



**Ludgrove**  
**Safeguarding Children Policy**

## 1. KEY CONTACTS

### **Designated Safeguarding Lead (DSL)**

Mr. John Mawson (Senior Master, Pastoral) 0118 978 9881

### **Deputy Designated Safeguarding Leads**

Mr. Simon Barber (Headmaster) 0118 978 9881

Mr. Tom Hawkins (Director of Sport) 0118 978 9881

### **Pastoral Welfare**

Mrs. Sophie Barber (Headmaster's Wife) 0118 978 9881

Mr. Jon Pinchin-Hughes (Head of Boarding) 0118 978 9881

### **Designated Safeguarding Governor**

Mr. Ben Holden 07779 586673

### **Independent Listener**

Mrs. Sally Whittaker 0118 978 6225

### **Headmaster**

Mr. Simon Barber

### **Wokingham Borough Council Children and Family Services**

MASH – Multi-Agency Safeguarding Hub, Shute End, Wokingham, Berks RG40 1BN 0118 908 8002  
(email – [triage@wokingham.gov.uk](mailto:triage@wokingham.gov.uk); out of house Emergency Duty Team 01344 786 543)

### **Local Safeguarding Partners**

LADO: Rene Baron Child Protection Conference Chair, Children's Services, Shute End,  
Wokingham, Berks RG40 1BN Tel: 0118 974 6141

### **National Contacts**

#### **Children's Commissioner for England – Anne Longfield**

Tel: 0800 528 0731 Email: [advice.team@childrenscommissioner.gsi.gov.uk](mailto:advice.team@childrenscommissioner.gsi.gov.uk)

#### **NSPCC**

Weston House, 42 Curtain Road, London EC2A 3NH Tel: 0808 800 5000

Whistleblowing Helpline for staff Tel: 0800 028 0285 Email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

#### **Childline**

Tel: 0800 1111

#### **Kidscape Bullying Helpline**

Tel: 020 7730 3300

#### **ISI (Independent Schools Inspectorate)**

CAP House, 9-12 Long Lane, London EC1A 9HA Tel: 020 7600 0100 Email: [info@isi.net](mailto:info@isi.net)

#### **Crimestoppers**

Tel: 0800 555 111

#### **OFSTED**

Tel: 0300 123 4666

#### **CEOP**

web: [www.ceop.police.uk](http://www.ceop.police.uk)

## 2. Introduction

Ludgrove School is committed to safeguarding and promoting the safety and welfare of every child at the school and always considers the best interests of the child. The Policy sets out the means by which Ludgrove seeks to fulfil that commitment and can be viewed on the school's website. It seeks to minimise harm, or risk of harm to children at Ludgrove and to specify action to be taken in the event of harm or risk of harm in clear procedures of which all staff are made fully aware.

In addition the purpose of the Policy is:-

- To ensure child protection concerns are handled sensitively, professionally and in ways that support the needs of the child
- To inform all staff, parents and Governors about the school's responsibilities
- To enable everyone to have a clear understanding of Safeguarding and Child Protection issues and how the procedures and the school's responsibilities should be carried out.

It is the fundamental duty of every member of staff to ensure that all boys are cared for and protected safely in our environment. Boys must be protected from abuse at all times.

As this Policy is updated the hard copies are replaced and staff informed; they are required to read and understand it and they are encouraged to contribute to its development.

This Policy must be read alongside the other policies and procedures referred to below which contain other important provisions relating to safeguarding.

This Policy also incorporates Part One of Keeping Children Safe in Education (02 Sept. 2019) which every member of Ludgrove staff and its Governors are required to read (and confirm in writing that they have read and understood) and follow.

This Policy follows DfE, Local Authority Child Service, ISI, BSA and IAPS guidelines and is in line with: The local safeguarding partners (LSP) procedures (we: 29 Sept. 2019), The Children's Act 1989 and 2004, Working Together to Safeguard Children 2018, The Education Act 2002, guidance contained in the document 'Keeping Children Safe in Education' (02 Sept. 2019) (KCSIE).

This Policy applies to all Ludgrove employees and contractors including teaching, non-teaching, boarding, peripatetic, Gap, and temporary, as well as Governors; and it extends to activities the school arranges off site and to any staff employed or contracted by another organisation and working with the schools' pupils on another site.

