

Orchard School Safeguarding/Child Protection Policy



September 2019

To be reviewed annually or as required

The Governors and staff at our school are fully committed to protecting children from harm.

This policy has been implemented at our school to safeguard the children and families in our care and is in line with:

- *Working Together to Safeguard Children (DfE)*
- *Keeping Children Safe in Education: Statutory guidance for schools and colleges (DfE) Updated Guidance September 2019*
- *The Procedures of The City & Hackney Safeguarding Children Partnership*
- *The Children Act 1989*
- *The Education Act 2002 s175 / s157*
- *Mental Health and Behaviour in Schools: Departmental Advice (DfE 2014).*

Safeguarding is defined as:

- Protecting children from maltreatment
- Preventing impairment of children's health or development
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best life chances

Our school values all children and we aim to provide them with the following:

- Creating an environment where children feel safe and secure, listened to and valued
- Having adults in place for children to talk to and approach for help if they feel the need
- All children/young people having the right to speak freely and voice their values and beliefs
- For all stakeholders to understand their roles and responsibilities to contribute to the establishment of a safe, resilient and robust ethos in the school, built on mutual respect, and shared values
- Ensuring that training is offered and updated regularly so that staff are more able to recognize and be alert to signs and symptoms of abuse
- Developing staff's awareness of the risks and vulnerabilities their pupils/students face
- Addressing concerns at the earliest possible stage
- Reducing the potential risks pupils/students face of being exposed to violence, extremism, exploitation, or victimisation
- Introducing appropriate work within the curriculum
- Ensuring that staff are aware of Child Protection Procedures and to know whom the named person is to contact in the event of an issue arising
- Developing and promoting effective working relationships with other agencies, especially the Police and Social Services
- Ensuring that all adults within our school who have access to children have had Enhanced Disclosures checked and verified by the Disclosure Barring Services (DBS) in addition to Disqualification by Association paperwork completed
- Ensuring that any parents/volunteers supporting our children have been checked in line with Local Authority Procedures
- Following the Local Authority Procedures for Child Protection

Who to contact in the event of an issue arising or concern:

School Based Leads:

Rachel Davie (Headteacher)
Aimee Walker (Deputy Headteacher)
Rachael Carr (Deputy Headteacher)
Ruth Grover (Assistant Headteacher)
Zammedin Siddique (Assistant Headteacher)

Other contacts in relation to concerns including any concerns over those named above

Rachel Davie (Executive Headteacher)

James Gowland (Chair of Governors)

Indicators of concern

A concern about a child or a family may be brought to your attention through many channels.

Some examples are:

- Through the child - something they disclose
- Something another person has said
- Your observations over a period of time (the child's behaviour, the child's appearance, the child's health, the child's emotional state)
- A visible physical sign on a child (an injury)

Observations need to be discussed with parents. If this does not produce a result, then advice must be sought from Social services. **Every effort must be made to inform parents of all actions to be taken, unless this places the child at greater risk of abuse.**

It takes a lot of courage for a child to tell an adult that they have been or are being hurt or abused. Children are very loyal to the people they love regardless of the pain they may be suffering. The threat of violence to themselves or others may frighten children. Some children may never disclose abuse and continue with their lives taking abuse as the "norm".

The child's welfare and protection must be the first consideration for all staff.

Any suspicion of child abuse must be given the highest priority.

At school we believe it is important to LISTEN.

Procedures to follow if a child discloses something:

Listen carefully to the child. You must treat what they say seriously. Children rarely make false allegations. **It is very important to distinguish between fact and impression.**

You must reassure the child that they are right to tell someone about what has happened and that they are not responsible for what has happened.

The child must come forward with the information and you **MUST NOT** ask leading questions.

As soon as is possible you must record **exactly** what the child has told you. You should also note down the child's behaviour and/or emotional state (in some cases these notes may be used in court proceedings). You are able to add your personal opinion based on your knowledge of the child but this must be clearly stated as 'In my opinion' and be written up separately from the child's statement. You **MUST** sign and date your records.

It is essential that you do not make promises you cannot keep and that you don't promise not to tell anyone.

You must report your findings to the safeguarding officer as soon as possible.

The designated person will then make further inquiries. Either by talking to other adults involved with the child, talking to the parents, and/or talking to the child.

The designated person may also contact the Safeguarding in Education team and if needed a referral to Children and Young People's Services (Social Services) or the Police may be made.

