



Child Protection and Safeguarding Policy

**Designated Safeguarding Lead (DSL)
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Child Protection Policy

Northgate School is committed to safeguarding and promoting the welfare of children and young people. Northgate School fully recognises its responsibilities for safeguarding and will ensure that:

- All children, whatever their age, culture, disability, gender, language, ethnicity, religious beliefs and/or sexual identity have the right to protection from abuse
- All disclosures or allegations of abuse will be taken seriously and responded to swiftly and appropriately
- All staff and volunteers understand their responsibility to report concerns to the Designated Safeguarding Lead/Deputy Designated Safeguarding Lead

Scope and legal duties

Our policy applies to all staff, members of the Management Committee and volunteers working in the school. The policy will be reviewed annually. This policy is written with regard to 'The Barnet Safeguarding Children Board' and the operational policies of The Beacon Centre.

This policy responds to the requirements of the statutory guidance from the Department for Education issued under Section 175 of the Education Act 2002, the Education (Independent School Standards) Regulations 2014 and the Education (Non-Maintained Special Schools) (England) Regulations 2011.

This requires Schools and Academies to have regard to statutory guidance when carrying out their duties to safeguard and promote the welfare of children.

Northgate School also acknowledges its legal duties with respect to the statutory guidance outlined in:

- [Keeping Children Safe in Education September 2020](#)
- [Working Together to Safeguard Children July 2018](#)
- [Prevent Duty Guidance for England and Wales 2015](#)
- [What to do if you are worried a child is being abused 2015- Advice for practitioners \(departmental advice\)](#)

This policy reflects the Government's broader definition of Safeguarding Children as:

Protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes.

Copies of the procedures can be obtained from the London Safeguarding Children Board or downloaded from the website: www.londonscb.gov.uk

Process

The key elements in our policy are to:

- Ensure the school practices safe recruitment in checking the suitability of staff and volunteers to work with children
- Establish and maintain an environment where children feel secure and are encouraged to talk and are listened to
- Educate and raise awareness of safeguarding issues and equip everyone with the skills needed to keep themselves and others safe
- Ensure children know that there are adults in the school whom they can approach if they are worried about any issues regarding their welfare
- Be aware of the counter terrorism and security act 2015, for preventing radicalisation and prevent students being drawn into terrorism
- Develop and implement effective procedures for identifying and reporting cases, or suspected cases, of abuse
- To take a 'team around the child' approach in supporting any children with child protection issues and liaise with other agencies such as Social Care or the Child and Adolescent Mental Health Service (CAMHS)
- Include opportunities through the curriculum for children to develop the skills they need to recognise and stay safe from abuse.
- Ensure that, when a student on a child protection plan, child in need plan or early help intervention leaves the school, their information is transferred to the new school immediately and that the child's social worker or other professionals involved are informed

We recognise that, because of their day-to-day contact with children, school staff are well placed to observe the outward signs of abuse. The school will therefore meet our commitment to protect children from abuse through the following key areas:

- **Awareness:** we will ensure that all staff, members of the Management Committee and volunteers are aware of the issues around child abuse and the potential risks to children
- **Prevention:** we will ensure, through awareness, training and good practice, that staff, governors and volunteers minimise risks to children

Procedure

Northgate School will follow the procedures set out by the Local Safeguarding Children Board (LSCB) and take account of guidance issued by the DFE to:

- Ensure that every member of Northgate School staff is committed to children's and young people's well-being and safety
- Ensure safe recruitment practices are always followed
- Ensure we have designated members of staff responsible for safeguarding who have received appropriate training and support
- Ensure we have a nominated member of the Management Committee responsible for safeguarding

- Ensure every member of staff (including temporary and supply staff and volunteers) and the management committee knows the name of the designated members of staff for safeguarding and their role
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility to refer any concerns to the designated/deputy designated safeguarding lead
- Notify social care if there is an unexplained absence of more than one day for a student who has a social worker, or is supported by social care
- Ensure that parents have an understanding of the responsibility placed on the school and staff for safeguarding by setting out its obligations in the home/school agreement
- Develop effective links with all relevant agencies and cooperate as required with their enquiries regarding safeguarding matters, including attendance at case conferences or other planning meetings
- Keep written records of concerns or meetings about children, even where there is no need to refer the matter immediately and give consideration to the completion of a request for Early Help
- Keep written records of concerns and ensure all records are kept securely, separate from the main student file, and in a locked location
- Ensure that any records requested by other agencies are only sent out on a need to know basis and are relevant to the service and conform to data protection
- Ensure that there are procedures in place for dealing with allegations of abuse against members of staff and volunteers and that all staff are aware of, and follow the procedures