**Upon receiving any report of an incident or suspicion of an incident of abuse or other safeguarding issue, the DSL or Designated Governor (as the case may be – see below) will immediately contact the MASH – Multi-Agency Safeguarding Hub, Shute End, Wokingham, Berks RG40 1BN 0118 908 8002 (email – [triage@wokingham.gov.uk](mailto:triage@wokingham.gov.uk); out of house Emergency Duty Team 01344 786 543).**

The Policy is reviewed regularly and updated and amended, as necessary and annually.

### **3. Definition of safeguarding and promoting the welfare of children**

Safeguarding and promoting the welfare of children is defined for the purposes of this Policy as: protecting children from maltreatment; preventing impairment of children's health and development – physical, mental and emotional; ensuring children grow up in circumstances consistent with the providing of safe and effective care; and taking action to enable all children to have the best outcomes.

Abuse is a form of maltreatment. This Policy covers all types of abuse: physical abuse, emotional abuse, sexual abuse and exploitation and neglect.

### **4. The School's aims in relation to safeguarding and promoting the welfare of children**

At Ludgrove we consider the well-being of a child as paramount. We are responsible for maintaining a 'family' atmosphere and trying to set up a protective ring around each child. This is done by creating an environment where children are safe from harm, by creating a culture where they can raise anxieties with confidence and by establishing child protection as part of teacher education and in the classroom. An aide memoire listing the 10 key points for staff to follow in cases where abuse is suspected can be found at the end of this document.

In particular Ludgrove recognises the contribution it can make to safeguard and promote the welfare of the pupils in its care through:-

#### **Prevention**

- Follow procedures to prevent unsuitable people working with children
- Create a positive school atmosphere with careful and vigilant teaching; providing good adult role models
- Have safeguarding at the heart of the school with all staff and children fully involved in strategies and development and offering a wide range of support to pupils
- Establish a culture where children know how to keep themselves safe (in the real and virtual world), know who to talk to when concerned and are listened to
- Provide opportunities to discuss and understand a full range of safeguarding situations through PSHEE, the curriculum and activities in and outside of school

#### **Protection**

- Follow agreed procedures to identify and report cases or suspected cases of abuse
- Ensure staff are trained and supported to identify and respond appropriately and sensitively to safeguarding concerns

#### **Support pupils and staff who have concerns or who may have been abused**

- Recognise the emotional, social and academic impact of abuse or witnessing abuse and find appropriate support
- Recognise the role of the school in being a stable and safe environment and provide appropriate support and training

All children have a right to be protected. Child abuse is no respecter of class or wealth, race or religion. People who abuse children can be from any section of society, often appearing quite ordinary, respectable and caring. This makes it very difficult for the children they abuse to be believed. Within a professional, close society like Ludgrove, where people dedicate their lives to

caring for and educating children, it can be difficult to appreciate that some people neglect or seek to harm children, even their own, or to use them for their own sexual gratification. Teachers and other school staff are particularly well placed to observe outward signs of abuse, changes in behaviour and failure to develop because they have daily contact with the children. The school recognises its important role in the early recognition of the signs and symptoms of abuse or neglect and appropriate referral process. **Related Policies and Procedures**

This Policy must be read alongside the following school policies and procedures:-

- Acceptable restraint
- Anti-bullying
- Boys' complaints procedure
- ICT policy
- Missing pupil procedure
- Recruitment, selection and disclosures policy and procedure
- Safety and supervision on school journeys
- Staff code of conduct
- Supervision of pupils
- Whistleblowing
- Keeping Children Safe in Education (KCSIE 02 September 2019) Part One

## 5. Management and recording of safeguarding

### Managing Safeguarding

The Governors ensure that the policies, procedures and training at Ludgrove in relation to safeguarding are effective and comply with the law. The Governors receive annual training in relation to safeguarding to enable them to fulfil their responsibilities in this aspect of their role. The Governors review this Policy and safeguarding practice at Ludgrove annually. This will be minuted. Any weaknesses or deficiencies in CP arrangements must be remedied without delay.

Mr John Mawson, is responsible for ensuring that all boys are protected from abuse and he is the Designated Safeguarding Lead (DSL) for Ludgrove School. The Deputy DSLs (DDSLs) are Mr Simon Barber and Mr. Tom Hawkins. The DSL and DDSLs will undertake training in CP and inter-agency working every 2 years in accordance with local agreed procedures, which includes prevent training. Complementary updates are undertaken at least annually. The DSL's contact number is 0118 978 9881.

