tools.

Supporting children not in school

Paulton Infant School is committed to ensuring the safety and wellbeing of all its Children and Young people.

Where the DSL has identified a child to be on the edge of social care support, or who would normally receive pastoral-type support in school, they should ensure that a robust communication plan is in place for that child or young person.

Details of this plan must be recorded in the child's file , as should a record of contact made.

The communication plans can include; remote contact and phone contact. Paulton Infant School and its DSL will work closely with all stakeholders to maximise the effectiveness of any communication plan.

This plan must be reviewed regularly (at least once a fortnight) and where concerns arise, the DSL will consider any referrals as appropriate.

The school will share safeguarding messages on its website and social media pages.

Paulton Infant School recognises that school is a protective factor for children and young people, and the current circumstances, can affect the mental health of pupils and their parents/carers. Teachers at Marksbury CEVC Primary School need to be aware of this in setting expectations of pupils' work where they are at home.

Paulton Infant School will ensure that where we care for children of critical workers and vulnerable children on site, we ensure appropriate support is in place for them.

Supporting children in school

Paulton Infant School is committed to ensuring the safety and wellbeing of all its students.

Paulton Infant School will continue to be a safe space for all children to attend and flourish. The Headteacher will ensure that appropriate staff are on site and staff to pupil ratio numbers, following guidance from The Partnership Trust, are appropriate, to maximise safety for staff and pupils.

Paulton Infant School will refer to the Government guidance for education and childcare settings on how to implement social distancing and continue to follow the advice from Public Health England on handwashing and other measures to limit the risk of spread of COVID19.

Paulton Infant School will ensure that where we care for children of critical workers and vulnerable children on site, we ensure appropriate support is in place for them.

Where Paulton Infant School have concerns about the impact of staff absence – such as our Designated Safeguarding Lead or first aiders – the Headteacher will discuss them immediately with The Partnership Trust.

Peer on Peer Abuse

Paulton Infant School recognises that during the closure a revised process may be required for managing any report of such abuse and supporting victims.

Where a school receives a report of peer on peer abuse, they will follow the principles as set out in part 5 of KCSIE and of those outlined within of the Child Protection Policy.

The school will listen and work with the young person, parents/carers and any multi- agency partner required to ensure the safety and security of that young person.

Concerns and actions must be recorded and appropriate referrals made.

Support from the Multi-Academy Trust

The Multi-Academy Trust (MAT) Central Safeguarding Team will provide support and guidance as appropriate to enable the DSL to carry out their role effectively.

There is the opportunity for regular group and individual supervision sessions. This may take the form of an online meeting.

The Chair of Governors and Vice-Chair of Governors will continue to have regular contact with the Headteacher throughout the time of partial closures.