



Safeguarding children and young people is the responsibility of everyone

Safeguarding and Child Protection Policy

September 2021

The Futures Trust and President Kennedy School are committed to safeguarding and promoting the welfare of children and young people and require all staff and volunteers to share this commitment

Date of Last Review: September 2021

Reviewed by: Richard Beattie

Agreed by Governors: September 2021

Shared with all Staff: September 2021

Frequency of Review: Annually

Date of Next Review: September 2022

Headteacher: Mr Neil Clayton, head@pks.coventry.sch.uk telephone 024 7666 1416

Designated Senior Person for Child Protection: Mr R Beattie, Assistant Headteacher
beattie@pks.coventry.sch.uk telephone 024 7666 1416

Deputy Designated Senior Person for Child Protection: Mr R Cordes
cordes@pks.coventry.sch.uk telephone 024 7666 1416

Named Governor for Safeguarding & Child Protection: Mr M Moseley
telephone 024 7666 1416 (c/o President Kennedy School)

LAC Designated Person & E-Safety Lead: Mr R Beattie, Assistant Headteacher
beattie@pks.coventry.sch.uk telephone 024 7666 1416

Local Authority Designated Officer (DO), for allegations against staff:
Mark Goddard at LADO@coventry.gov.uk, telephone: 024 7697 8499
Online referral form: <http://www.coventry.gov.uk/ladorefferral>

Chair of Governors: Mr M Moseley moseley@pks.coventry.sch.uk

Vice-Chair of Governors: Mr M Clark governingbody@pks.coventry.sch.uk

MASH TEAM: RAS@coventry.gcsx.gov.uk telephone 024 7678 8555

PREVENT Officer: Manjeet Pangli Manjeet.Pangli@coventry.gov.uk

POLICE: Holbrooks and Radford Neighbourhood team 101

SCHOOL NURSE SERVICE: South Warwickshire NHS Foundation Trust (SWFT)
Lakin Road Warwick CV34 5BW

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Definitions

- 1 'Safeguarding' is defined in Keeping Children Safe in Education (2020) 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.
- 2 'Child Protection' is the intervention that occurs when children have been significantly harmed or are at risk of significant harm.
- 3 'Child' refers to everyone under the age of 18.
- 4 'Parent' refers to birth parents and other adults in a parenting role for example adoptive parents, step parents and foster carers.
- 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 President Kennedy School and The Futures Trust.

Introduction

- 6 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.
- 7 The purpose of this policy is to:
 - Promote safeguarding and child protection and to demonstrate President Kennedy 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 President Kennedy 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.
 - Ensure that all staff are aware of their mandatory duties in relation to Prevent.

- 8 President Kennedy School is committed to the following principles:
- All children have the right to be protected from harm.
 - All staff take on a responsibility to promote children's welfare
 - 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.
 - 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.

Safeguarding aims

- 9 The safeguarding aims of President Kennedy 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;
 - support children's mental health and wellbeing
 - 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;
 - 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 deputy, 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 President Kennedy understands the safeguarding procedures; and to
 - regularly review policies and procedures to ensure that children are protected to the best of our ability.
- 10 This policy adheres to the following documents
- Keeping Children Safe in Education (September 2021)*1
 - Working Together to Safeguard Children (July 2018) parts updated December 2020

- Guidance for Safer Working Practice for those working with children and young people in education settings (May 2019) and Appendum (April 2020)
 - What to do if you are worried a child is being abused: Advice for practitioners (March 2015)
 - Sexual Violence and sexual Harassment between Children in Schools and Colleges (September 2021).
- 11 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, 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. See **Appendix H** for further information
- 12 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 2020).
- 13 This policy should be read in conjunction with the following policies.
- President Kennedy school's Statement of procedures for Dealing with Allegations of Abuse against Teachers, other Staff and Volunteers
 - President Kennedy School's Whistleblowing Policy
 - The Futures Trust Safer Recruitment Policy
 - President Kennedy School's Code of Conduct
 - The Futures Trust Suitability Policy – Statement on the recruitment of ex-offenders
 - The Futures Trust Reference Policy (Providing and requesting)
 - President Kennedy School's Volunteer Policy
 - The Futures Trust ICT Acceptable Use Policy
 - President Kennedy School's E-Safety Policy
 - President Kennedy School's Visitor Management Policy
 - President Kennedy School's Behaviour and Rewards Policy
 - President Kennedy School's Anti-Bullying Policy
 - President Kennedy school's Educational Visits Policy
 - President Kennedy Schools Attendance Policy.

Scope

- 14 This policy applies to all teaching, non-teaching, support, supply, peripatetic, contract staff, governors, volunteers and trustees working in or on behalf of President Kennedy School or The Future's Trust. All references in this document to 'staff' or 'members of staff' should be interpreted as relating to the aforementioned unless otherwise stated.
- 15 Rather than duplicating content from Keeping Children Safe in Education (September 2021) in this policy, it should be understood that President Kennedy School will always refer to this document as the benchmark for all safeguarding practice.

Roles and Responsibilities

The Role of the Governing Body and the Trust

- 16 The Futures Trust has a senior board level lead to take leadership responsibility for safeguarding. This role is carried out by Mrs Carol Blair. At school level the named governor for safeguarding is Mr Mike Moseley.
- 17 Part 2 of Keeping Children Safe in Education (September 2020) sets out the responsibilities of governing bodies. As part of these overarching responsibilities the Governing Body and Trust will:
- Have a strategic leadership responsibility for President Kennedy School's 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 this policy is reviewed annually, ratified by the Trust and communicated to the Governing Body;
 - Through the Headteacher, remedy without delay any deficiencies or weaknesses in regard to child protection arrangements that are brought to the attention of the school management, Governing Body or Trust.
 - Ensure that policies, procedures and training in President Kennedy 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 President Kennedy School takes into account local authority and Coventry Local Safeguarding 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 President Kennedy School has an effective child protection policy, that it is published on President Kennedy School's website or available by other means and review this annually;
 - Ensure that President Kennedy School has a staff behaviour policy or Code of Conduct, which is shared with all current staff and forms part of the induction training for new staff.
 - Ensure that all staff and volunteers undergo safeguarding and child protection training on induction and that as part of this they receive Part One and Annex A of Keeping Children Safe in Education (September 2021) including online training.
 - Put in place appropriate safeguarding responses for children who go missing from education;
 - Consider a whole-school approach to online safety, including the use of mobile technology in school:
 - Ensure that there are clear systems and processes in place for identifying

when children may be experiencing mental health problems;

- 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
- 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) and
- Ensure that on arrival at school, all visitors (including contractors) are provided with a leaflet making them aware of their responsibilities in being alert to the signs of abuse, and their responsibility for referring any concerns to the Designated Safeguarding Lead or their Deputy. This will include the names of the Designated Safeguarding Leads and their contact details.
- Ensure that children and young people are taught about keeping themselves safe, in a way that is appropriate to their age. This will include raising their awareness of the types of abuse and neglect, and specific safeguarding issues such as Child Sexual Exploitation;
- Ensure that the school contributes to inter-agency working in line with statutory guidance Working Together to Safeguard Children 2018. This includes providing a co-ordinated offer of early help when additional needs of children are identified and contributing to inter-agency plans to provide additional support to children subject to child protection plans. This covers a range of work such as:
 - Working with the named Early Help Co-ordinator in local Family Hubs regarding resistant families;
 - Working to help identify children and young people who are privately fostered;
 - Working with the Child Sexual Exploitation (CSE) Team, for Criminal and Sexual exploitation;
 - Working to help protect children from extremist and violent views through multi-agency work on the PREVENT agenda.
- Ensure that the school develops effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters, including:
 - Attendance at case conferences;
 - Notifying Social Care immediately (on the first day of absence) if there is an unexplained absence of a child on a Child Protection Plan;
 - Contacting the child's social worker directly if there is an unexplained absence of a child who is Looked After. This will then trigger actions

identified in the 'Joint Police and Social Care Protocol for Dealing with Children Missing from Care'.

- Ensure that the school adheres to and fully implements the Trust's Safer Recruitment Checklist and the processes that underpin it;
- Ensure that any member of staff found not suitable to work with children will be notified to the Disclosure and Barring Service (DBS) for consideration for barring, following resignation, dismissal, or in the case of a volunteer, when we cease to use their service as a result of a substantiated allegation; and
- Ensure that the Trust's Whistleblowing Policy is accessible to staff and volunteers and is published on the school's website.

The Role of the Headteacher

18 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 Children' to promote the educational achievement of children looked after;
- Appoint a lead for online safety;
- 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;
- Safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties (Teaching Standards, 2012)
- 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 the 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.
- Ensure that Children's Services (from the host authority or placing authority) have

access to President Kennedy 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).

- Ensure that the school is alert to possible private fostering arrangements, and that in the school admission process, the parents/carers resident with each child or young person indicate whether they are parent, other relative (to be specified), friend of the family, or other (to be specified).

The Role of the Designated Safeguarding Lead

19 The Designated Safeguarding Lead for President Kennedy School is Richard Beattie. The Deputy Safeguarding Lead is Ralph Cordes.