Not all concerns raised will be referred to outside agencies, it is important to remember each situation is unique and there may be other events surrounding the one you are a part of.

Confidentiality within the school

- We recognise that all matters relating to child protection are confidential
- The safeguarding officer will disclose any information about a pupil to other members of staff on a need to know basis only. A written record will be made of what information has been shared with whom, and when
- Child protection records will be stored securely in a central place separate from academic records. Individual files will be kept for each child – the school will not keep family files. Files will be kept for at least the period during which the child is attending the school, and beyond that in line with current data legislation and guidance. Access to these records by staff other than by the Designated Safeguarding Lead will be restricted, and a written record will be kept of who has had access to them and when
- Parents will be aware of information held on their children and kept up to date regarding any concerns or developments by the appropriate members of staff. General communications with parents will be in line with any home school policies and give due regard to which adults have parental responsibility. We do not disclose to a parent any information held on a child if this would put the child at risk of significant harm
- All staff are aware that they have a professional responsibility to share information with other agencies in order to safeguard children
- All staff must be aware that they cannot promise a child to keep secrets

If a child is placed on a Child Protection Plan or on a Child in Need plan if needed, staff involved with the child will be made aware of the circumstances. Any changes to the child's normal behaviour at school or absences will need to be reported to social services.

Once a child is placed on a care plan further investigations by other agencies may need to take place with or without parental consent, e.g. police inquiries.

The school will take guidance from both Children's Social Care and the Police with regards to children having access to 'alleged perpetrators.'

The school will work closely and take direction from Children's Social care at all times and follow their recommendations with all children and families.

If a pupil moves from our school, child protection records will be forwarded on to the Designated Safeguarding Lead at the new school, with due regard to their confidential nature and in line with current government guidance on the transfer of such records. Direct contact between the two schools may be necessary, especially on transfer from primary to secondary schools. We will record where and to whom the records have been passed and the date.

If sending by post, pupil records will be sent by "Special/Recorded Delivery". For audit purposes a note of all pupil records transferred or received should be kept in either paper or electronic format. This will include the child's name, date of birth, where and to whom the records have been sent and the date sent and/or received.

If a pupil/student is permanently excluded and moves to a Pupil Referral Unit, child protection records will be forwarded on to the relevant organisation.

When a Designated Safeguarding Lead resigns their post or no longer has child protection responsibility, there should be a full face-to-face handover/exchange of information with the new post holder.

In exceptional circumstances when a face-to-face handover is not possible, the Headteacher will ensure that the new post holder is fully conversant with all procedures and case files.

Staff Code of Conduct (see also Staff Handbook)

All staff (paid and voluntary) are expected to adhere to a code of conduct in respect of their contact with pupils and their families. Children will be treated with respect and dignity and no punishment, detention, restraint, sanctions or rewards are allowed outside of those detailed in the school's Behaviour Management Policy.

Whilst it would be unrealistic and undesirable to preclude all physical contact between adults and children, staff are expected to exercise caution and avoid placing themselves in a position where their actions might be open to criticism or misinterpretation. Where incidents occur which might otherwise be misconstrued, or in the exceptional circumstances where it becomes necessary to physically restrain a pupil for their own protection or others' safety, this will be appropriately recorded and reported to the Head teacher and parents. Any physical restraint used will comply with DfE guidance "*Use of reasonable force in Schools*" (see also the school's positive handling policy).

Except in cases of emergency, first aid will only be administered by qualified First Aiders. If it is necessary for the child to remove clothing for first aid treatment, there will, wherever possible, be another adult present. If a child needs help with toileting, nappy changing or washing after soiling themselves, another adult should be present or within earshot (see also the Intimate Care policy). All first aid treatment and non-routine changing or personal care will be recorded and shared with parents/carers at the earliest opportunity. Children requiring regular medication or therapies for long-term medical conditions will be made the subject of a Medical Plan that has been agreed with the parents and health authority.

For their own safety and protection, staff should exercise caution in situations where they are alone with pupils. Other than in formal teaching situations; for example during musical instrument tuition, the door to the room in which the 1:1 coaching, counselling or meeting is taking place should be left open. Where this is not practicable because of the need for confidentiality, another member of staff will be asked to maintain a presence nearby and a record will be kept of the circumstances of the meeting. All rooms that are used for the teaching or counselling of pupils will have clear and unobstructed glass panels in the doors.

