

Safeguarding Policy

Sir William Ramsay School

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Student Version



Date for Renewal - September 2022

Named Person Responsible For Monitoring - Designated Safeguarding Lead

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Important Contacts at Sir William Ramsay School

Designated Safeguarding Lead	 Miss E Gurney	egurney@swr.school
Deputy DSL	 Mrs S Hilton	shilton@swr.school
Deputy DSL	 Mrs N Renyard	nrenyard@swr.school
Deputy DSL	 Mrs E Wolfenden	ewolfenden@swr.school
Deputy DSL	 Mrs H Dell (Holidays)	hdell@swr.school
Chair of Governors	Mr K Deane	clerk@swr.school
Safeguarding Governor	Mr P Fleming	pflaming@swr.school

Important external contacts:

Local Authority Designated Officer (LADO)	01296 382070
Channel Helpline	0207 3407264
First Response Team inc. Early Help	01296 383962 Out of Hours – 0800 999 7677
NSPCC	0808 800 5000
Childline	0800 1111

What is Child Protection about?

Child protection is part of safeguarding and promoting welfare. It refers to the activity that is taken to protect students who are suffering or are likely to suffer from harm.

Safeguarding means that all staff will:

- Protect students from harm
- Make sure nothing stops students from being happy
- Make sure students are safely looked after
- Make sure students have the best life chances

At Sir William Ramsay we aim to ensure that:

- All staff receive safeguarding training
- All Staff know how to report any safeguarding issues
- All staff understand their responsibility to safeguard students at Sir William Ramsay School.



The four main areas of Child Protection concerns are:



Physical Abuse - hitting, smacking, shaking, throwing, burning etc



Sexual Abuse - be aware this doesn't always mean actually touching a child. It could be someone making you watch things to do with sex or encouraging you to act in an inappropriately way.



Emotional Abuse - this means when someone upsets you or makes you feel bad. If someone in your family says horrible things to you that makes your feel sad and worthless.



Neglect – this means things like not providing meals or warmth or clothing. Or perhaps not taking you to the Doctors when you need to go. There may be lots of different reasons why a child is neglected, and it is really important that we know so we can help.

The following three key organisations will work together to safeguard and promote the welfare of local children.



THAMES
VALLEY
POLICE



Some students are at an increased risk of abuse and some face barriers which can stop them identifying abuse or asking for help.

These might include:

- Special Educational Needs
- Young Carers
- Ethnicity/Gender/Religion/Sexuality
- English as an Additional Language
- Asylum Seekers
- Mental Health Needs
- Missing From School



What does the Designated Safeguarding Lead (DSL) do?

The DSL is a member of Senior Leadership Team. Our DSL is Miss Gurney who takes responsibility for Child Protection and wider safeguarding at Sir William Ramsay School.

During school term time, the DSL will be available during school hours for staff, students, parents/carers and other adults to discuss any safeguarding concerns they may have.

If the DSL is absent, then the Deputy Designated Safeguarding Leads (DDSL), Mrs Hilton, Mrs Renyard and Mrs Wolfenden will act as cover. During the school holidays, Mrs Dell will act as cover.

The DSL will:

- Provide help and support to staff on student welfare and child protection.
- Support and attend external meetings to discuss any student safeguarding concerns.
- Refer to and work with external agencies such as Children's Social Care where there are concerns about a child.
- Keep the Headteacher informed of any issues.

What role does the Headteacher play in safeguarding?

The Headteacher is responsible for making sure that the [Safeguarding Policy](#) is actioned.

This includes:

- Make sure staff and volunteers understand the safeguarding systems.
- Make sure staff have suitable up-to-date training.
- Safeguarding Policy is made clear to parents/carers and students.
- Help act as the main contact in the event of a member of staff being accused of abuse.

What role does the Governing Board play in safeguarding?

The Governing Body will:

- Ensure that the main focus in school is safeguarding .
- Review the Safeguarding Policy.
- Have a Safeguarding Governor who will monitor safeguarding at Sir William Ramsay School.

How does GDPR (Data Protection) affect safeguarding?

At Sir William Ramsay School we make sure that information is shared as soon as possible as it is seen essential to effective safeguarding. The Data Protection Act and UK GDPR do not prevent or reduce the sharing of information when keeping children safe.

Staff should never promise a student that they will not tell anyone about a report of abuse, as this may not be in the student's best interest.