20 The Designated Safeguarding Lead will:

- Take overall lead responsibility for safeguarding and child protection Including online safety in President Kennedy School:
- Always be contactable during term time (during school hours) for staff to discuss safeguarding concerns. In the event that they are not available, a deputy will be made available.
- 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 safeguarding partners and work with other agencies in line with Working Together to Safeguard Children (2020);
- 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 President Kennedy School with regards to its 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;
- 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/or 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 President Kennedy 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 (eg SENCO, Virtual School Head) to ensure children with additional vulnerabilities are safeguarded;
- Help to promote educational outcomes of children who have experienced or are experiencing safeguarding or child protection issues by sharing relevant information with teachers and the school leadership team;
- Promote a 'culture of safeguarding', in which every member of President Kennedy School community acts in the best interests of the child;
- Ensuring President Kennedy school knows who its cohort of children who 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 President Kennedy School; and
- Liaise with the Headteacher regarding safeguarding cases and issues.

- 21 The Designated Safeguarding Lead will have the status and authority within the school to carry out the duties of the post including committing resources and, where appropriate, supporting and directing other staff.
- 22 Further details on the role of the Designated Safeguarding Lead can be found in Annex C of Keeping Children Safe in Education (September 2021).

The Role & Responsibilities of all Staff within School

- 23 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 President Kennedy 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, exploited or neglected;
 - Will be able to identify indicators of abuse;
 - Will be made aware of: the Safeguarding and Child Protection Policy; the Behaviour and Rewards Policy; the staff behaviour policy/Code of Conduct; information about the safeguarding response to children missing in education; the role of the designated safeguarding lead and systems in President Kennedy 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 2020) 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 (though 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;
- All teachers should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties (Teaching Standards, 2012).
- If concerns or allegations arise regarding a member of staff or the Headteacher, then the school's Statement of Procedures for Dealing with Allegations of Abuse against Teachers, Other Staff and Volunteers, must be followed.
- All teachers should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties (Teaching Standards, 2012).

24 Multi-Agency Working

- The school is committed to multi-agency working and operates under Working Together to Safeguard Children (2018) and local safeguarding arrangements.
- The 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.
- We work closely with the local Family Hub to ensure children receive appropriate, Co-ordinated Early Help.
- The Coventry Safeguarding Children's Partnership (CSCP) have designated that schools and colleges are a named 'relevant agency'. As such the school is under a statutory duty to co-operate with published CSCP arrangements.

Types of abuse

25 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.

26 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 (eg via the internet). They 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 child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.
Emotional abuse	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.

Type of abuse	Information
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 (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. 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 President Kennedy School’s policy and procedures for dealing with it.</p>
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>Further information about Child Sexual Exploitation can be found in paragraph 28 of Keeping Children Safe in Education 2021</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>

- 27 Indicators of abuse can be found in **Appendix B**.
- 28 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.
- 29 **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.**
- 30 President Kennedy School recognises that any child can be the victim of abuse and may benefit from early help. However, the school will be particularly vigilant to potential need for early help if a child:
- is disabled and have 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;
 - has a family member in prison, or is affected by parental offending
 - is misusing drugs or alcohol themselves;
 - is at risk of modern slavery, trafficking, sexual or criminal 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.¹
- 31 President Kennedy School recognises that abuse can take many different forms. Staff will also receive training on the following issues and action will be taken if President Kennedy School believes that a child is at risk of or is the victim of:
- physical abuse;

¹ Taken from paragraph 18, Keeping Children Safe in Education (September 2020)

- sexual abuse;
- child sexual exploitation;
- emotional abuse;
- neglect;
- peer on peer abuse
- bullying, including cyber or online-bullying;
- sexting;
- sharing of consensual or non-consensual nude and semi-nude images/videos;
- Mental health
- criminal exploitation (including involvement in county lines);
- domestic abuse;
- fabricated or induced illness;
- faith-based abuse;
- serious violence and harassment including gangs or youth violence.
- female genital mutilation;
- forced marriage;
- gangs or youth violence;
- gender-based violence;
- hate;
- honour-based violence;
- radicalisation;
- relationship abuse;
- trafficking and modern slavery.

32 President Kennedy School will also act to protect:

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

33 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 (September 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.
-

Children potentially at greater risk of harm

34 The 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.

35 The Designated Safeguarding Lead will hold information relating to social workers working with children in the school.

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

Mental Health

- 37 President Kennedy School recognises that safeguarding and promoting the welfare of children includes preventing the impairment of children’s mental health or development.
- 38 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.
- 39 Staff will not attempt to make a diagnosis of a mental health problem unless they are appropriately trained.
- 40 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 health problems, they should discuss their concern with the relevant College (year group) team and record their concerns on CPOMS. The College and the Safeguarding Team will consider the most appropriate support, largely through the Overcoming Barriers to Learning (OB2L) meeting. If the concern involves an urgent Mental Health Crisis then the Designated Safeguarding Lead should be informed without delay.
- 41 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 and record all concerns on CPOMS.
- 42 Further information, guidance and advice regarding mental health can be found in paragraph 41 of Keeping Children Safe in Education (September 2021).
- 43 President Kennedy School have a duty to refer any children who are living in a private fostering arrangement to the local authority.
- 44 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 E** for further information on President Kennedy School’s Prevent duty.
- 45 If any member of staff is unsure about signs of abuse or neglect, they should speak to the Designated Safeguarding Lead.
See **Appendix B** for further information and guidance on the above issues.²

² 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.

Children Missing from Education

- 46 President Kennedy School understands that children missing from education can be a warning sign to a variety of safeguarding concerns.
- 47 President Kennedy School will report information to the local authority when removing a child from roll.

Elective Home Education

- 48 President Kennedy 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.
- 49 Since 2016 President Kennedy School has had a statutory duty to inform the local authority of all students removed from roll. When Elective Home Education is the reason for this removal, the local authority and other key professionals will work alongside President Kennedy School to coordinate a meeting with parents ideally before a final decision is made.

Responding to signs of abuse

- 50 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, member of staff can make a referral to Children's Services, where possible there should be a conversation with the Designated Safeguarding Lead.
- 51 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.
- 52 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.
- 53 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;
 - Act on concerns immediately if a child is at risk of harm;
 - 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 Designated Safeguarding Lead prior to this.
- 54 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 Designated Safeguarding Lead 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 President Kennedy 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 the school believes that a child is at significant risk of harm, a referral will still be made to Children's Services.
- 55 For further information about the Coventry Safeguarding Children Partnership's 'Right Help, Right Time' guidance, which is used by President Kennedy School to make decisions about protecting children, please visit: <http://www.coventry.gov.uk/righthelprighttime>.
- 56 See page 26 for flowchart of actions that will be taken where there are concerns about a child (taken from Keeping Children Safe in Education, September 2021).
- 57 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 Designated Safeguarding Lead, 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.³

Peer on Peer Abuse

- 58 President Kennedy 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, sexting, sharing of consensual or non-consensual images of videos, causing someone to engage in sexual activity without consent, sexual violence and/or harassment and initiation/hazing ceremonies. The school recognise that safeguarding issues can manifest as peer on peer abuse.
- 59 The school will ensure staff understand what is meant by peer on peer abuse and the school policy on peer on peer abuse through training, briefings and updates.
- 60 The school will work to prevent peer on peer abuse by:
- Promoting our school values through “Pride” and “it’s all about learning”;
 - Creating a culture of support and trust;
 - Responding appropriately to all reports of abuse;
 - Working with both internal and external support agencies and groups, eg the school counsellor, the NSPCC, Coventry Rape and Sexual Abuse Centre (CRASAC) and the police;
 - Ensuring students are taught and learn about safeguarding and related topics so they understand abuse can be perpetrated by peers, online or in person, by strangers or by someone known to them.
- 61 In the event that an allegation of peer on peer abuse is made President Kennedy School will investigate this and work with both the victim(s) and the perpetrator(s) following the school’s Behaviour and Rewards Policy.
- 62 In the event that an allegation of peer on peer abuse is made, victims and alleged perpetrators will be supported by:
- Referral to relevant specialists such as counsellors, NSPCC, Police, youth workers;
 - Referral for internal support as appropriate via the relevant College;
 - Recognising both parties may have previously been a victim of abuse;
 - Working with parents/carers as appropriate;
 - Carefully considering restorative approaches in light of the nature of the abuse;
 - Consider arrangements for the appropriate education of both victim and

³ Introduced in Section 5B of the FGM Act 2003, as inserted by section 74 of the Serious Crime Act 2015.

perpetrator, taking into consideration specialist advice where a crime has been committed or is under investigation.

- 63 President Kennedy School will not tolerate abuse of any kind, will never pass off peer on peer abuse as ‘banter’ part of growing up’, ‘just having a laugh’ or ‘boys being boys’ etc. This can lead to a culture of unacceptable behaviours and an unsafe environment for children. never pass off peer on peer abuse as ‘banter’ or ‘part of growing up’.
- 64 President Kennedy School recognises the gendered nature of peer on peer abuse, but that all peer on peer abuse is unacceptable and will be taken seriously; President Kennedy School recognises, for example, that anyone can be the victim of abuse based on their gender, sexuality, disability or other difference and all instances will be treated equally.
- 65 President Kennedy School will adhere to guidance set out in Keeping Children Safe in Education (2021) and Sexual Violence and Sexual Harassment in Schools (May 2018) when responding to incidents of peer on peer abuse.
- 66 All staff will be made aware that ‘upskirting’ is a criminal offence. The Voyeurism (Offences) Act, commonly known as the Upskirting Bill, came into force on 12 April 2019.