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self-worth. They may feel helplessness, humiliation and some sense of blame. Northgate School may be the only stable, secure and predictable element in the lives of children at risk. When at school their behaviour may be challenging and defiant or they may be withdrawn. The school will endeavour to support the student through:

- The content of the curriculum
- The school ethos which promotes a positive, supportive and secure environment and gives students a sense of being valued
- Ensuring that the student knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred
- Liaison with other agencies that support the student such as social care, Child and Adult Mental Health Service, Education Welfare Service and Educational Psychology Service
- Ensuring that, if it is known a student has a history of being abused, staff will be sensitive to their needs regarding safe/appropriate touch in the school and discussions about sex/abuse

The Role of the Designated Safeguarding Lead

The role of the Designated Safeguarding Person was specified in the Children Act 2004 and ensured the every organisation had a “named person” for safeguarding children and young people. This person should have the status and authority within the school to carry out the duties of the post including committing resources and, where appropriate, supporting and directing other staff.

Key aspects of the role includes:

- Making sure all staff are aware how to raise safeguarding concerns
- Act as a source of support, advice and expertise to staff on matters of safety and safeguarding and when deciding whether to make a referral by liaising with relevant agencies
- Referring any concerns to social care or the Police (in cases where a crime may have been committed)
- Ensuring all staff understand the symptoms of child abuse and neglect
- Monitoring children who are the subject of child protection plans
- Maintaining accurate and secure child protection records

SUPPORT AND TRAINING

We are committed to the provision of safeguarding training for all our team members, paid and voluntary. All staff undertake appropriate training to equip them to carry out their responsibilities for safeguarding effectively, which is kept up to date by regular refresher training.

All staff receive induction training when they arrive which outlines the basic processes and procedures

Staff are also encouraged to attend monthly training offered by The Beacon Centre.

Staff receive annual training in safeguarding and related topics as they arise. A database of training undertaken by staff is maintained.

In addition to the basic safeguarding training, the Designated Leads undertake other relevant training to keep their knowledge and skills up to date in line with local authority guidelines. Level 3 safeguarding training for DSLs will be updated every 2 years. Level 2 safeguarding training will be updated every two years for staff holding this qualification and all other staff are expected to update level 1 training yearly.

MONITORING, EVALUATION AND REVIEW

The Designated Safeguarding Lead will monitor the implementation and effectiveness of this policy, review it annually and report any changes to the Governing Body. The policy will be promoted and implemented throughout the school.

The policy will also be reviewed following any serious incidents or allegations.

As well as Child Protection procedures, Northgate School has a range of guidance or procedures that contribute to promoting the safety and welfare of children and young people

These include the following:

- Anti-Bullying Policy
- Behaviour Policy
- Whistleblowing policy
- Prevent guidance
- Managing allegations regarding members of staff
- Guidance on supporting students with medical conditions
- Equality Policy
- Health and Safety procedures
- Use of Force Procedures
- Attendance management policy

Recommended guidance is in the DFE publication 'Guidance for Safer Working Practice for Adults who work with Children and Young People' 2019.

Guidance

Recognising abuse

Children and young people can be abused either through someone inflicting harm, or failing to act to prevent harm.

Any child from any culture, faith or background can be at risk of abuse. Abuse can take place in a family, in an institution or community setting, by telephone or on the Internet. Abuse can be carried out by someone known to the child or by a complete stranger.

It is not always easy to recognise abuse and many of the indicators listed can have reasonable explanations and are not necessarily down to abuse.

It is important that all Northgate School staff know what might indicate abuse and are alert to the need to consult further.

The government identifies four kinds of child abuse:

Physical Abuse

May involve hitting, shaking, throwing, burning, scalding and suffocating as well as other forms of physical abuse. It can also result when a parent or carer deliberately causes ill health of a child. This is described as fabricated or induced illness.