School staff should also be alert to the possible risks that might arise from social contact with pupils outside of the school. Home visits to pupils or private tuition of pupils should only take place with the knowledge and approval of the Head teacher. Visits/telephone calls by pupils to the homes of staff members should only occur in exceptional circumstances and with the prior knowledge and approval of the Head teacher. Any unplanned contact of this nature or suspected infatuations or "crushes" will be reported to the Headteacher.

Staff will only use the school's digital technology resources and systems for professional purposes or for uses deemed 'reasonable' by the Head and Governing Body. Staff will only use the approved school email, school learning platform or other school approved communication systems with pupils or parents/carers and only communicate with them on appropriate school business and will not disclose their personal telephone numbers and email addresses to pupils or parents/carers. Staff will not use personal cameras (digital or otherwise) or camera phones for taking and transferring images of pupils or staff without permission and will not store images at home.

Staff should be aware of the school's whistle-blowing procedures and share immediately any disclosure or concern that relates to a member of staff with the Head teacher or one of the Designated Safeguarding Leads if the Headteacher is not available and nothing should be said to the colleague involved. It should be shared with the Executive Headteacher or Chair of Governors if it relates to the Headteacher.

Allegations towards staff:

If there is a concern about a member of staff this should be brought to the attention of the **Executive Headteacher, Rachel Davie** immediately. If the allegation concerns the Executive Headteacher, then this needs to be brought to the attention of the **Chair of Governors, James Gowland**.

The school will seek the support of the LADO (Local Authority Designated Officer) in cases where it is considered that a child may have been put at risk or harmed by a member of staff whether employed or a volunteer who is working in the school. **The LADO for Hackney is Leizel Le Roux, 020 8356 4569.**

The Role of The Governing Body

The Nominated Governor for child protection at the school is James Gowland (Chair of Governors).

The Governing Body are the accountable body for ensuring the safety of the school. The governing body will ensure that:

- The school has a safeguarding policy in accordance with the procedures of Hackney Safeguarding Children Board
- The school operates, "safer recruitment" procedures and ensures that appropriate checks are carried out on all new staff and relevant volunteers as detailed in Keeping Children Safe in Education guidance (September 2019)
- At least one senior member of the school's leadership team acts as a Designated Safeguarding Lead
- The Designated Safeguarding Lead attends appropriate refresher training every two years
- All staff who work with children undertake regular update training
- Temporary staff and volunteers are made aware of the school's arrangements for child protection and their responsibilities
- The school remedies any deficiencies or weaknesses brought to its attention without delay
- The school has procedures for dealing with allegations of abuse against staff/volunteers

The governing body reviews its policies/procedures annually. Their role is strategic rather than operational. They will not be involved in concerns about individual pupils/students. The Nominated Governor is responsible for liaising with the Executive Headteacher/ Designated Safeguarding Lead over all matters regarding child protection issues and is responsible for liaising with the local authority and other partner agencies in the event of allegations of abuse being made against the Headteacher / Executive Headteacher.

This procedure should be used in any case in which it is alleged that a member of staff, governor, visiting professional or volunteer has:

- 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
- Behaved in a way that indicates s/he is unsuitable to work with children

All staff working within our organisation must report any potential safeguarding concerns about an individual's behaviour towards children and young people immediately. Allegations or concerns about colleagues and visitors must be reported direct to the Headteacher / Executive Headteacher unless the concern relates to Executive Headteacher then it must be reported immediately to the Chair of Governors who will liaise with the LADO and they will decide on any action required.

Governors are subject to s128 checks in order to undertake a governance role.

A Safer School Culture

Safer Recruitment and Selection

The school pays full regard to 'Keeping Children Safe in Education' (2019). Safer recruitment practice includes scrutinising applications, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and undertaking appropriate checks through the Disclosure and Barring Service (DBS). All recruitment materials will include reference to the school's commitment to safeguarding and promoting the wellbeing of pupils. At least one member of the interviewing panel will have undertaken CWDC/NCSL Safer Recruitment training.

Staff support

We recognise the stressful and traumatic nature of child protection work. We will support staff by providing an opportunity to talk through their anxieties with the Designated Safeguarding Lead and to seek further support as appropriate (Employment Counselling Helpline).

Our Role in the Prevention of Abuse

We will provide opportunities for pupils/students to develop skills, concepts, attitudes and knowledge that promote their safety and well-being.