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

- 67 “Sharing of consensual or non-consensual nude and semi-nude images or videos” in this policy 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.
- 68 Inappropriate sexualised language sent as text online has not been included in the UK Council for Child Internet Safety guidance or definition. President Kennedy School will still take this behaviour seriously as a safeguarding matter and respond with support and sanctions as appropriate
- 69 President Kennedy School has a responsibility to educate children in the risks relating to ‘Sharing of consensual or non-consensual nude and semi-nude images or videos’ and how to keep themselves safe online.
- 70 Any incidents or suspected incidents of ‘Sharing of consensual or non-consensual nude and semi-nude images or videos’ should be reported to the DSL without delay.
- 71 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);
 - Sanctions in accordance with behaviour policy;
 - Support for young people involved to prevent reoccurrence.
- 72 Any incidents of ‘Sharing of consensual or non-consensual nude and semi-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.
- 73 Staff will not view images or videos on pupil devices. Confiscated devices will be stored securely and passed to the relevant agencies.
- 74 We will work with parents as necessary if their child is involved in ‘Sharing of consensual or non-consensual nude and semi-nude images or videos’.
- 75 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.

Peer on Peer Sexual Violence and Sexual Harassment

- 76 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; up-skirting; sexualised online bullying; sexual exploitation, coercion and threats.
- 77 All members of staff at President Kennedy 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 Behaviour 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.
- 78 President Kennedy 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). 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.

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

Serious Violence

- 80 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.
- 81 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.
- 82 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).

Searching, Screening and Confiscation

- 83 Where necessary, searching, screening and confiscation will be used to safeguard children in President Kennedy School.
- 84 President Kennedy School adheres to 'Searching, Screening and Confiscation: Advice for Schools (January 2018).

Please see Behaviour and Rewards Policy for more information on searching, screening and confiscation policy.

Extra-Familial Harm

- 85 President Kennedy School recognises that safeguarding incidents can be associated with factors outside the school and may take place outside of school. We also recognise that safeguarding incidents of behaviours can occur between children outside of school. We will always consider contextual safeguarding factors when responding to safeguarding incidents.
- 86 All staff will be made aware that safeguarding incidents and/or behaviours can be associated with factors outside President Kennedy School and/or can occur between children outside these environments.

Youth Produced Sexual Imagery ('sexting')

Also refer to **Sharing of consensual or non-consensual nude and semi-nude images or videos**

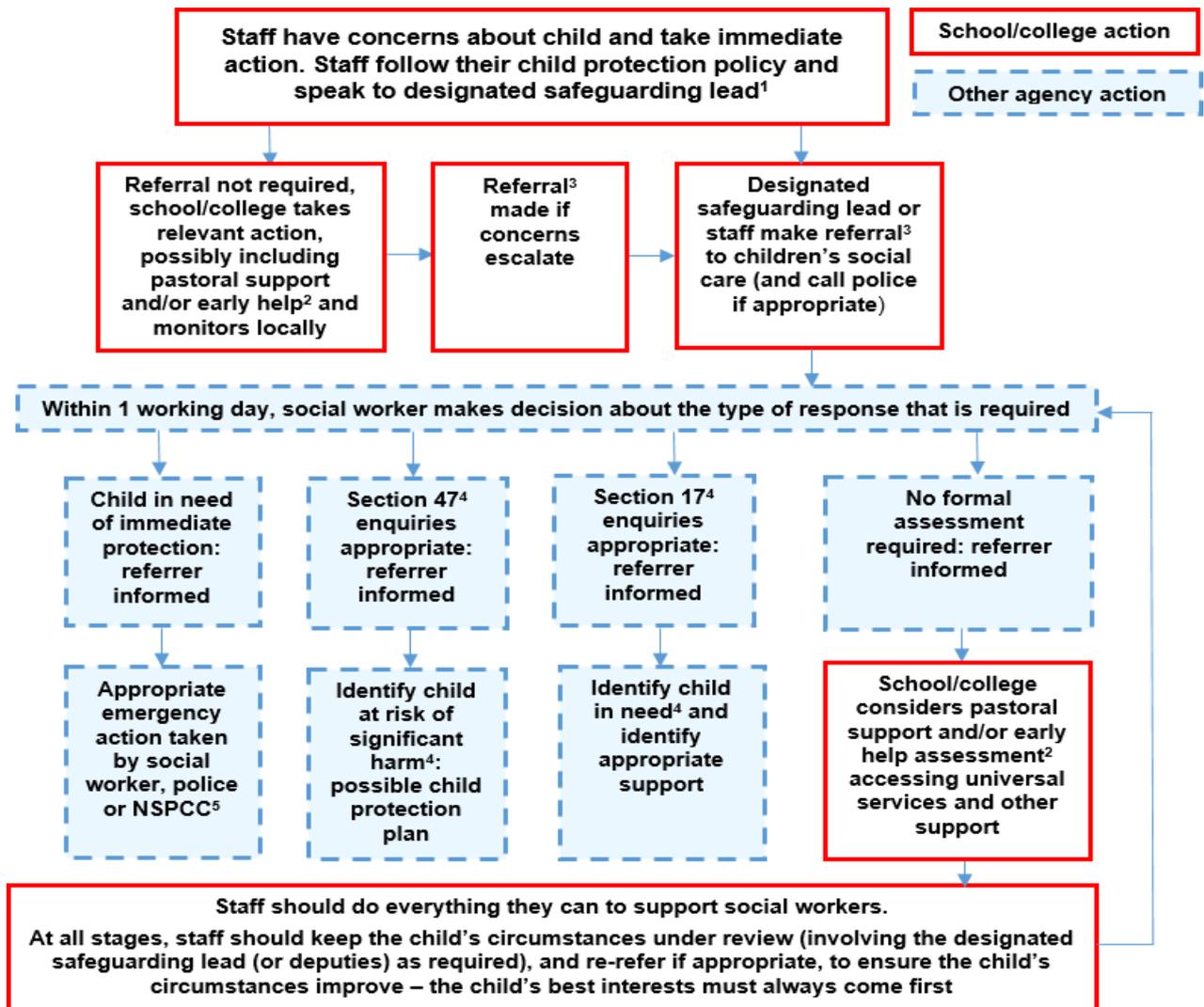
- 87 'Sexting' refers to any sharing of youth-produced sexual imagery between children. This includes:
- A person under the age of 18 creating and sharing sexual imagery of themselves with a peer under the age of 18;
 - A person under the age of 18 sharing sexual imagery created by another person under 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.
- 88 President Kennedy School has a responsibility to educate children in the risks relating to 'sexting' and how to keep themselves safe online.
- 89 Any incidents or suspected incidents of 'sexting' should be reported to the Designated Safeguarding Lead without delay.
- 90 Once reported to the Designated Safeguarding Lead, the Designated Safeguarding Lead will decide on the appropriate course of action. This could include:
- Confiscation of mobile phones in line with guidance 'Searching, Screening and Confiscation, January 2018);
 - Referrals to the police and/or the MASH;
 - Sanctions in accordance with the school's Behaviour and Rewards Policy;
 - Support for young people involved to prevent reoccurrence.
- 91 The school recognises that safeguarding incidents can be associated with factors outside the school and may take place outside of school. We will always consider contextual safeguarding factors when responding to safeguarding incidents.
- 92 Any incidents of 'sexting' involving the following will result in a MASH and/or Police referral:
- Adult involvement;
 - Coercion or blackmail;
 - Children under the age of 13;

- Extreme, or violent content;
- Immediate risk of harm.

- 93 Staff will not view images or videos on pupil devices. Confiscated devices will be stored securely and passed to the relevant agencies.
- 94 We will work with parents as necessary if their child is involved in 'sexting'.
- 95 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.

Raising Concerns with Social Care

- 96 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. The school will follow up referrals if we do not receive feedback from social care.
- **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
- 97 **Prevent/Channel Referrals:**
- Refer to MASH and to CTU_GATEWAY@west-midlands.pnn.police.uk
 - For advice: LA Prevent Co-Ordinator 02476831437.
- 98 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 LSCP's Escalation Policy to ensure that our concerns have been addressed and that the situation improves for the 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).

Record-keeping

Information will be kept confidential and stored securely

- 99 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.
- 100 President Kennedy School keeps all safeguarding files electronically, using a system called CPOMS (Child Protection Online Monitoring System).
- 101 Staff will submit all concerns in writing to the Designated Safeguarding Lead at the earliest opportunity. This may be after having a verbal conversation, but conversations will also be followed up in writing using CPOMS. In the event of a technological issues or use by a visiting professional the form in **Appendix D** can be used.
- 102 Records must be factual, accurate and relevant and avoid subjective judgements. It is not the schools responsibility to 'check out' what any child tells nor should any abuser be questioned.
- 103 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.
- 104 The school will seek at least two emergency contacts for every child.
- 105 All data processed by President Kennedy School is done so in line with the General Data Protection Guidelines and the Data Protection Act (2018). Please see the following policies for additional information: Privacy Notice; TFT Data Protection Policy, which are available on the school website.
- 106 Further information regarding information sharing and data processing in relation to safeguarding can be found in Part two of Keeping Children Safe in Education (September 2020).