Mrs Sophie Barber, the Headmaster's wife (her contact number is 0118 978 9881) and Mr Jon Pinchin-Hughes, Head of Boarding (0118 978 9881) form the Pastoral Welfare Team and have had enhanced safeguarding training and assist the DSL in his role.

Mr Ben Holden is the Governor responsible for safeguarding ("the Designated Governor"). The Designated Governor has undertaken safeguarding training in his role as Sub-Warden of Radley College. His contact number is 07779 586673.

A Safeguarding Committee comprising the DSL, a DDSL, the Deputy Headmaster and the Head of Boarding, meets weekly to review current safeguarding (whilst maintaining confidentiality), pastoral and welfare issues to ensure a joined up approach to safeguarding and welfare.

## Recording Safeguarding

All Safeguarding concerns, discussions and decisions made, and the reasons for those decisions are recorded on the school's Safeguarding and Serious Incident register. This password protected document can only be accessed and updated by the DSL, DDSLs, Deputy Headmaster or Head of Boarding. Any safeguarding concerns involving staff are held on a separate, Safeguarding Register (Staff), which can only be accessed by the DSL, Head of Governors or Designated Governor. The DSL maintains a Safeguarding diary to record administrative updates and training.

### 6. Identifying abuse

Abuse is a form of maltreatment of a child. Children may be abused in a family or in an institutional setting by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults or by another child or children.

The abuse of a boy can take several forms and sometimes may not be obvious to all. It is our duty to be aware of any form of abuse which is directed at a boy in the school and do something about it. Staff should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases multiple issues will overlap with one another.

Children with special educational needs (SEN) and disabilities can face additional safeguarding challenges as other barriers can exist when recognising abuse and neglect in this group of children. This can include:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration;
- children with SEN and disabilities can be disproportionately impacted by things like bullying without outwardly showing any signs; and
- communication barriers and difficulties in overcoming these barriers.

Abuse in general terms falls into one of the following categories:-

**Physical abuse** – hitting, shaking, throwing, poisoning, suffocating, burning, scalding, drowning or otherwise causing physical harm to a child are all examples of physical abuse. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child. Any suspicion of female genital mutilation (FGM) must, by law, be reported to the police.

Signs: Physical Injuries – multiple bruising, cigarette burns, bite marks, black eyes, double bruise (small) indicating a pinch, injuries/bruising of an odd shape which may be caused by an object, burns or scalds, bruising in sites not easily injured, frequent bruising, a hand mark may indicate a slap, an irregular bruise may indicate a punch or a knock, a bite mark, black eye, ear injuries, walking awkwardly may indicate a kick.

There may be other less obvious signs of physical abuse - frozen watchfulness, withdrawal from physical contact, running away, fear of returning home, unusual lack of parental concern, differing account of events, injuries noticed by others and not reported by the family, delay or failure to seek medical attention.

All these will cause fear in the victim – fear towards certain people, fear towards certain places and fear about certain times of the day. The victim will not want to lose face.

**Emotional Abuse** – the persistent emotional maltreatment of a child such as to cause severe and 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 cyberbullying), 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, although it may occur alone.

Signs: A child is usually unresponsive or distant and withdrawn; notice persistent negative comments; the child seeks adult company and solace a lot; difficulty in communicating and establishing relationships; low self-esteem; not friendly with peers and vice-versa; children who are victims of emotional abuse don’t want to be different and find rejection very hard.

**Sexual Abuse** – involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high or any level of 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 ‘upskirting’, 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.

**Child sexual exploitation** is a form of sexual abuse where children are sexually exploited for money, power or status. It can involve violent, humiliating and degrading sexual assaults. In some cases, young people are persuaded or forced into exchanging sexual activity for money, drugs, gifts, affection or status. Consent cannot be given, even where a child may believe they are voluntarily engaging in sexual activity with the person who is exploiting them. Child sexual exploitation does not always involve physical contact and can happen online. A significant number of children who are victims of sexual exploitation go missing from home, care and education at some point. Some of the following signs may be indicators of sexual exploitation:

- Children who appear with unexplained gifts or new possessions;
- Children who associate with other young people involved in exploitation;
- Children who have older boyfriends or girlfriends;
- Children who suffer from sexually transmitted infections or become pregnant;
- Children who suffer from changes in emotional well-being;
- Children who misuse drugs and alcohol;
- Children who go missing for periods of time or regularly come home late; and
- Children who regularly miss school or education or do not take part in education

Under the Sexual Offences Act 2003 the following are illegal - downloading child pornography; sexual grooming via the internet; and for a person in a position of trust to engage in a relationship with a young person under the age of 18. Under the Voyeurism Act – Sexual Offences Act 2003, ‘upskirting’ is a criminal act.