The Curriculum

Relevant issues will be addressed through the PSHE curriculum, for example self-esteem, emotional literacy, assertiveness, power, sex and relationship education, British values, e-safety and bullying. Relevant issues will also be addressed through other areas of the curriculum, for example, circle time, English, History, Drama, Art.

Maintaining Records

The school will maintain up to date contact details for all of its staff and pupils including the details of two emergency contacts for all pupils. Concerns will be recorded systematically and stored securely using a system which ensures the rapid and rigorous identification of need.

See also Drug & Alcohol Policy.

Photographs and videos

We recognise that there are potential risks associated with sharing images of children online and children and their parents/carers have a right to decide whether their images are taken and how these may be used.

We will seek to keep children and young people safe by:

- Always asking for written consent from a child and their parents or carers before taking and using a child's image
- Only using names if we need to identify the image, and then only the first names of children whose images are being used in our published material whenever possible
- Never publishing personal information about individual children
- Making sure children, their parents and carers understand how images of children will be securely stored and for how long (including how we will control access to the images and their associated information)
- Reducing the risk of images being copied and used inappropriately by only using images of children in appropriate clothing (including safety wear if necessary) and avoiding full face and body shots of children taking part in activities such as swimming where there may be a heightened risk of images being misused
- Using images that positively reflect young people's involvement in the activity

Photography and/or filming for personal use

When children themselves, parents/carers or spectators are taking photographs or filming at our events and the images are for personal use, we will remind parents/carers and children that they need to give consent to take and use images of children by:

- Asking for photos taken during the event not to be shared on social media *or* asking people to gain permission from children and their parents/carers before sharing photographs and videos that include them
- Recommending that people check the privacy settings of their social media account to understand who else will be able to view any images they share
- Reminding children, parents and carers who they can talk to if they have any concerns about images being shared

If we hire a photographer for one of our events, we will seek to keep children and young people safe by:

- Providing the photographer with a clear brief about appropriate content and behaviour
- Ensuring the photographer wears identification at all times
- Informing children and parents/carers that a photographer will be at the event and ensuring they give written consent to images which feature their child being taken and shared
- Not allowing the photographer to have unsupervised access to children
- Not allowing the photographer to carry out sessions outside the event or at a child's home
- Reporting concerns regarding inappropriate or intrusive photography following our child protection procedures

Photography and/or filming for wider use

If people such as local journalists, professional photographers (not hired by us) wish to record one of our events and share the images professionally or in the wider world, they should seek permission in advance.

They should provide:

- The name and address of the person using the camera
- The names of children they wish to take images of (if possible)
- The reason for taking the images and/or what the images will be used for
- A signed declaration that the information provided is valid and that the images will only be used for the reasons given

We will verify these details and decide whether to grant permission for photographs/films to be taken. We will seek consent from the children who are the intended subjects of the images and their parents and inform the photographer of anyone who does not give consent.

At the event we will inform children, parents and carers that an external photographer is present and ensure they are easily identifiable. If any member of staff is concerned that someone unknown to us is using their sessions for photography or filming purposes, we will ask them to leave and (depending on the nature of the concerns) follow the processes outlined in this policy.

See also our ICT policy, Acceptable Use and Behavior policies

Inappropriate use of technologies

See also Acceptable Use Policy and Behaviour & Bullying Policy Teaching Online Safety in Schools (June 2019)

We recognise that young people are at potential risk from the inappropriate use of new technologies. This includes the risk of inappropriate contact through the internet, sexting and exposure to harmful or age inappropriate material. We teach children how to stay safe online as well as the benefits and risks of social media. We seek to ensure that our pupils become confident users of new technology and are able to identify and report risk but alongside this ensure that pupils are kept safe when online and school internet enabled devices are routed through filter systems which appropriately block materials which might cause harm.

- **Online Bullying:** is the use of technology (social networking, messaging, text messages, email, chat rooms etc.) to harass threaten or intimidate someone for the same reasons as stated above. Online bullying can take many forms including abusive or threatening texts, emails or messages, posting abusive comments on social media sites, sharing humiliating videos or photos of someone else, stealing someone's online identity, spreading rumours online, group bullying or exclusion online.
- **Sexting:** The term 'sexting' relates to the sending of indecent images, videos and/or written messages with sexually explicit content; these are created and sent electronically. They are often 'shared' via social networking sites and instant messaging services.
- **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.