Confidentiality

- 107 Safeguarding information should be treated as confidential and only shared as part of the agreed school and Coventry Safeguarding Children Partnership protocols.
- 108 All staff/volunteers in school have a responsibility to share relevant information about the protection of children with other professionals.
- 109 Staff / volunteers who receive information about children and their families in the course of their work shall only share that information only within appropriate contexts.

Communication with Parents and Carers

- 110 Parents and carers will be made aware of the school policy through published information and in initial meetings with parent and carers of new children. Parents and carers will be informed that in certain circumstances there may be a need to contact other agencies without first notifying them. This decision will be made in partnership between Education Services and Children's Services. It will be made clear that this is a legal obligation and not a personal decision.

Consent to share Photography and Images

- 111 Consent from parents to photograph children at school events for promotional reasons will be sought when the child joins President Kennedy School.
- 112 Parents can withdraw consent at any time and must notify President Kennedy School, in writing, if they do not wish their child's photographs to be used.
- 113 Photographs of children used publicly will not be displayed with their name or other personal information.
- 114 Photographs of children will be processed in line with the General Data Protection Regulation.
- 115 Online Learning may include the use of video conference technology and may involve the recording of lessons/or part of lessons. Students will be informed and recordings will be stored according to Data Protection guidelines and our Privacy Notice.

Early Help

- 116 President Kennedy 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. President Kennedy School works closely with its neighbouring family hub to work with families in the community to improve outcomes for children.
- 117 President Kennedy school works within the LSCP ['Right Help, Right Time'](#) framework, available on the LSCP website.

Staff training

- 118 In order for staff to be able to understand and discharge their safeguarding and child protection duties, President Kennedy School has committed to training staff throughout the academic year. All staff members will be made aware of the 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/or Annex A of Keeping Children Safe in Education (September 2021)
 - School procedures for Children Missing Education
 - President Kennedy School's Behaviour and Rewards Policy
 - The Futures Trust Whistleblowing Policy
 - President Kennedy School's Statement of Procedures for Dealing with Allegations of Abuse against Teachers, Other Staff and Volunteers:
 - The Futures Trust ICT Acceptable Use Policy.
 - President Kennedy School's Visitor Management Policy.
 - President Kennedy Schools Educational Visits Policy.
- 119 Staff at President Kennedy School (including Governors and Volunteers) will receive additional training Safeguarding Bulletins and briefings, covering for example the following topics in the most appropriate level of detail for their role. Generally, in response to the current safeguarding context of our community: Prevent, Online safety and 'sexting', peer on peer abuse, county lines, Safeguarding SEND students, children missing education, Female Genital Mutilation, educational visits, sharing of consensual or non-consensual nude and semi-nude images or videos etc.
- 120 The Designated Safeguarding Leads will attend the LSCP's Level 2 *Working Together to Safeguard Children* training and the DSL Refresher Training every two years.
- 121 The DSL will undertake Prevent awareness training and keep knowledge and skills up to date for example, through e-bulletins, meeting other DSLs, attending Coventry DSL briefings or digesting safeguarding developments as required.
- 122 The Deputy Designated Safeguarding Lead must also meet the training requirements as per the DSL.
- 123 Pastoral Managers will also receive level two training in order to support the DSL in their role.
- 124 Any newly appointed Designated Safeguarding Lead must attend the LSCB's Level 2 *Working Together to Safeguard Children* training before taking lead responsibility for safeguarding. The Deputy Designated Safeguarding Lead will take a leading role on safeguarding for the short time that the Designated Safeguarding Lead is waiting to receive training.
- 125 Up to date records in relation to safeguarding training will be maintained by the school and will be reviewed by the Trust alongside the school's Designated Safeguarding Lead on a termly basis.
- 126 President Kennedy 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, truanting and "Sharing of consensual or non-consensual nude and semi-nude images or videos". Staff will be trained in these areas in order to be able to further recognise if a child is at risk of harm.

Safer Recruitment

- 127 President Kennedy 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 of the candidates mental and physical fitness may also be checked.
- 128 A record of all checks on members of staff will be held on the Single Central Record.
- 129 All new members of staff will be required to obtain DBS clearance. President Kennedy 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.
- 130 At least one member of every interview panel will have undergone Safer Recruitment training which will be refreshed every two years.
- 131 We take proportionate decisions on whether to check individuals beyond what is required.
- 132 Any visitor to the school who has not been subject to the necessary checks will be supervised at all times and risk assessed.
- 133 All safer recruitment practices at the school comply with Keeping Children Safe in Education (September 2021). See Part 3 of Keeping Children Safe in Education (September 2021) for further information.
- 134 The school will adhere to and fully implement the Trust's Safer Recruitment Checklist and the processes that underpin it.
- 135 When recruiting volunteers the school will adhere to and fully implement the Trust's Volunteer Policy
- 136 The school's safer recruitment practices will be reviewed by the Trust alongside the school's Designated Safeguarding Lead on a regular basis. Any actions required will be reported to the Governing Body and the Trust.
- 137 Refer to our Safer Recruitment Policy for further details.

Allegations of abuse against staff

- 138 President Kennedy School takes all allegations against staff seriously and will manage them in line with this policy, Part 4 of Keeping Children Safe in Education (September 2021) and the CSCP Guidance, 'Allegations against Staff and Volunteers'.
- 139 To reduce the risk of inappropriate or unprofessional behaviour towards children, all staff and volunteers must be aware of safer working practice, and must be familiar with the document 'Guidance for safer working practice for adults who work with children and young people in education settings' (May 2019) and the addendum May 2020.
- 140 A concern, or allegation, is any information which indicates that a member of staff or volunteer may have failed to meet the requirements set out in the staff Code of Conduct or the above guidance document, or may have:
- Behaved in a way that has harmed a child, or may have harmed a child;
 - Possibly committed a criminal offence against or related to a child; or
 - Staff behaving towards a child or children 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'
- This applies to any child the member of staff or volunteer has, or has previously had, contact with in their personal, professional or community life.
- 141 Any such concerns or allegations must be reported in accordance with the steps below and the School's Statement of Procedures for Dealing with Allegations of Abuse against Teachers, Other Staff and Volunteers, which is made accessible to all staff and volunteers. Failure to report is a potential disciplinary matter.
- 142 If a concern or allegation of abuse arises against the Headteacher, it must be reported to the Chair of Governors, without delay.
- 143 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 point 5 of definitions of this policy.
- 144 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.
- 145 The Headteacher or Chair of Governors should consider if the **concern or** allegation meets the threshold for Designated Officer intervention, and in doing so will inform and seek advice from the Trust's HR Director. The Local Authority Designated Officer is **Mark Goddard** and contact details can be found at the front of this policy.
- 146 Concerns relating to a position of trust issue will be referred to the Local Authority Designated Officer within 24 hours.
- 147 If a child has suffered abuse or harm, a MASH referral will also be made.
- 148 In the instances where an allegation is dealt with internally, the Local

Authority Designated Officer will provide information and support to President Kennedy School in managing the allegation.

- 149 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.

Supply Teachers and all contracted staff

- 150 Although the school does not directly employ supply teachers and contractors, the school will ensure that any concerns or allegations against supply teachers are handled properly.
- 151 The school will cease to use a supply teacher for safeguarding reasons without liaising with the Local Authority Designated Officer and reaching a suitable outcome.
- 152 The Governing body will liaise with the supply teacher whilst they carry out their investigation.
- 153 The 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.

Governors

- 154 Is an allegation is about a Governor, the school will follow local procedures.

Volunteers

- 155 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.

Whistleblowing

- 156 President Kennedy School operates a culture of safeguarding and all staff should report any concerns about poor or unsafe practice, or the school's safeguarding processes to the senior leadership team.
- 157 The school's policy on Whistleblowing is made accessible to all staff and volunteers and the senior leadership team will take all concerns seriously.
- 158 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.

Promoting safeguarding and welfare in the curriculum

- 159 President Kennedy 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.
- 160 President Kennedy School will teach children about safeguarding, including online safety. As part of a broad and balanced curriculum, the school will cover relevant issues in line with Government Guidance on Relationships Education, Relationships and Sex Education and Health Education.
- 161 Children at President Kennedy School will receive the following as part of our promotion of safeguarding across the curriculum:
- Embedded programme of personal development across curriculum pastoral times.
 - Relationships, sex and Relationships and Health Education (RSHE) in line with new statutory guidance for September 2020, across both pastoral and curriculum time.
 - Major campaign weeks covering a range of safeguarding related topics such as Health and wellbeing, Online Safety, Respect and anti-bullying (including cyber bullying, peer on peer abuse, derogatory and prejudicial language and actions, sexual harassment and sexual violence, exploitation (Sexual and criminal, gangs and youth violence) Diversity and Equality, Drugs and Alcohol. Special events such as theatre groups and workshops around such areas as Child Sexual exploitation, Online Safety day, Anti-Bullying week.
 - Curriculum input linking to safeguarding topics such as preventing extremism, healthy relationships, community cohesion, sexual relationships, protective behaviours.
 - Working with students and parents to provide skills and knowledge around safeguarding topics such as mental health and online safety.
 - Targeted and available pastoral support including information, advice and guidance from the pastoral team working alongside outside agencies such as Positive Youth.