**Neglect** – 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 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.

Signs: Growth failure (particularly poor weight gain), developmental delay (language, motor skills, social skills), inappropriate clothing for the time of year, poor general physical appearance, poor hygiene or sudden drop in weight, lacking self-esteem, extremes of behaviour, aimless, social skills are not good. A victim of neglect fears being rejected and failing.

A boy may suffer while he is at home or at school or anywhere. All staff should be on the lookout for physical and behavioural indicators which may suggest that the child is the subject of abuse. If suspicions are aroused, they must be aired immediately with the DSL who will immediately contact the MASH.

### **Serious Violence**

All staff should be aware of any indicator which may signal that children are at a risk from or are involved with serious violent crime. These may include:

- Increased absence
- A change in friendships or relationships with older individuals or groups
- A significant decline in performance
- Signs of self-harm
- Significant change in wellbeing
- 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

## **7. Preventing abuse**

Steps to prevent abuse:

- Children can be particularly vulnerable in residential settings and staff should be alert to pupil relationships and the potential for peer abuse.
- Informing boys they can talk to anyone in school including the Headmaster’s wife, the Nurse, the independent listener (Mrs Sally Whittaker 0118 978 6225) and the Children’s Commissioner (contact details posted around the school) and that they also have the option to talk to the school counsellor
- Having helplines’ details available
- Boys should be allowed access to email and private use of the phone
- Division Masters/Mistresses should know their boys well. Duty masters should be aware of risk areas.
- Report allegations and suspicions through the right channels
- Educate boys through PSHEE lessons and the school’s RSE programme

## Bullying risk areas

- Waiting for class
- Dormitories
- Showers, loos, changing areas
- Wooded areas (camps)
- Quiet areas in school (music block)
- All queues

## Be aware of the following aspects

- Supervise rather than watch on changing duties
- Avoid being alone with a child
- Avoid touching
- Be aware of having friends or favourites
- In sport remember your size and strength
- Attractions between people
- All staff are not to accept or make friendship (or similar) requests on Facebook (or other forms of social media) from current or past pupils.

Any member of staff can find himself or herself in a vulnerable position unless care and thought are applied to this sensitive issue. It is very important therefore to remember:

1. to avoid physical contact with a pupil, save where necessary and in accordance with the school's Acceptable Restraint Procedures.
2. that no pupil is allowed to visit the private premises of a member of staff without specific permission from the Headmaster.

## 8. Reporting abuse

Abuse is a form of maltreatment of a child. It is paramount that at the first sign of any concern early help is sought. 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 (e.g. via the internet). They may be abused by an adult or adults or another child or children (see also the Anti-bullying Policy). If there is a risk of immediate serious harm to a child, a referral should be made to children's social care immediately via the MASH.

Staff will be sensitive to the nature of relationships within a boarding setting and respond accordingly. It is important to recognise the potential for peer-on-peer abuse. Such abuse can take many forms including 'upskirting' and should never be passed off as 'banter' or 'part of growing up'. Allegations of peer-on-peer abuse will be referred directly to Children's Social Care.

All staff have a responsibility to ensure that children in their care are not harmed. Although there is no legal duty to report suspicions of abuse, in order to fulfil the statutory duty to safeguard children as set out in Sections 157 and 175 of the Education Act 2002, following the Lauren Wright case, it is not possible to protect a child without reporting abuse or suspicions of a child at risk of harm. Also, there is a professional obligation to do so (particularly in a boarding school) and a lack of action could constitute criminal neglect.

The school recognises that it has a duty of care when dealing with concerns about children in need of additional support (e.g. in dealing with mental health issues, eating disorders, body image, self-harm) and that through early help, inter-agency assessment and intervention (including the use of Common Assessment Framework (CAF) and 'Team Around Child' (TAC) approaches, it can prevent serious harm occurring.

Any member of staff who either knows of, is told of or strongly suspects any incident of physical, emotional or sexual abuse occurring in the school or to a child at home or outside the school, or of any other safeguarding issues including a child missing from education, FGM and radicalisation, must (save where the alleged incident involves a member of staff, in which case the reporting procedure is as set out later in this document) report the information the same day to the DSL unless the incident or issue involves or is suspected to involve the DSL in which case the report should be made to the Designated Governor.