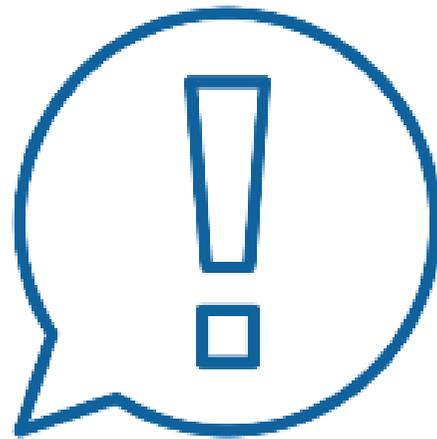
If a staff member has a concern:



Concern	Description	Action
If a member of staff has concerns about a student/If a student is suffering or likely to suffer harm or in immediate danger.		<p>Staff will tell the DSL immediately. If the DSL is unavailable, then staff will see a DDSL, the Headteacher or another member of the Senior Leadership Team.</p> <p>If a student tells a member of staff about a safeguarding concern, staff are informed to do the following:</p> <ul style="list-style-type: none">- Listen to and believe the student. Allow the student time to talk freely and do not ask leading questions.- Staff are to stay calm and to not show any shock or upset.- Tell the student they have done the right thing in speaking. Do not tell the student they should have spoken sooner.- Explain what will happen next and that the information will have to be passed on. Do not promise to keep it a secret.- Write up the conversation and stick to the facts. Include no personal opinion in the write up.- Log the conversation on MyConcern and raise concern to the DSL.- Apart from the Safeguarding team and relevant agencies do not discuss concern with anyone else. <p>Different steps can be taken to support the child if there is a safeguarding concern:</p> <ol style="list-style-type: none">1. Early Help2. Referral – If the concern meets the criteria, then a referral to Children’s Social Care or the Police will be completed. If the school does not receive a response from the referral, then this will be followed up to ensure support is put in place.
If a member of staff discovers that FGM has taken place or a student is at risk of FGM.	FGM stands for Female Genital Mutilation. This comprises ‘all procedures involving partial or total removal of the external	Any teacher who is told that a girl under 18 has had the act of FGM carried out on her or observes physical signs which appear to show that the act of FGM has been carried out on a girl under 18 must immediately report this to the police.

	<p>female genitalia or other injury to the female genital organs'</p> <p>This is illegal in the UK and a form of child abuse which can cause harmful impacts to the female.</p>	<p>It is a legal duty for a teacher to report this and if they do not, they can face sanctions for not meeting the rule.</p> <p>The concern should be reported to the DSL and Children's Social Care.</p>
<p>If a member of staff has a concern about Extremism.</p>	<p>Radicalisation is the process through which a person comes to support or be involved in extremist ideologies. It can result in a person becoming drawn into terrorism.</p> <p>Extremism is vocal or active opposition to key British values, including democracy and mutual respect and tolerance of different faiths and beliefs.</p>	<p>The DSL will consider the level of risk and will decide on which agency to seek help from. This might include:</p> <ul style="list-style-type: none"> - Channel (The government programme to help identify and support people at risk of being drawn into terrorism) - Children's Social Care Team - Department for Education has a helpline 020 7340 7264 or email counter.extremism@education.gov.uk <p>In an emergency, the DSL would call 999 or the Confidential Anti-Terrorist Hotline on 0800 789 321. This would be used if someone was in immediate danger, someone may be planning to travel to join an extremist group or someone has heard/seen something that may be terrorist related.</p>
<p>If a member of staff has a concern about a student's mental health (including suicide).</p>	<p>Mental illness refers to a mental health condition that has a negative effect on the way a person thinks, feels and behaves.</p> <p>This may include self-harm, anxiety, low mood and suicide.</p>	<p>School Staff are not expected or trained to diagnose mental health conditions or issues but they may notice behaviours that may be a concern.</p> <p>If a member of staff has a mental health concern for a student and also a safeguarding concern, they will immediately contact a DSL.</p> <p>If a member of staff has a mental health concern for a student and there is not also a safeguarding concern, they will speak with the DSL to agree on a course of action.</p>

<p>If a member of staff has a concern about another member of staff or an allegation is made about a member of staff.</p>	<p>An allegation refers to when someone has done something illegal or wrong.</p>	<p>Staff will need to speak to the Headteacher as soon as possible. If the concern is about the Headteacher staff will need to speak to the Chair of Governors.</p> <p>The Headteacher or Chair of Governors will then follow the relevant procedures.</p>
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What is Peer-on-Peer Abuse?

Peer-on-peer abuse can be defined as:

"Any form of physical, sexual, emotional and financial abuse, and coercive control actioned between children."