Children Looked After

- 162 The most common reason for children to be looked-after is because they have experienced abuse and/or neglect. President Kennedy School recognises that children looked after may have additional vulnerabilities. The Designated Lead for Looked-After and Previously Looked-After Children is Richard Beattie.
- 163 Staff will receive training on how to best safeguard children who are Looked-After and Previously Looked-After.
- 164 The school will work with Personal Advisors when children leave care (where applicable).
- 165 President Kennedy School is committed to working with other agencies to ensure the best outcomes for Looked-After and Previously Looked-After children.

Children with Special Educational Needs, Disabilities or Physical Health Needs

- 166 As outlined in Keeping Children Safe in Education (2021), President Kennedy 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 condition without further exploration;
 - being more prone to peer group isolation or bullying (including prejudice-based bullying than other children:
 - the potential for children with SEN and disabilities or certain other medical conditions being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs; and
 - communication barriers and difficulties in managing or reporting these challenges⁴
- 167 Staff will be trained in recognising signs of abuse in children with SEN and disabilities or certain medical conditions.
- 168 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.
- 169 Safeguarding learning opportunities within the curriculum will be appropriately differentiated to ensure all children can access it.

⁴ Keeping Children Safe in Education, September 2020.

Use of reasonable force

- 170 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.
- 171 In line with our Behaviour and Rewards Policy and staff Code of Conduct, and how we choose to treat children, our approach to managing behaviour is to build positive relationships use a clear system of rewards and consequences to promote good behaviour. In circumstances where this is not effective a senior member of staff is available on an on-call basis. A situation that requires use of reasonable force to keep someone safe would be recorded as a safeguarding concern, invested by the Designated Safeguarding Lead. Any situation involving the use of force would be discussed with the Headteacher to ascertain if changes to policy, practice and training were required to avoid future recurrence
- 172 When using reasonable force in response to risks presented by incidents involving children with special educational needs or disabilities (SEND), mental health or with medical conditions, President Kennedy School will consider the risks and carefully recognise the additional vulnerability of these groups. President Kennedy School will consider their duties under the Equality Act 2010 in relation to making reasonable adjustments, non-discrimination and their Public Sector Equality Duty.

Work Experience

- 173 President Kennedy School children do not go to other schools or establishments to undertake work experience. On occasions we do have students from schools within the Futures Trust as President Kennedy School to carry out their placements. All appropriate checks are undertaken in partnership with the sending school and President Kennedy School. All our policies and procedures are adhered to and relevant induction and training is in place.

Children Missing from education, home or care

- 174 President Kennedy School will take action to protect children missing in education and children missing from home or school.
- 175 A summary of key actions is below but please refer to the specific policy Children Missing Education on the school website/VLE and DFE guidance <https://www.gov.uk/government/publications/children-missing-education>.
- 176 Daily attendance monitored by the pastoral admin team after morning registration.
- 177 First Day absence procedures followed for all students, text message, phone call, home visit (see Attendance Policy and CME flowchart).
- 178 Students who are Looked After, on a Child Protection Plan or have other identified vulnerabilities, such as police notifications of Domestic Abuse with current Early Help services involvement, the social worker/key worker will be informed of absence and any concerns, after period 1 register is taken. If there is any doubt as to whether a child may be at risk of harm, the Designated Safeguarding Lead will be consulted.
- 179 At the latest after 5 days the Family Hub will be informed if no contact has

been made with the family, having followed the normal absence process (text messages, phone calls, home visits).

- 180 After a maximum of 10 days, the Children Missing Education Form will be completed and further advice sought.
- 181 After 20 days, the Remove from Roll checklist will be completed and advice will be sought from the Family Hub. The child can only be deleted from the Schools Admission register, with the signature of the Headteacher with the completed Remove from Roll checklist.

Private Fostering

- 182 President Kennedy 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 14 days, so we can support them as required.

Summary

- 183 President Kennedy 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 the school.

Appendix A: Policy Links

President Kennedy School's Child Protection and Safeguarding Policy is intended to be used in conjunction with the following policies available on the school's website or Virtual Learning Environment.

The school adheres to Coventry Local Safeguarding Children Partnership's Policies, which can be found here:

<http://www.proceduresonline.com/covandwarksscb/contents.html>

- [Allegations Against Staff or Persons in a Position of Trust Policy \(LSCP\)](#)
- Attendance Policy
- Anti-Bullying Policy
- Anti-Discrimination and Harassment Policy
- Behaviour and Rewards Policy
- Business Continuity Plan
- Medical Conditions Policy
- Code of Conduct (Staff)
- TFT Complaints Policy
- Critical Incident Prevention Plan
- TFT Data Protection Policy
- Privacy Notice
- Educational Visits Policy
- Equalities Policy
- [Escalation and Resolution of Professional Disagreements \(LSCP\)](#)
- TFT Suitability Policy – statement on the recruiting of Ex-Offenders
- TFT Reference Policy (Providing and requesting)
- Health & Safety Policy
- HR and Governance Policy
- Intimate Care Policy
- ICT Acceptable Use Policy
- Medicine Needs & First Aid Policy
- E-Safety Policy
- PSHE Policy
- Relationships, Sex and Health Education Policy
- SRE Policy Self-harm/Mental Health Policy
- Safer Recruitment Policy
- Site Security Policy
- SEND Report and Policy
- Statement of Procedures for Dealing with Allegations of Abuse against Teachers, Other Staff and Volunteers
- Transition Policy
- Visitor Management Policy
- Volunteer Policy
- Whistleblowing Policy

Appendix B: Some Potential Indicators of Abuse and Neglect

Children within the school may face any type of abuse. The school maintains the attitude of 'it could happen here' and remains vigilant to abuse of any kind. When staff are concerned that a child is suffering any type of abuse, they are expected to follow our safeguarding procedures to appropriately report it immediately.

NB. This guidance is provided as a useful reminder of the indicators of abuse but should be always be considered within the context of a comprehensive training programme and not as a substitute for more in depth consideration

There are four categories of abuse, which may result in a child being placed on the Child Protection Register. They are:

- Physical Abuse
- Emotional Abuse
- Sexual Abuse
- Neglect.

Indicators of Physical Abuse

Some of these indicators would clearly suggest child abuse, whilst others, when combined, may suggest that a child is being abused:

- Unexplained injuries including burns, particularly if they are recurrent
- Improbably excuses given to explain injuries
- Refusal to discuss injuries
- Untreated injuries
- Admission of punishment which seems excessive
- Bald patches
- Withdrawal from physical contact
- Arms and legs covered, even in hot weather
- Fear of returning home
- Fear of medical help
- Self-destructive tendencies
- Aggression towards others
- Running away.

Indicators of Emotional Abuse

Some of these indicators would clearly suggest child abuse, whilst others, when combined, may suggest that a child is being abused:

- Physical and/or mental and/or emotional development lags
- Admission of punishment that appears excessive
- Over-reaction to mistakes
- Continual self-deprecation
- Sudden speech disorders
- Fear of new situations
- Inappropriate emotional responses to painful situations
- Neurotic behaviour, eg thumb sucking, hair twisting, rocking

- Self-mutilation
- Fear of parents being contacted
- Extremes of passivity or aggression
- Drug/solvent abuse
- Running away
- Compulsive stealing or scavenging.

Indicators of Sexual Abuse

Some of these indicators would clearly suggest child abuse, whilst others, when combined, may suggest that a child is being abused:

- Sudden changes in behaviour or in school performance
- Displays of affection in a sexual way, inappropriate to age
- Tendency to cling or need reassurance
- Regression to younger behaviour e.g. thumb sucking, acting like a baby, playing with discarded toys
- Complaints of genital itching or pain, or anal pain
- Distrust of a familiar adult, or anxiety about being left with a relative, babysitter or lodger
- Unexplained gifts or money
- Depression and withdrawal
- Apparent secrecy
- Bedwetting, daytime wetting and/or soiling
- Sleep disturbances, nightmares
- Chronic illness, e.g. throat infection, venereal disease or other STD
- Anorexia, bulimia
- Unexplained pregnancy
- Fear of undressing, e.g. for sport
- Phobias or panic attacks.

Indicators of Neglect

Some of these indicators would clearly suggest child abuse, whilst others, when combined, may suggest that a child is being abused.

- Constant hunger
- Poor personal hygiene
- Constant tiredness
- Poor state of clothing
- Emaciation
- Frequent lateness or non-attendance at school
- Untreated medical problems
- Destructive tendencies
- Low self esteem
- Neurotic behaviour
- No social relationships
- Running away
- Compulsive stealing or scavenging.

Appendix C: Some Definitions Female Genital Mutilation

The cutting, damaging or changing of female genitalia with no medical purpose. It is a cultural practice and it is illegal in this country⁵.

Child Sexual Exploitation (CSE)

A type of sexual abuse, where a young person is encouraged, enticed or co-erced into sexual activity in exchange for something the young person needs or wants.

Child Missing Education (CME)

Children who fail to attend school, are not registered at school or those not receiving a suitable education other than at school. These children are particularly vulnerable to abuse and lack of opportunity later in life.

County Lines

A type of criminal exploitation, where criminals use children to move drugs and other illegal items between cities and rural area.

Honour based-violence (HBV)

Any kind of violence that happens to a child to protect the perceived 'honour' of a family.

Radicalisation

Young people being targeted and brainwashed often online into extreme thinking, usually around political or religious ideology.

Domestic Abuse

Any violence or abuse in the home that a child is victim of or witness to.