**Upon receiving any report of an incident or suspicion of an incident of abuse or other safeguarding issue, the DSL or Designated Governor (as the case may be) will immediately contact the MASH – Multi-Agency Safeguarding Hub, Shute End, Wokingham, Berks RG40 1BN 0118 908 8002 (email – [triage@wokingham.gov.uk](mailto:triage@wokingham.gov.uk); out of house Emergency Duty Team 01344 786 543).**

Any member of staff can make a referral directly to MASH however it is recommended that you go through the DSL or Designated Governor (as the case may be) first.

Any allegation concerning an adult working at the school will be reported to the Local Authority Designated Officer (LADO) within 24 hours. Our LADO contact is:

Rene Baron, Child Protection Conference Chair, Children's Services, Shute End, Wokingham, Berks RG40 1BN Tel: 0118 974 6141.

(Full local safeguarding procedures can be found on the Wokingham Borough Council website <http://www.wokingham.gov.uk/>)

In addition, the DSL or Designated Governor (as the case may be) will immediately contact the police in case of serious harm or if a criminal offence is suspected. Thames Valley Police 999 for emergencies, 101 non-emergency number.

The DSL does not require parental or pupil consent to make a referral to the relevant agency when there are reasonable grounds to believe that a child is at risk of significant harm.

If you have any doubt or uncertainties it is imperative that you seek immediate guidance/help from the DSL or Designated Governor as the case may be. Do NOT delay in reporting anything that you may have seen, heard or worries that you may have. External advice and support about extremism can be given by the local Prevent Officer who can be contacted via the Thames Valley Police.

Any information regarding child protection given to the DSL or Designated Governor will be treated as confidential as far as is possible given their legal obligations.

All discussions will be recorded in writing and any communication with both the individual and the parents of the child/children agreed. The school will not undertake any investigations of allegations without prior consultation with the LADO, or in the most serious cases, the police, so as not to jeopardise statutory investigations.

The Whistleblowing Policy is in the Policy File. Further advice for staff who do not feel able to raise concerns regarding child protection failures can be obtained from the NSPCC whistleblowing helpline 0800 028 0285 8.00am-8.00pm Monday-Friday, [help@nspcc.org.uk](mailto:help@nspcc.org.uk).

### **What to do if told about abuse**

If told of abuse staff should follow these guidelines:

- Stop and listen
- Take notes and make sure you keep them
- Do not promise confidentiality
- Do not ask leading questions
- Report immediately (see above)
- Validate but do not investigate
- Follow the correct procedures as set out in the aide memoire listing the 10 key points for staff to follow in cases where abuse is suspected can be found at the end of this document.

### **The procedure for a child complaining about one or more other pupil(s)**

Children, through the PSHEE and RSE programmes, are taught how to promote and safeguard their own welfare. Children are encouraged to confide in an adult they trust who then follows the normal procedure as set out above. (see also Boys' Complaints Procedure and Anti-bullying Policy)

### **Where a member of staff is alleged to be involved**

Any member of staff who receives a report of an allegation or has other serious reason to suspect that a young person may have been abused by a staff member or volunteer, must at once report the matter.

The report must be made to the Headmaster (or in his absence the Designated Governor) unless the allegation or suspicion relates to the Headmaster or his wife in which case the report should be made to the Designated Governor without informing the Headmaster.

The person to whom the report is made will contact the LADO to discuss the allegation, consider the nature, content and context of the allegation and agree a course of action including any involvement with the police. The LADO will be informed within one working day of any allegations which have come to the school's attention or that are made directly to the police.

The LADO's contact details are – Rene Baron , Child Protection Conference Chair, Children's Services, Shute End, Wokingham, Berks RG40 1BN Tel: 0118 974 6141

Should a member of staff be suspended during any investigation they will be required to remain off-site for the duration of their suspension. Those who live on site will be provided with alternative accommodation away from children.

Abuse of children by a member of staff will result in disciplinary action. If accusations of abuse are proven, the abuser will be reported to the Disclosure and Barring Services (DBS) within one month of leaving the School (this applies to any person whether employed, contracted, a volunteer or student) whose services are no longer used because he or she is considered unsuitable to work with children. It is important that reports include as much evidence about the circumstances of the case as possible. Failure to make a report constitutes an offence and the school may be removed from the DfE register of independent schools.