Child on Child Sexual Violence and Sexual Harassment

Staff will pay due regard to guidance within part 5 and Annex A in Keeping Children Safe in Education September 2019 when responding to allegations of Child on Child Sexual Violence and Sexual Harassment. Reports of such conduct are likely to be complex and staff will deal with any arising issues of this nature calmly, sensitively and on a case by case basis. At all times all victims will be reassured that they are being taken seriously and that they will be supported and kept safe. A risk and needs assessment will be undertaken to establish appropriate actions as well as to ensure safety and well-being.

Serious violence

All staff should be aware of the indicators which may signal that children are at risk from, or involved with, serious violent crime. These may include increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs.

Other areas of work

All our policies addressing issues of power and potential harm, for example bullying, equal opportunities, handling, positive behaviour, will be linked to ensure a whole school approach. Our safeguarding policy cannot be separated from the general ethos of the school, which should ensure that pupils/students are treated with respect and dignity, taught to treat each other with respect, feel safe, have a voice, and are listened to.

Safeguarding Pupils who are vulnerable to extremism (see also appendix B)

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.

Our school values freedom of speech and the expression of beliefs / ideology as fundamental rights underpinning our society's values. Both pupils/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.

The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity in support of terrorism. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation. Our school is clear that this exploitation and radicalisation should be viewed as a safeguarding concern.

Extremism is defined by the Government in the Prevent Strategy as:

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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

Extremism is defined by the Crown Prosecution Service as:

The demonstration of unacceptable behaviour by using any means or medium to express views which:

- *Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;*
- *Seek to provoke others to terrorist acts;*
- *Encourage other serious criminal activity or seek to provoke others to serious criminal acts; or*
- *Foster hatred which might lead to inter-community violence in the UK.*

Our school seeks to protect children and young people against the messages of all violent extremism including:

Risk reduction

The School Governors, the Headteacher and the Designated Safeguarding Lead will assess the level of risk within the school and put actions in place to reduce that risk. Risk assessment may include consideration of the school's RE curriculum, SEND policy, assembly policy, the use of school premises by external agencies, integration of pupils by gender and SEN, anti-bullying policy and other issues specific to the school's profile, community and philosophy.

Response

Our school, like all others, 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: this will normally be the Designated Safeguarding Lead. **The SPOC for our organisation is Rachel Davie (Executive Headteacher).**

When any member of staff has concerns that a pupil may be at risk of radicalisation or involvement in terrorism, they should speak with the SPOC and to the Designated Safeguarding Lead if this is not the same person.

Numerous factors can contribute to and influence the range of behaviours that are defined as violent extremism, but most young people do not become involved in extremist action. For this reason the appropriate interventions in any particular case may not have any specific connection to the threat of radicalisation, for example they may address mental health, relationship or drug/alcohol issues, (See appendix A).

Safeguarding Pupils who are vulnerable to exploitation, forced marriage, genital mutilation or trafficking

Our safeguarding policy above is reflected through the school's values, ethos and behaviour policies and provides the basic platform to ensure children and young people are given the support to respect themselves and others, stand up for themselves and protect each other.

Our school keeps itself up to date on the latest advice and guidance provided to assist in addressing specific vulnerabilities and forms of exploitation.

Our staff are supported to recognise warning signs and symptoms in relation to specific issues, and to include such issues in an age appropriate way in their curriculum.

Our school works with and engages our families and communities to talk about such issues.

Our staff are supported to talk to families about sensitive concerns in relation to their children and to find ways to address them together wherever possible.

Our Designated Safeguarding Leads know where to seek and get advice as necessary. Our school brings in experts and uses specialist material to support the work we do.

What we do when we are concerned

Where risk factors are present but there is no evidence of a particular risk then our Designated Safeguarding Lead advises us on preventative work that can be done within school to engage the pupil into mainstream activities and social groups. The Designated Safeguarding Lead may well be the person who talks to and has conversations with the pupil/student's family, sharing the school's concern about the young person's vulnerability and how the family and school can work together to reduce the risk.

In this situation, depending on how worried we are and what we agree with the parent and the young person (as far as possible):

- The Designated Safeguarding Lead can decide to notify the Multi-Agency Safeguarding Hub (MASH) of the decision so that a strategic overview can be maintained and any themes or common factors can be recognised; and
- The school will review the situation after taking appropriate action to address the concerns.

The Designated Safeguarding Lead will also offer and seek advice about undertaking an early help assessment such as the family Common Assessment Framework (fCAF) and/or making a referral to children's social care. The local family support and safeguarding hub can assist us.