Symptoms that indicate physical abuse include:-

- Bruising in or around the mouth, back, buttocks or rectal area
- Bruises around the eyes
- Scars of different sizes and ages or large scars from untreated injuries
- Fractures to arms, legs or ribs in a small child
- Burns and scald marks with clear outlines, small round burns that may be caused by a cigarette
- Bites
- Finger mark bruising or grasp marks on the limbs of a small child

Emotional Abuse

Emotional abuse happens when a child's needs for love, security, praise and recognition are not met. It usually co-exists with other forms of abuse but can occur alone. Emotionally abusive behaviour occurs if a parent, carer or authority figure is consistently hostile, rejecting, threatening or undermining. It can result if developmentally inappropriate expectations are placed on a child or if a child is over protected to the extent of being denied contact or opportunities to engage with others. Children who witness or experience domestic violence are subject to emotional abuse. Symptoms include:-

- Excessively clingy or attention seeking behaviour
- Very low self-esteem

- Fearfulness or excessively withdrawn behaviour
- Despondency
- Constantly seeking to please
- Lack of appropriate boundaries with strangers
- Anxiety
- Eating disorders/mental health problems

Neglect

Neglect is the persistent failure to meet a child's basic physical and or psychological needs, causing damage to their health and development. It may involve a parent or carer failing to provide adequate food, warmth, shelter, clothing or stimulation. It includes failure to protect a child from harm or danger or failure to seek medical care needed. Symptoms can include:-

- Inadequate supervision, being left alone for long periods of time
- Lack of stimulation, social contact or education
- Inadequate nutrition
- A child who is constantly hungry, stealing or gorging food
- Failure to provide adequate standards of personal hygiene, clothing and comfort in the home
- Failure to seek or follow medical advice so that a child's life or development is endangered

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activity, whether or not the child is aware of what is happening. This may include physical contact, from inappropriate touching to full penetration, and also non-contact activity such as looking at pornography. Under the Sexual Offences Act 2003, any sexual activity with a child under the age of 13 is a crime. Symptoms of sexual abuse include:-

- Allegations or disclosure
- Genital soreness or discomfort
- STDs, urinary infections
- Sexualised play or behaviour
- A child who is sexually provocative or seductive towards adults
- Nightmares/other disturbances
- Eating disorders
- Going missing from home/school
- Self harm
- Drug and or alcohol abuse
- Depression and other forms of mental health problems

Some members of our communities hold beliefs that may be common within particular cultures but are against the law.

OTHER SPECIFIC SAFEGUARDING ISSUES

Private Fostering Arrangements

Northgate School uses the meaning of private fostering arrangements as defined by the British Association for Adoption and Fostering:

Private fostering is when a child under the age of 16 (under 18 if disabled) is cared for by someone who is not their parent or a 'close relative' This is a private arrangement made between a parent and a carer, for 28 days or more. For these purposes, close relatives are defined as step-parents, grandparents, brothers, sisters, uncles or aunts (whether of full blood, half blood or marriage/affinity).

All parents and private foster carers are required to notify the Local Council of such arrangements to ensure children are safe and supported by the correct services.

Northgate School recognises that it has a mandatory duty to inform the local authority of any pupils who are living in private fostering arrangements.

Department for education guidance can be found using the link [looked after children and adoption](https://www.gov.uk/government/policies/looked-after-children-and-adoption), or using the web address below
<https://www.gov.uk/government/policies/looked-after-children-and-adoption>

Awareness of FGM

Female Genital Mutilation is a form of child abuse and as such is dealt with under the schools Child Protection/Safeguarding policy. The school uses the World Health Organisation definition as written below.

Definition of FGM:

Female Genital Mutilation (FGM): FGM is the non--medical, partial or total removal of the external female genital organs. This procedure is typically carried out on young girls, although it can happen later. FGM is illegal in the UK and particularly affects girls and women from Africa.

The UK Government has written advice and guidance on FGM that states;

“FGM is considered child abuse in the UK and a grave violation of the human rights of girls and women. In all circumstances where FGM is practiced on a child it is a violation of the child’s right to life, their right to their bodily integrity, as well as their right to health. The UK Government has signed a number of international human rights laws against FGM, including the Convention on the Rights of the Child. Girls are at particular risk of FGM during school summer holidays. This is the time when families may take their children abroad for the procedure.

Many girls may not be aware that they may be at risk of undergoing FGM. UK communities that are most at risk of FGM include those originating from Kenya, Somalia, Sudan, Sierra Leon, Egypt, Nigeria and Eritrea However women from other

communities that are at risk of FGM include Yemeni, Kurdish, Indonesian and Pakistani women.”