The School is also under a duty to consider making a referral to the National College for Teaching and Leadership (NCTL) where a teacher has been dismissed (or would have been dismissed had he/she not resigned) and a prohibition order may be appropriate. The reasons such an order would be considered are: “unacceptable professional conduct”, “conduct that may bring the profession into disrepute” or a “conviction, at any time, for a relevant offence”. Further guidance is published on the NCTL website. Where a referral is made to the DBS, it is also necessary for a referral to be made to the NCTL. Where a dismissal does not reach the threshold for DBS referral, separate consideration should be given to an NCTL referral. Where additional referral may be required in order to meet legal requirements or to comply with good practice, the DSL, Designated Governor and Head Governor will consult to ensure reporting is made through the appropriate channels.

### **Investigations into child abuse are always externally managed**

Members of the school do not investigate reports of physical, emotional or sexual abuse themselves. All such matters will be referred to the relevant external agency to deal with.

Alleged victims, perpetrators, those reporting abuse, and any others involved will not be interviewed by members of staff beyond the point at which it is clear that there is an allegation of abuse.

The interviewing of children and adults will be carried out by specially trained staff only, following procedures in line with government requirements and in the light of the recommendations of past inquiries into the handling of child abuse issues.

### **The wishes of the child**

At all times it is important to listen to the child. Their wishes and feelings should be ascertained and taken into account.

### **Confidentiality**

The School regards all information relating to individual child protection issues as confidential and we treat it accordingly. We pass information on to appropriate persons only.

## **9. Recruitment, Training and Education**

Several key members of staff are trained in safer recruitment processes. All staff have DBS and barred list checks as well as checks of identity, background, qualifications, reference, medical fitness, and any necessary checks from overseas, including the right to work in the U.K. In addition, all teaching staff also undergo a teacher prohibition check with the NCTL. These checks and procedures apply to any member of staff who works with pupils on or off site. School Governors and management staff undergo a section 128 check. All full-time and part-time staff undergo safeguarding training annually. The details are held on the Central Register in the School Office.

All new staff (full and part time including volunteers) have a formal induction during which they are made familiar with the Code of Conduct for Staff which outlines their safeguarding responsibilities, acceptable use of technology (via the ICT policy) and includes details of who the DSL is and their function. They are given copies of the Safeguarding Children Policy, Part 1 including Annex A of KCSIE (02 Sept. 2019), the Whistleblowing Policy and the Staff Disciplinary and Grievance Policy. They sign a declaration acknowledging receipt and understanding of these documents.

Safeguarding training is provided to all staff regularly (at least once a year) to provide an update of any changes or points that need strengthening because of circumstance, including Prevent

awareness, how to identify children and young people at risk and online safety. In addition to annual refresher training, staff are given full child protection training every 3 years in line with the expectations of the Local Authority. The aide memoire listing the 10 key points for staff to follow in cases where abuse is suspected can be found at the end of this document and is issued at staff induction and during safeguarding training.

All boys are made aware of their responsibility to each other. They are given constant verbal, and written reminders of their roles in the community. No boy may at any time abuse or impose sanctions on other boys. All boys are regularly made aware of the importance of empathy and tolerance towards other and a policy of friendship and support is strongly enforced at all times including through Division Masters/Mistresses periods, PSHEE lessons and the RSE programme. All boys are instructed to contact a member of staff if they witness any action of abuse. This is in accordance with locally agreed inter-agency procedures and is available to parents on request.

## **10. Preventing Radicalisation**

Protecting children from the risk of radicalisation should be seen as part of schools' wider safeguarding duties and is similar in nature to protecting children from other forms of harm and abuse. During the process of radicalisation, it is possible to intervene to prevent vulnerable people being radicalised.

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. It can happen in many different ways and settings. Specific background factors may contribute to vulnerability which are often combined with specific influences such as family, friends or online, and with specific needs for which an extremist or terrorist group may appear to provide an answer. The internet and the use of social media in particular has become a major factor in the radicalisation of young people. Any visiting speakers invited to the school are vetted to make sure they are suitable to speak to the boys and are accompanied by a member of staff throughout their visit.

In order to reduce the risk of radicalisation and build resilience to prevent this the boys are taught, in PSHEE and ICT, about how to use the internet and electronic devices safely (see ICT Policy) and the potential risks posed by adults or young people who use the internet and social media to bully, groom, abuse or radicalise other people especially children, young people and vulnerable adults. A risk assessment to evaluate the risk of radicalisation has been undertaken.