Use of External Agencies and Speakers (see also visiting speakers policy)

At our school we encourage the use of external agencies or speakers to enrich the experiences of our pupils. However, we will positively vet those external agencies, individuals and speakers whom we engage to ensure that they are suitable and properly supervised.

The Headteacher on site is in charge of coordinating and vetting the booking of all visiting speakers and staff members should seek permission giving a clear explanation as to the relevance and purpose of any visit and intended date and time.

We 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. We must be aware that in some instances the work of external agencies may not be directly connected with the rest of the school curriculum so we need to ensure that this work is of benefit to our pupils.

Our school will assess the suitability and effectiveness of input from external agencies or individuals to ensure that:

- Any messages communicated to pupils support fundamental British Values and our school values
- Any messages communicated to pupils are consistent with the ethos of the school and do not marginalise any communities, groups or individuals
- Any messages communicated to pupils do not seek to glorify criminal activity or violent extremism or seek to radicalise pupils through extreme or narrow views of faith, religion or culture or other ideologies
- Activities are properly embedded in the curriculum and are clearly mapped to schemes of work to avoid contradictory messages or duplication
- Activities are matched to the needs and age groups of students

We recognise that the ethos of our school is to encourage pupils to understand opposing views and ideologies, appropriate to their age, understanding and abilities, and to be able to actively engage with them in informed debate, and we may use external agencies or speakers to facilitate or support this. Therefore by delivering a broad and balanced curriculum, augmented by the use of external sources where appropriate, we will strive to ensure our pupils recognise risk and build resilience to manage risk themselves where appropriate to their age and ability but also to help pupils develop critical thinking skills needed to engage in informed debate.

As a school we will undertake the following processes to safeguard our pupils against inappropriate or unsuitable speaking visitors:

- A formal procedure for inviting speakers, which involves approval by the headteacher and a clear understanding of why the speaker has been chosen
- A list of appropriate checks on the suitability of the person, which may include internet searches and/or contacting other schools where the person has spoken previously
- Although not always possible, it is useful to invite speakers from an established company, charity or other group whose aims are well-documented
- An understanding that the speaker will be expected to talk with staff about the content of the presentation before the event. Speakers and staff must allow time for this discussion, whether it is on the day or beforehand to ensure that they understand they must abide by the school's equality commitments; that there must be no statements which might cause offence to others, or otherwise undermine tolerance of other faiths or beliefs; and there must be no extremist material
- An understanding that such talks and presentations will not be used to raise funds, without the prior written permission of the headteacher
- Visiting speakers must arrive at reception in good time to book in, and must bring suitable identification. Although viewing DBS certificates may be appropriate, most visiting speakers will not be in 'regulated activity' and so will not necessarily have a DBS certificate to present

- Visitors must be supervised at all times and not be left alone with pupils, unless they have confirmed DBS checks
- Visiting speakers should understand that their presentation may be brought to an early end if the content proves unsuitable
- All information about the visiting speaker and the booking process should be recorded in the school diary
- Once a person has visited a school, future checks should be proportionate
- If any concerns over the conduct of the speaker or the content of the presentation are raised by the supervising adult, these should be brought to the Headteacher's attention immediately and a review made of whether future visits are suitable. The school reserves the right to refuse access to any visitor who it is deemed may present a safeguarding risk to pupils in line with this policy

Links to Other Policies

- Attendance & Punctuality Policy
- Acceptable Use Policy
- Behaviour & Bullying Policy
- CCTV Policy
- Complaints Policy
- Drug & Alcohol Policy
- Equal Opportunities Policy
- GDPR Policy
- ICT security and procedures policies
- Inclusion Policy
- Intimate care policy
- Learning & Teaching policy
- Positive Handling Policy
- Parent Partnership Policy
- PSHCE Policy
- Staff code of conduct
- Use of Private Hire Vehicles Policy
- Visiting Speakers Policy

INDICATORS OF VULNERABILITY TO RADICALISATION

1. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.
2. Extremism is defined by the Government in the Prevent Strategy as:
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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.
3. Extremism is defined by the Crown Prosecution Service as:
The demonstration of unacceptable behaviour by using any means or medium to express views which:
 - Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;
 - Seek to provoke others to terrorist acts;
 - Encourage other serious criminal activity or seek to provoke others to serious criminal acts; or
 - Foster hatred which might lead to inter-community violence in the UK.
4. 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.
5. Pupils 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.
6. 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; and 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, or rejection of civic life
 - Experiences of Criminality – these 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
7. However, this list is not exhaustive, nor does it mean that all young people experiencing the above are at risk of radicalisation for the purposes of violent extremism.