Fabricated or induced illness

When a parent invents or pretends a child is ill, medicates them or restricts their activities unnecessarily.

Peer on peer abuse

Peer on peer abuse is taken as seriously as abuse of children by adults. As with all types of 'Bullying' they should be reported and actioned following the school procedures. See Behaviour and Rewards Policy.

⁵ Introduced in Section 5B of the FGM Act 2003, as inserted by section 74 of the Serious Crime Act 2015.

Faith-based abuse

Abuse of a child linked to belief or faith. This could include abuse as a result of a belief in witchcraft or possession for example.

Sexting

Any child under the age of 18 sending images of themselves to another child under the age of 18. Sometimes known as 'youth-produced sexual imagery'.

Trafficking and/or modern slavery

The movement of children between or within a country for exploitation/forcing a child to work for no gain.

Female Genital Mutilation*

Female Genital Mutilation is the damaging, cutting or changing of female genitals with no medical cause.

It is not linked to a religion, it is a cultural practice.

Upskirting

'Upskirting' typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm. It is now a criminal offence.

There is a mandatory reporting duty on all professionals.

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 Designated Safeguarding Lead, but the legislation requires regulated health and social care 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.

Long holidays to risk areas, girls saying they are going on a 'special holiday' or will 'come back as a woman' are possible signs. Health problems, difficulty walking or toileting and changes in behaviour are all signs that a girl may have experienced FGM.

Appendix D: Referral Guidance

Reasons why some people hesitate to report abuse

The following list contains a range of reasons why people commonly hesitate to report abuse. It is provided for information, but be aware that none of these reasons is a justification for failing to report a child protection concern or disclosure.

- The child asks you to keep silent – keep a secret
- Fear of breaking up the family
- Fear of exposing the child to further abuse
- Fear of breaking a trusting relationship with child/family
- Painful memories of your own abusive experiences
- Fear of reprisals to yourself/your children/family
- Fear of presenting evidence in court
- Afraid of misinterpreting or overreacting to the situation
- Assuming another agency is dealing with the problem
- The 'rule of optimism' – everything will work out OK
- Assuming one parent/carer will protect
- Believing the child is fantasising/lying
- Being persuaded by the child's retraction
- Allowing a temporary improvement in the child's situation to distract you from the reality of continuing abuse
- Being unable to comprehend the unbelievable nature of the disclosure
- Not understanding procedures.

Why children can't tell about abuse

- Threats from abuser – withdrawal of 'favours' or physical threats – may be implicit derived from abuse of power
- Threats from peers also involved in abuse
- May think s/he is to blame and fear arrest
- Fear the loss of the child's world – family, school etc.
- May be emotionally dependent on abuser
- May have compartmentalised abuse
- Thinks won't be believed
- Low sense of self-esteem makes disclosure difficult
- May not realise sexual abuse is a crime – thinks it's normal
- May not wish to betray abuser
- May fear exposure and particularly public exposure
- May be ambivalent about sexual identity or feel guilt about taking part in abuse
- Lack of faith in justice system particularly for children with disabilities and from ethnic minorities
- Hasn't got adult permission to tell
- Lack of appropriate language skills.

Why refer?

- Children have the right to be safe
- Adults have a responsibility to protect children
- Abuse is damaging
- Child abuse exists in a world of secrecy and silence – the cycle of abuse has to be broken
- You only have one small piece of a jigsaw
- Children rarely lie about abuse
- An abuser may well abuse many other children who also have a right to protection.

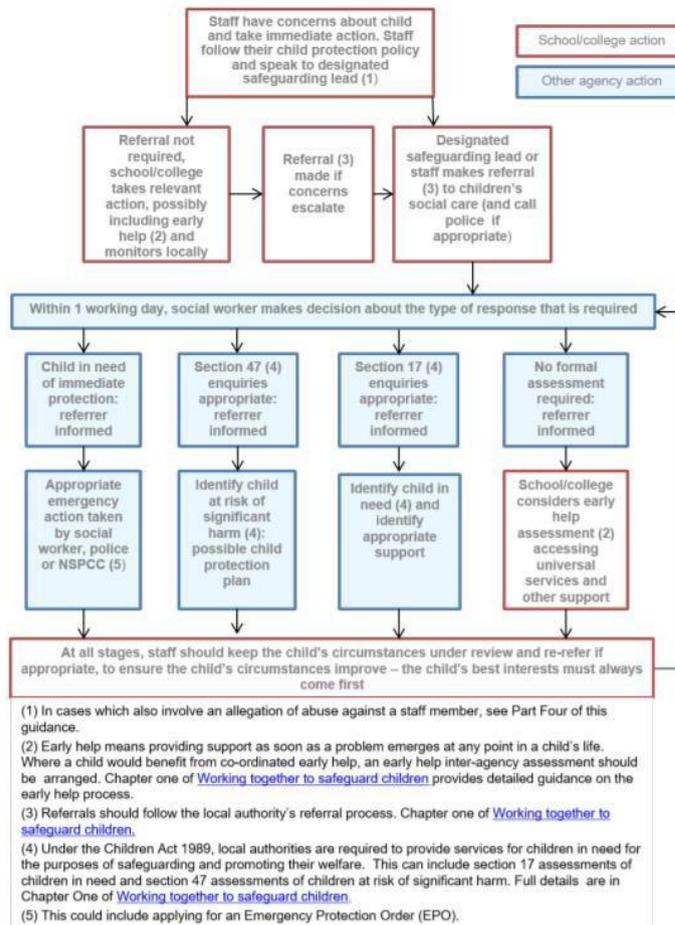
For guidance and support, contact the Children's Social Care Referral and Assessment Service Telephone: 024 7678 8555.

Making a decision

Further guidance on making a decision is provided in the Children's Social Care, Thresholds and Practice Standards, available at:

<http://coventryscb.proceduresonline.com/>

Actions where there are concerns about a child



Appendix E: Staff / Volunteer pro-forma for reporting Child Protection concern/s to DSL

The information on this form is strictly confidential. Please complete the form and check that it is clear and legible. Hand it to the designated teacher **in person** as soon as possible. Thank you.

The Child's Details	
Name	
DOB	
Tutor Group	
Address	
Home Contact Number	

The Incident	
Date	
Time	
Outline the incident (use a separate sheet if necessary)	

Action Taken/Other Useful Information	
Action taken by whom	

Your Details	
Your Name	
Your Job Title	
Names of any other staff involved	

Signature

Date

Time.....

Appendix F: Preventing Extremism and Radicalisation Guidance

Introduction

1. Since 2010, when the Government published the Prevent Strategy, there has been an awareness of the specific need to safeguard children, young people and families from violent extremism. There have been several occasions both locally and nationally in which extremist groups have attempted to radicalise vulnerable children and young people to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation.
2. President Kennedy School values freedom of speech and the expression of beliefs / ideology as fundamental rights underpinning our society's values. Both students and teachers have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.
3. President Kennedy School is committed to providing a secure environment for students, where children and young people feel safe and are kept safe. All adults at the school recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role has direct contact or responsibility for children or not.
4. This Preventing Extremism and Radicalisation Policy is one element within our overall school arrangements to safeguard and promote the welfare of all children in line with our statutory duties set out at S157/S175 of the Education Act 2002.
5. Our school's Preventing Extremism and Radicalisation Policy also draws upon the guidance produced by the Walsall Local Safeguarding Children Partnership; DfE Guidance "Keeping Children Safe in Education, 2020", HM government document "Prevent strategy: A guide for local partners in England" and the "Counter Terrorism and Security Act 2015".
6. The Counter-Terrorism and Security Act 2015 contains a duty on specified authorities, which includes all schools including academies, free schools, maintained schools and studio schools to have due regard to the need to prevent people from being drawn into terrorism. The new legislation will be measured through various inspection frameworks, with schools and Children Services measured through OFSTED. The government will be producing guidance to help schools deliver the required standards (issued under section 29 of the Act).
7. **Manjeet Panjli is the Prevent Coordinator in Coventry and offers support and challenge in relation to the Prevent agenda. To contact Manjeet, please call 02476 831437 or email prevent@coventry.gov.uk**
8. **The Department for Education has set up a helpline for teachers who have questions and/or concerns about extremism.**

9. Teachers can call: 0207 340 7264 or email: counter.extremism@education.gsi.gov.uk

School Ethos and Practice

10. When operating this Policy, the school uses the following accepted Governmental definition of extremism which is:
- ‘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 the death of members of our armed forces, whether in this country or overseas’.*
11. There is no place for extremist views of any kind in our school, whether from internal sources (students, staff or governors) or external sources (school community, external agencies or individuals). Our students see our school as a safe place where they can explore controversial issues safely and where our teachers encourage and facilitate this – we have a duty to ensure this happens.
12. As a school we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for children and so should be addressed as a safeguarding concern as set out in this Policy. We also recognise that if we fail to challenge extremist views we are failing to protect our students.
13. Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of young people. Education is a powerful weapon against this; equipping young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way.
14. Therefore, the school will provide a broad and balanced curriculum, delivered by skilled professionals, so that our students are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalized.
15. Please see notes on associated terminology in Annex 2 below.