As with managing other safeguarding risks, staff should be alert to changes in children's behaviour which could indicate that they may be in need of help or protection. School staff should use their professional judgement in identifying children who might be at risk of radicalisation and act proportionately which may include making a referral to the Channel programme.

Further information can be found in the DfE document The Prevent Duty (June 2015), a copy of which can be found in the Common Room.

A child going missing from education is a potential indicator of abuse or neglect. School staff should follow the school's procedures for dealing with children that go missing from education, particularly on repeat occasions, to help identify the risk of abuse and neglect, including sexual exploitation, and to help prevent the risks of their going missing in future (see Missing Pupil Procedure).

## 11. Online Safety

The school has a very comprehensive ICT Policy which contains a whole school approach to online safety as well as a clear policy on the use of mobile technology for boys and parents. The school has a robust internet filtering system in order to keep the boys safe from potentially harmful and inappropriate material online but without an unreasonable level of blocking. This is closely monitored by the IT staff.

Boys are not allowed to have in their possession 3G or 4G enabled devices whilst at school (unless they have special permission in which case these are kept securely in the study and only used either under supervision or returned to a boy when he leaves school e.g. exeat/holidays). Any incidents of boys texting ('sexting') inappropriately will be dealt with on a case by case basis but consequences may include suspension or exclusion depending on the severity of the incident. Boys are taught about such matters during ICT and PSHEE lessons.

## 12. Other welfare issues

### 1. Risk awareness

Risk assessments should be completed in all relevant situations e.g. identifying hazards around the school, school trips. Be aware of dangerous activities such as roller-blading in the car park, high jump in the summer. Trips – ensure you have followed the off-site procedures, obtained permission and have appropriate safety measures and experience. In case of accidents follow the school accident procedure (see also Pupil Access to Risky Areas of the school buildings and grounds, Trip Policy, First Aid Policy).

### 2. Punishments and restraint

Staff should adhere to the school discipline policy as closely as possible. Avoid ridicule, and humiliation. Never hit a child (this is absolutely forbidden and is against the law). Be selective in the use of group punishments. Avoid quirky punishments. Reasonable physical restraint or taking physical control through contact may be used in situations that endanger the welfare of a child, in accordance with the school's Acceptable restraint procedures. Only use to prevent 1. Injury to self. 2. Injury to another. 3. If there might be very serious damage to property. Major sanctions, serious incidents, use of restraint or taking physical control of a child are to be recorded with a member of the Senior Management team or Senior (Master Pastoral), who will enter it on to the Safeguarding and Serious Incidents Register.

### 3. Accidents

Try to avoid accidents by anticipating dangerous situations, conducting risk assessments and by following safety guidelines. In the event of an accident to a child take all reasonable measures to safeguard and promote the child's welfare. Follow the school policy and record the incident.

National Boarding standards - May be viewed at this site - [www.boarding.org.uk](http://www.boarding.org.uk)

**Reviewed by JRM 20<sup>th</sup> Sept. 2019**

**Reviewed by the Head of Governors and Safeguarding Governor as a working document Sept. 2019**

**Ratified by the School Governors November 2019**

**This policy is available to view on the school's website**

## **10 Key points to follow if you suspect, or are told of abuse**

1. Always stop and listen straight away to someone who wants to tell you about incidents or suspicions of abuse.
2. If you can, write brief notes of what they are telling you while they are speaking. If you don't have the means to write at the time, make notes of what was said as soon as possible afterwards.
3. Do not give a guarantee that you will keep what is said confidential or secret – if you are told about abuse you have a responsibility to tell the right people to get something done about it. Say you will only tell people who absolutely have to know.
4. Don't ask leading questions that might give your own ideas of what might have happened (e.g. "did he do X to you?") – just ask "what do you want to tell me?" or "is there anything else you want to say?"
5. Immediately tell the DSL (John Mawson – unless he is accused or suspected of abusing, then tell the Deputy Chairman of the Governors) – don't tell other adults or young people what you have been told.
6. Discuss with the DSL if you need to protect anyone involved immediately – either the person who told you or the subject of the alleged abuse.
7. Never attempt to carry out an investigation of suspected or alleged abuse by interviewing people. Specially trained people will do this – you could cause damage and spoil possible criminal proceedings.
8. As soon as possible the DSL should refer the matter to the appropriate authorities and will use your notes to help.
9. Never think abuse is impossible in any school, or that an accusation against someone you know well and trust is bound to be wrong.
10. Children and young people often tell other young people, rather than staff or other adults, about abuse – encourage the boys to be open and talk about any concerns.