8. 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
- Significant changes to appearance and / or behaviour
- Experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis



Safeguarding Risk Assessment for the Prevention of Radicalisation

Activity	Potential Risk	Action Plan
Pupils exposed to extremist material	Moderate	<ul style="list-style-type: none"> • SEAL curriculum to include elements of discussion of current affairs, themes of tolerance & respect • RE curriculum to offer a broad and balanced view of world religions • Value awards, democracy day. Humanities lessons used to emphasise British values e.g. freedom of speech, rule of British law and democracy • Provision of Parent prevent information sessions • Skills to interpret and analyse information embedded in core curriculum • Safeguarding policy includes risk of radicalisation and is regularly updated and shared with staff • School internet access managed. LGFL blocking of inappropriate content.
Pupils exposed to extremist material online on or off site	Moderate	<ul style="list-style-type: none"> • Online and safety embedded in taught IT lessons • Keeping safe week incorporates practical elements of safety. • Filters on school servers and monitoring of use by IT technicians • Parent Prevent information sessions • Safeguarding policy includes risk of radicalisation and is regularly updated and shared with staff • Acceptable use policy regularly updated, reviewed and implemented
Premises used by extremist group or speaker	Low	<ul style="list-style-type: none"> • Content of external speakers agreed prior to visit • Sessions attended by member of staff • External requests to use facilities monitored and agreed only by Executive Headteacher • Safeguarding policy includes risk of radicalisation and is regularly updated and shared with staff
Staff member promotes extremist views or behaviour	Moderate	<ul style="list-style-type: none"> • Safer recruitment training undertaken by at least one member of the interview panel • Gaps in employment history explored and references checked and signed. • Safeguarding policy includes risk of radicalisation and protocol for raising concerns and is regularly updated and shared with staff • SPOC named in safeguarding policy. • Prevent awareness training undertaken by all staff. • SLT members undertake Chanel training
Intruder with malicious intent accesses school site	Low	<ul style="list-style-type: none"> • Access & Egress, CCTV policies adhered to. • Daily site check by premises officer to ensure security. • All visitors checked by office team and visitor badges issued. • Entrance gates to school secured, operated by front office. • Members of school team deployed to gates at start and end of day. • School staff remain vigilant and challenge where appropriate

Terrorist incident in local area	Moderate	<ul style="list-style-type: none"> • Critical incident plan in place including remote method of contacting stakeholders in an emergency • Half termly evacuation drills in line with Health & Safety policy. • Entrance gates to school secured, operated by front office.
Pupils on trip exposed to serious or terrorist incident	Low	<ul style="list-style-type: none"> • Trip risk assessments signed off by senior member of staff • Member of staff contactable at school reception during the day. • Adult pupil ratio age in line with guidance. • Departure and return times agreed with SLT. • Classteacher sets rules & expectations before departure e.g. quiet talking, listening to adult instructions, no running, children in pairs, not talking to strangers • Adults at the back front and spread out through the middle on the line with front adult checking on line behind • Staff to watch children for unwanted attention from members of the public. • Adjustments to trips made if immediate concerns including cancellation where there is good reason and basis for concern.
Parental behaviour or action related to extremism raises concerns over child's well being.	Moderate	<ul style="list-style-type: none"> • Prevent awareness training offered to all parents • Parents awareness of the internet safety raised through e safety coffee mornings • Safeguarding policy available to parents in school Reception areas and online • 'Cause for concern' and parent contact forms used to co-ordinate school action and response to any concerns arising. • Safeguarding policy includes risk of radicalisation and protocol for raising concerns and is regularly updated and shared with staff • SPOC named in safeguarding policy. • Prevent awareness training undertaken by all staff. • SLT members undertake Chanel training
Pupils taken abroad to area of risk	Moderate	<p>Daily absence monitoring with first day calling Any pupils identified as a safeguarding risk included in Learning Mentor daily check All absence requests to be written Holiday absence requests not authorised One point of contact for attendance monitoring Referral to point of LA prevent contact for any suspicious absences Staff training on Prevent and risks of radicalisation. Safeguarding policy includes risk of radicalisation and is regularly updated and shared with staff</p>

Signed: Rachel Davie

Date: 1st September 2019