The Counter Terrorism and Security Act July 2015

16. The Counter Terrorism and Security Act 2015 was published on 12th March 2015. Section 26 of the Act places a duty on schools in England (and Wales) to prevent people being drawn into terrorism. This duty applies to all schools, whether publicly funded or independent, and organisations covered by the Early Years Foundation Stage framework. The duty also applies to children’s homes. Statutory guidance has been published and comes into force on 1st July 2015.
17. Schools leaders (including governors) must:
- establish or use existing mechanisms for understanding the risk of extremism
 - ensure staff understand the risk and build capabilities to deal with it
 - communicate and promote the importance of the duty

- ensure staff implement the duty effectively.
18. Other duties on schools include:
- effective partnership working with other local agencies, e.g. LSCP, police, health, etc.
 - information sharing
 - maintaining appropriate records
 - assessing local risk of extremism (including Far Right extremism)
 - demonstrating they are protecting children
 - developing clear protocols for visiting speakers
 - safeguarding policies that take account of LSCP policies and procedures
 - training staff to give them knowledge and confidence
 - ensuring there is robust ICT protocols that filter out extremist materials
 - school buildings must not be used to give a platform to extremists
19. Ofsted are responsible for monitoring how well schools are implementing this duty.

Recognising the indicators of vulnerability to radicalisation

20. There is no such thing as a “typical extremist”: those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.
21. Students may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that school staff are able to recognise those vulnerabilities.
22. 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.

23. 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 crisis and/or personal crisis.

24. Any prejudice, discrimination or extremist views, including derogatory language, displayed by students or staff will always be challenged and where appropriate dealt with in line with our Behaviour Policy for students and the Code of Conduct/Staff Behaviour policy for staff.

25. We will ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it. All staff will receive WRAP training (Workshop to Raise Awareness of Prevent) and radicalisation and extremism will be an integral part of annual staff safeguarding training.

26. Our school is required to identify a Prevent Single Point of Contact (SPOC) who will be the lead within the organisation for safeguarding in relation to protecting individuals from radicalisation and involvement in terrorism. The SPOC for President Kennedy School is Mr Beattie.

27. When any member of staff has concerns that a student may be at risk of radicalisation or involvement in terrorism, they should speak with the SPOC or head/principal. We will help support students who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a student is being directly affected by extremist materials or influences we will ensure that that student is offered assistance. Additionally in such instances our school will seek external support from the Local Authority and/or local partnership structures working to prevent extremism.

28. Our school will closely follow the locally agreed procedure as set out by the Local Safeguarding Children Partnership for safeguarding individuals vulnerable to extremism and radicalisation <http://www.coventry.gov.uk/lscb>

Teaching Approaches

29. We will all strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches children may experience elsewhere may make it harder for them to challenge or question these radical influences. In our school this will be achieved by good teaching, primarily via Citizenship and PSHE sessions; but also by adopting the methods outlined in the Government's guidance 'Teaching approaches that help build resilience to extremism among young people' DfE 2011. These approaches include setting targets for young people to build a sense of ownership; creating a safe space for dialogue between staff and students; building resilience in students; improving student skills for collaborative work; improving students' ability to interact with each other and a peer mentoring scheme. We will ensure that all of our teaching approaches help our students build resilience to extremism and give students a positive sense of identity through the development of critical thinking skills. The school will promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage students to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our students safe and prepare them for life in modern multi-cultural Britain and globally.
30. We will also work with local partners, families and communities in our efforts to challenge extremist views and to assist in the broadening of our students' experiences and horizons.

Relationships Education and Relationships and Sex Education

31. New arrangements came into force in September 2020. Our teaching and planning is working towards meeting the needs of our students and community within this guidance.

Use of External Agencies and Speakers

32. The school encourages the use of external agencies or speakers to enrich the experiences of our students; however we will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our students. This includes checking the DBS of all external providers, viewing material that will be used beforehand and conducting a social media check on such agencies or individuals.
33. Such vetting is to ensure that we do not unwittingly use agencies that contradict each other with their messages or that are inconsistent with, or are in complete opposition to, the school's values and ethos.
34. Our school will assess the suitability and effectiveness of input from external agencies or individuals to ensure that:
- Any messages communicated to students are consistent with the ethos of the school and do not marginalise any communities, groups or individuals
 - Any messages do not seek to glorify criminal activity or violent extremism or seek to radicalise students through extreme or narrow views of faith, religion or culture or other ideologies

- Activities are properly embedded in the curriculum and clearly mapped to schemes of work to avoid contradictory messages or duplication.
 - Activities are matched to the needs of students
 - Activities are carefully evaluated by the school to ensure that they are effective.
35. Therefore by delivering a broad and balanced curriculum, augmented by the use of external sources where appropriate, we will strive to ensure our students recognise risk and build resilience to manage any such risk themselves where appropriate to their age and ability but also to help students develop the critical thinking skills needed to engage in informed debate.

Whistleblowing

36. Where there are concerns of extremism or radicalisation students and staff will be encouraged to make use of our internal systems to whistle blow or raise any issue in confidence.
37. Please refer to the separate Whistleblowing Policy which is available on the school's website and from the HR Office.

Recruitment

38. The arrangements for recruiting all staff, permanent and volunteers, to our school will follow government guidance on safer recruitment best practice in education settings, including, but not limited to, ensuring that DBS checks are always made at the appropriate level, that appropriate references are always received and checked and that we complete and maintain a Single Central Record of such vetting checks.
39. We will apply safer recruitment best practice principles and sound employment practice in general and in doing so will deny opportunities for inappropriate recruitment or advancement. We will be alert to the possibility that persons may seek to gain positions within our school so as to unduly influence our schools character and ethos. We are aware that such persons seek to limit the opportunities for our students thereby rendering them vulnerable to extremist views and radicalisation as a consequence.
40. Therefore, by adhering to safer recruitment best practice techniques and by ensuring that there is an ongoing culture of vigilance within our school and staff team we will minimise the opportunities for extremist views to prevail.

Role of Governing Body

41. The Governing Body of our school will undertake annual training led by the Designated Safeguarding Lead to ensure that they are clear about their role and the parameters of their responsibilities as Governors, including their statutory safeguarding duties.
42. The Governing Body of our school will support the ethos and values of our school and will support the school in tackling extremism and radicalisation.
43. In line with the provisions set out in the DfE guidance 'Keeping Children Safe in Education, September 2020' the Governing Body will challenge the school's senior management team on the delivery of this policy and monitor its

effectiveness.

44. Governors will review this policy regularly prior to the start of a new academic year (on an annual basis) but may amend and adopt any amendments outside of this timeframe in accordance with any new legislation or guidance.

Standards for Teachers

45. The 2011 (updated 2013) Standards for Teachers (part two) states:
46. A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements, define the behaviour and attitudes that set the required standard for conduct throughout a teacher's career.
47. Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school by:
 - **Treating students with dignity, building relationships rooted in mutual respect**, and at all times observing proper boundaries appropriate to a teacher's professional position
 - **Having regard for the need to safeguard students' well-being, in accordance with statutory provisions showing tolerance of and respect for the rights of others**
 - **Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs**
 - Ensuring that personal beliefs are not expressed in ways that exploit students' vulnerability, or might lead them to break the law.
48. Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality. They must have an understanding of, and always act within, the statutory frameworks that set out their professional duties and responsibilities.
49. **NB** the phrase '**fundamental British values**' refers to the definition of extremism as articulated in the Prevent Strategy, which was launched in June 2011 and updated recently. It includes the need for schools to explore with students and students '**democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs**'.