## Annex A



LUDGROVE SCHOOL TRUST LIMITED

### JOB DESCRIPTION – DESIGNATED SAFEGUARDING LEAD

The Designated Safeguarding Lead is Mr John Mawson.

#### **Roles and Duties**

The main roles and duties of the Designated Safeguarding Lead on behalf of the Governing Body (which retains overall responsibility) are to:

#### **1 Take lead responsibility for safeguarding and child protection**

- 1.1.1 To provide advice and support to other staff on child welfare and child protection matters including online safety;
- 1.2 To take part in strategy discussions and inter-agency meetings; and
- 1.3 To contribute to the assessment of children.

#### **2 Manage Referrals**

- 2.1 To refer cases of suspected abuse to the local authority children's social care as required;
- 2.2 To support staff who make referrals to local authority children's social care;
- 2.3 To refer cases to the Channel programme where there is a radicalisation concern as required;
- 2.4 To support staff who make referrals to the Channel programme;
- 2.5 To refer cases where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service as required; and
- 2.6 Refer cases where a crime may have been committed to the Police as required.

#### **3 Work with others**

- 3.1 As required, to liaise with the "case manager" and the designated officer(s) at the local authority for child protection concerns (all cases which concern a staff member);
- 3.2 To liaise with staff on matters of safety and safeguarding and when deciding whether to make a referral by liaising with relevant agencies; and
- 3.3 Act as a source of support, advice and expertise for staff.
- 3.4 Meet regularly with the School's Nominated Safeguarding Governor, Mr Ben Holden, in

order to monitor the effectiveness of the school's CPS Policy and procedures and the implementation of these across the School. It is recommended that this is at least a termly meeting

#### **4 Undergo training**

- 4.1 To undergo training to provide him and his deputies with the knowledge and skills required to carry out the role. This training should be updated at least every two years.
- 4.2 To undertake Prevent awareness training
- 4.3 In addition to the formal training set out above, to keep knowledge and skills refreshed (this might be via e-bulletins, meeting other designated safeguarding leads, or simply taking time to read and digest safeguarding developments) at regular intervals, as required, but at least annually, to allow him to understand and keep up with any developments relevant to his role so he:
  - 4.3.1 Understands the assessment process for providing early help and intervention, for example through locally agreed common and shared assessment processes such as early help assessments;
  - 4.3.2 Has a working knowledge of how local authorities conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so;
  - 4.3.3 Ensures each member of staff has access to and understands the school's child protection policy and procedures, especially new and part time staff;
  - 4.3.4 Is alert to the specific needs of children in need, those with special educational needs and young carers;
  - 4.3.5 Is able to keep detailed, accurate, secure written records of concerns and referrals;
  - 4.3.6 Understands and supports the school with regards to the requirements of the Prevent duty and is able to provide advice and support to staff on protecting children from the risk of radicalisation;
  - 4.3.7 Obtains access to resources and attend any relevant or refresher training courses; and
  - 4.3.8 Encourages a culture of listening to children and taking account of their wishes and feelings, among all staff.

#### **5 Raise Awareness**

- 5.1 To ensure the school's child protection policies are known, understood and used appropriately;
- 5.2 To ensure the school's child protection policy is reviewed annually (as a minimum) and the procedures and implementation are updated and reviewed regularly, and work with the governing body regarding this;
- 5.3 To ensure the child protection policy is available publicly and parents are aware of the fact that referrals about suspected abuse or neglect may be made and the role of the school in this; and
- 5.4 To link with the local LSCB to make sure staff are aware of training opportunities and the latest local policies on safeguarding.

#### **6 Manage child protection files**

- 6.1 When boys leave the school, to ensure that their child protection file is transferred to

their new school or college as soon as possible. This will be transferred separately from the main pupil file to ensure secure transit and confirmation of receipt will be obtained.

## **7 Be Available**

7.1 To ensure that his, or one of his deputies is always available, in person or via phone, during school hours for staff to discuss any safeguarding concerns.

7.1.1 The identity of and contact details for the Designated Safeguarding Lead, together with an outline of his duties, will be publicised widely within the School community to ensure that pupils, parents, staff and Governors understand the purpose and importance of the role.