Peer-on-peer abuse can take various forms such as:

- Bullying
- Abuse in Relationships Between Peers
- Physical Abuse - hitting, kicking or hair pulling
- Up Skirting
- Sexual Harassment
- Sexting (sharing of nudes and semi-nude images and/or videos)
- Causing someone to take part in sexual activity without consent.



School Response to Peer-on-Peer Abuse

If a student harms another student, it will be dealt with following the [School Behaviour Policy](#).

If, however, there are safeguarding concerns then the DSL will lead on the next steps.

This might include:

- a potential criminal offence
- students at school are at risk
- the behaviour is violent
- involves students being forced to use drugs or alcohol
- involves sexual exploitation, sexual abuse, sexual violence or sexual harassment such as the sharing of nudes and semi nudes.

Depending on the nature of the concern the safeguarding team will contact Children's Social Care and if there is a criminal offence the Police will be contacted as well. In some cases, we will need to create a risk assessment or support plan to help all students involved.

If there is a concern of bullying this will be managed by the Support and Intervention Team. The concern will be recorded on the prejudice and bullying log. It will also be logged as a behaviour log on SIMS.

How does the school reduce the risk of Peer-on-Peer Abuse?

To help create a supportive environment the school will:

- Challenge any form of sexualised language or inappropriate behaviour between students.
- Monitor and keep an eye on any issues that particularly affect different genders for example grabbing towards female students.
- Ensure that PSHE lessons help to educate students about appropriate behaviour and consent.
- Ensure students are able to easily report abuse.
- Ensure staff are trained to understand the key features to do with peer-on-peer abuse. This includes recognising the indicators and knowing how to report any concerns.



What is Sexting (sharing of nudes and semi nudes)?



Sharing nudes is when someone sends a naked or semi-naked image or video to another person. Sharing nudes is sometimes called 'sexting'.

The law says that creating or sharing sexual images or video of a child under 18 is illegal, even if the person sharing is a child.

If a member of staff is made aware of a concern involving the sharing of a nude or semi-nude image/video they will report it to the DSL straight away.

Staff will not be able to do the following:

- View, copy, print and/or save the image or ask a student to share or download it
- Ask the student to disclose information regarding the image
- Share the information about the incident with other members of staff, the students it involves or parents and carers

If there is a concern reported, the DSL will hold an initial review meeting to consider the different evidence available to help determine if there is an immediate risk to students and if a referral needs to be made to the Police or Children's Services.

The DSL will also consider what further information is required to decide on the best response.

A referral to the Police or Children Social Care will be made immediately by the DSL if:

- The instant involves an adult
- The young person has been forced blackmailed or groomed
- If the image or video shows a sexual act which is unusual for the for the age of the student or is violent
- If the image involves sexual acts and the student is under 13
- If the student is at immediate risk of harm owing to sharing a nude or semi-nude

If none of the above apply, then a decision may be made to not involve the Police or Children's Social Care. The DSL will inform parents/carers and keep them informed during the process unless there is a concern this will put the student at risk.

How does the school help to protect students from harmful and inappropriate online material?

The school aims to:

- Have clear processes in place to ensure the online safety of the whole school community
- Educate the whole school community in the safe and responsible use of technology
- Clear guidelines for the use of mobile phones for the whole school community
- Clear ways to identify and support with any concerns

The 4 key categories of risk:

Content - being exposed to illegal, inappropriate or harmful content

Contact - being subjected to harmful online interaction with others

Conduct - personal online behaviour that increases the likelihoods of harm such as receiving inappropriate images

Commerce - risks this includes the risk of online gambling or inappropriate advertising and financial scams



To help support in the risks above Sir William Ramsay School will help:

- Educate students about online safety
- Train staff on Safe Internet use and online safeguarding issues
- Help support educate parents and carers about online safety
- Whole school community sign an agreement regarding the use of the Internet in school
- Explain and put in place a sanction if a student breaks our policy on acceptable use of the internet and mobile phones
- Put in place filtering and monitoring systems to limit any exposure to the 4 categories of risk



How does the school recruit suitable people to ensure they are able to work with children?

There are a number of steps put in place to ensure that the process of hiring staff who work with children promotes the welfare of children.

- When advertising new staff posts we make sure it is clear that as a school we carry out safeguarding checks and express the safeguarding responsibilities of the role.
- On our application forms we include a statement that says it is an offence to apply for a job if a person is banned from working with children.
- During the shortlisting we look at any gaps in their career and also ask candidates to complete a form to declare any previous criminal record.
- We request references before an interview.
- During interview process candidates are asked questions around safeguarding.
- All new staff have to confirm their identity and gain an enhanced DBS certificate.
- Agency or other organisations have to provide written notification that all the required safeguarding checks and training have been completed.