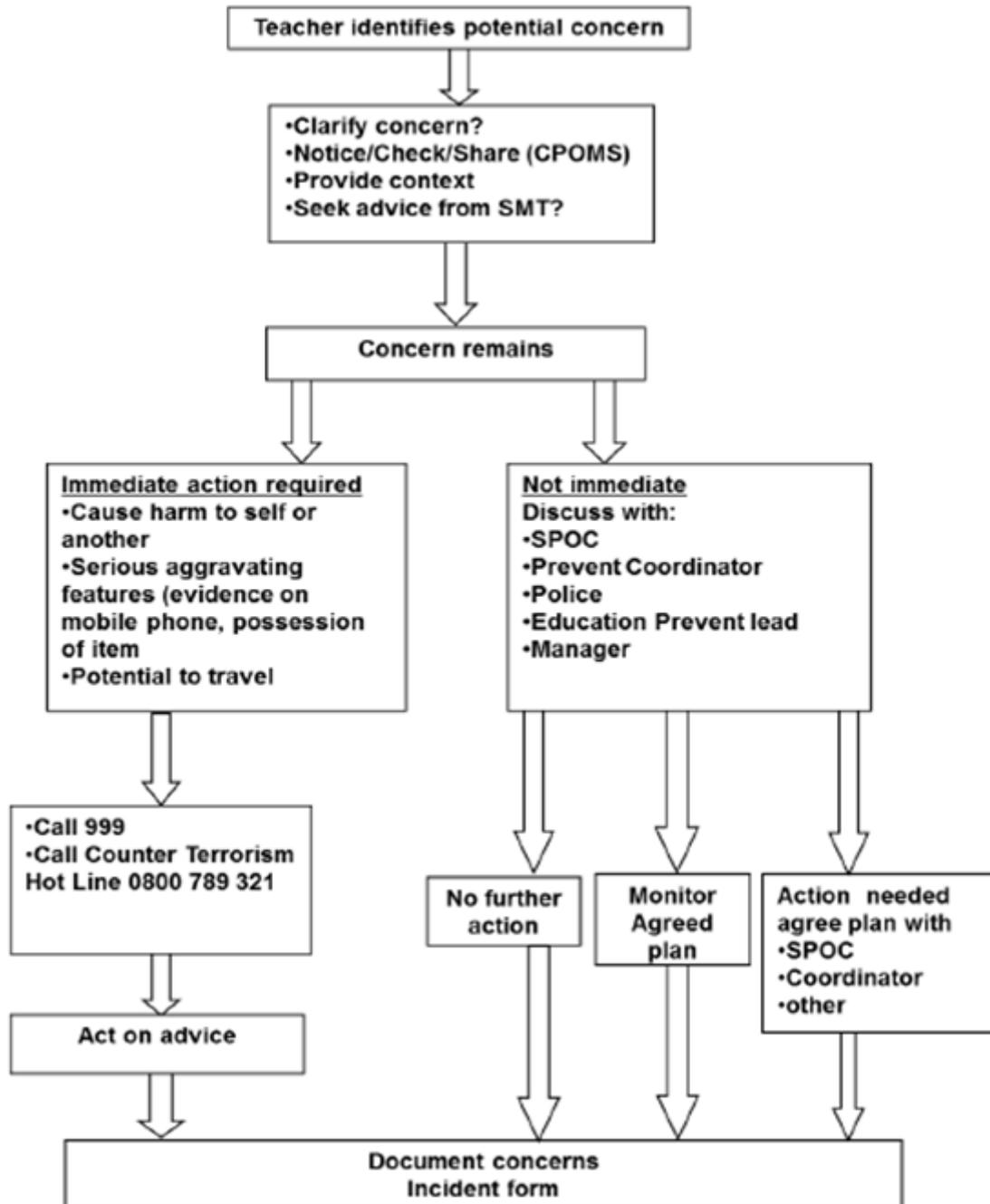
Policy Adoption, Monitoring and Review

50. This Policy was considered and adopted by the Governing Body in line with their overall duty to safeguard and promote the welfare of children as set out in the DfE guidance 'Keeping Children Safe in Education' September 2020 and duties as set out in the Counter Terrorism and Security Act 2015.
51. Parents/carers will be issued with a hard copy of this Policy on request. This Policy will also be made available to parents/carers via the school's website.
52. Governors will review this policy annually prior to the start of a new academic year but may adopt any amendments outside this timeframe in accordance with any new legislation or guidance.

Supporting children who are travelling/have travelled abroad to specific locations

53. If a student/parent/carer seeks permission to travel abroad and this falls within the academic school term then the family should be provided with the letter as set out in **Annex 3**. The Dangers of travelling for terrorism (or Forced Marriage or Female Genital Mutilation) are becoming increasingly apparent and concerning. While this guidance refers to children and young people returning; there is an absolute desire to stop them travelling wherever possible. School staff must also be alert and refer cases of potential concern if they become aware that a student/pupil is intending to travel during school holidays.
54. If you have concerns either post travel or pre travel and/or identify any concerns in relation to extremism as identified above please refer to the flow diagram on **Annex 4** which relies on your professional judgment with full support and guidance from your **SPOC**. If any of the indicators of concern are noted upon return/extremism risk identified then consideration needs to be given to making a referral to Channel, the Channel panel will suggest appropriate intervention. This will be from a safeguarding perspective around a number of issues that will encompass extremism vulnerabilities. If any responses/discussions give further indicators for concern around extremism then the Local Security and Partnership Officer will be contacted.

Flow Chart Supporting Children who are travelling/have travelled abroad to specific locations



Appendix G: Key Terms / Associated Terminology PREVENT

Al-Qaeda - An international organization of loosely affiliated groups/cells that carry out attacks and bombings in the attempt to disrupt the economies and influence of Western nations and advance Islamic extremism

British- People who are the inhabitants of Britain (e.g. citizens of England, Scotland, Wales, Northern Ireland, the Isle of Man or one of the Channel Islands, collectively known as the United Kingdom) or an inhabitant of a British overseas territory

Channel – A key element of the Prevent Strategy; Channel is about safeguarding children and adults from being drawn into committing terrorist-related activity. It is about early intervention to protect and divert people away from the risk they face before illegality occurs

English Defence League (EDL) - The English Defence League is a far right, street protest movement, which opposes what it considers to be a 'spread of Islamism', and Islamic extremism in the United Kingdom.

Ethnicity - This is linked to distinctive shared social, linguistics, physical (e.g. skin colour) cultural and geographical heritage and norms. Religious belonging may be part of these norms. Every person has an ethnicity. To belong to an ethnic group, an individual must see themselves as a member and be seen as others as being a member of the group

Extremism - One who advocates or resorts to ideologies and measures beyond the norm, in politics and religion often using violence and terror tactics to make their views known, or to gain power.

Ideology- A set of ideas and beliefs of a group, religious or political party

Identity - An umbrella term used to describe an individual's understanding of him or herself; identity is influenced by many factors, gender, ethnicity, religion, nationality, culture, family etc.

Media - The means of communication that reaches large numbers of people e.g. the television, newspapers, and the internet

Propaganda - Ideas or statements that are often false or exaggerated and that are spread in order to help a cause

Islamophobia - A hatred or fear of Muslims, their religion and sometimes-related politics or culture.

Islamist - A western term used to describe an extreme Muslim usually politicised

Jihad- Personal struggle in everyday life; striving to achieve a goal; also used to mean taking up arms if necessary

Nationalism - a feeling that people have of being loyal to and proud of their country often with the belief that it is better and more important than other countries

Nationality - The status of belonging to a particular nation by origin, birth, or naturalization

Racism - This term refers to the deeply rooted but groundless belief that certain groups are inherently inferior to others. Racism is expressed through attitudes,

behaviours and institutional policies and procedures. It disadvantages certain groups in terms of housing, job opportunities and education. Some White people experience racism (for example people from Irish, Jewish or Traveller backgrounds).

Radical - A word that describes a person who favours extreme or fundamental change in existing institutions or in political, social, or economic conditions

Resilience - The ability to recover quickly from change, or misfortune

Right wing - A conservative or reactionary element in a political party or other organization, often associated with fascism, nationalism and racism.

Social media - Forms of electronic communication (web sites, social networking and blogging) through which users create online communities to share information, ideas, personal messages, and other content e.g. videos.

Stereotypes - This involves making generalised assumptions about a person or group; applying these assumptions; expecting people to conform to them

Terrorism - The unlawful use or threatened use of force or violence by a person or an organised group against people or property with the intention of intimidating individuals, coercing societies or governments, often for ideological or political reasons.

Terrorist - One that engages in acts or an act of terrorism

Xenophobia - An unreasonable fear or hatred of foreigners or strangers, or of that, which is different, foreign or strange.

Appendix H – COVID-19 Addendum

Updated March 2021

The policy addendum* for managing safeguarding under the lockdown is not currently in operation due to schools re-opening on the 8th March 2021. Should President Kennedy School be required to enter a period of local or national lockdown then the policy addendum will be updated and re-introduced as required.

The following points from the policy addendum are still relevant to highlight, in addition to the main policy:-

- President Kennedy School will continue to work with parents, carers and external agencies to ensure all safeguarding and welfare information is up to date and accurate, particularly before a child returns to school.
- As children return to school, they will be given the opportunity to share any concerns they have with staff, so that relevant safeguarding and welfare information remains accurate, and relevant support is available.
- Staff are reminded that they may identify new safeguarding concerns following a child returning to school and these should be reported in the usual way to the Designated Safeguarding Lead, without delay.
- DSL and Deputy DSL time will be allocated to support staff and children regarding new concerns (and referrals as appropriate) as more children return, as required.
- President Kennedy School will continue to follow updated advice from the Department for Education, the Local Authority and the Coventry Safeguarding Children Partnership. This includes advice around children with Education Health and Care Plans, the local authority designated officer and children's social care, reporting mechanisms, referral thresholds and children in need.

The COVID-19 risk assessment for the school covers all the actions the school has taken to minimise the risks associated with COVID-19. Please contact the school reception if you have any questions or concerns you would like to discuss.

Additional concerns about Mental Health, Online Safety and other risks associated with the lockdown period are addressed in the main policy and all staff, students and parents./carers will be encouraged to remain vigilant and share any concerns.

Links and Supporting Documents

HO Foreign Travel Advice

<https://www.gov.uk/foreign-travel-advice>

Prevent Tragedies

www.preventtragedies.co.uk

How social media is used to encourage travel to Syria and Iraq

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/440450/How_social_media_is_used_to_encourage_travel_to_Syria_and_Iraq.pdf

Promoting British Values through SMSC

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/380595/SMSC_Guidance_Maintained_Schools.pdf

Tackling extremism in the UK - Task Force report (see pages 5 – 7)

<https://www.gov.uk/government/publications/tackling-extremism-in-the-uk-report-by-the-extremism-taskforce>

Channel Guidance

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/425189/Channel_Duty_Guidance_April_2015.pdf

Prevent Duty (new guidance and consultations doc)

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/388934/45584_Prevent_duty_guidance-a_consultation_Web_Accessible.pdf

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<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

- Optional Schools Audit available from the DSL
- Some key terms / associated terminology (see below)
- Letter for supporting Children who are travelling/have travelled abroad to specific locations – Available from the DSL.
- Flow chart available from DSL.