Indications that a child is at risk of FGM:

- The family comes from a community that is known to practice FGM - especially if there are elderly women present, or a visiting female elder from the country of origin
- The family is not well integrated into UK society
- The child is withdrawn from PHSE or sex education
- In conversation a child may talk about FGM
- A child may express anxiety about a special ceremony
- The child may talk or have anxieties about forthcoming holidays to their country of origin, especially for the long summer holiday, as the recovery period after FGM can be 6 to 9 weeks
- Parent/Guardian requests permission for authorised absence for overseas travel or you are aware that absence is required for vaccinations
- If a woman has already undergone FGM – and it comes to the attention of any professional, consideration needs to be given to any Child Protection implications e.g. for younger siblings, extended family members and a referral made to Social Care or the Police if appropriate.

Indications that FGM has taken place:

- Prolonged absence from school with noticeable behaviour change – especially after a return from holiday.
- Spending long periods of time away from the class during the day.

If there are concerns that children at Northgate School are at risk or victims of Female Genital Mutilation then we may:-

- Ask the child to tell a member of staff about their holiday. Sensitively and informally ask the family about their planned extended holiday. Ask questions like:-
 - Who is going on the holiday with the child?
 - How long they plan to go for and is there a special celebration planned?
 - Where are they going?
 - Are they aware that the school cannot keep their child on roll if they are away for a long period?
 - Are they aware that FGM is illegal in the UK even if performed abroad?

These questions and advice are guidance and each case should be dealt with sensitively and considered individually and independently. All conversations should be accurately recorded.

The DSL should seek advice about making referrals to Social Care and CAIT (Child Abuse Investigation Team).

As from January 2013 Ofsted have included FGM in their “Inspecting Safeguarding” briefing for Inspectors. Annex 4 contains questions and information about FGM for inspectors. Below are excerpts from this document;

Designated senior staff for child protection in schools should be aware of the guidance that is available in respect of FGM, and should be vigilant to the risk of it being practiced. The staff should be also alert to this when considering a school’s safeguarding arrangements, and where appropriate ask questions of designated staff.

There is Mandatory requirement for teachers who discover cases of FGM to report directly to the police (supported by the DSL).

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/469448/FGM-Mandatory-Reporting-procedural-info-FINAL.pdf

Multi-agency statutory guidance on FGM issued April 2016

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/512906/Multi_Agency_Statutory_Guidance_on_FGM_-_FINAL.pdf

Child Sexual Exploitation (CSE) involves exploitative situations, contexts and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection) as a result of engaging in sexual activities.

Sexual Exploitation can take many forms ranging from the seemingly ‘consensual’ relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops.

Sexual Exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyber bullying and grooming. However, it also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.

The following signs may or may not be indicators that Child Sexual Exploitation has taken place, but the possibility should be considered. This is not an exclusive list and many of the signs and symptoms could fall into more than one category.

- Missing from home or care
- Physical injuries
- Drug or alcohol misuse
- Involvement in offending
- Repeat STIs, pregnancy and terminations
- Absent from Northgate School
- Change in physical appearance

- Evidence of sexual bullying/vulnerability through the internet/social networking sites
- Estranged from their families
- Receipts of gifts from unknown sources
- Recruiting others into exploitative situations
- Poor mental health
- Self-harm
- Thoughts of or attempted suicide
- Physical injuries

Honour Based Violence

Honour based violence is a violent crime or incident which may have been committed to protect or defend the honour of the family or community.

It is often linked to family members or acquaintances who mistakenly believe someone has brought shame to their family or community by doing something that is not in keeping with their traditions. It is often linked to family members or acquaintances who mistakenly believe someone has brought shame to their family or community by doing something that is not in keeping with the traditional beliefs of their culture. For example, honour based violence might be committed against people who:

- Become involved with a boyfriend or girlfriend from a different culture or religion
- Want to get out of an arranged marriage
- Want to get out of a forced marriage
- Wear clothes or take part in activities that might not be considered traditional within a particular culture

Women and girls are the most common victims of honour based violence however it can also affect men and boys. Crimes of 'honour' do not always include violence. Crimes committed in the name of 'honour' might include:

- domestic abuse
- threats of violence
- sexual or psychological abuse
- forced marriage
- being held against your will or taken somewhere you don't want to go
- assault

The police take honour based crime very seriously and deal with each individual case sensitively and confidentially. The police work to keep victims safe and prevent further crimes from happening. The police approach has meant that more people than ever are turning to them for help. Northgate School will refer any incidents to the police for further advice

Forced marriage is one that is carried out without the consent of both people. This is very different to an arranged marriage, which both people will have agreed to.

Individuals facing forced marriage may appear anxious, depressed and emotionally withdrawn with low self-esteem.

Warning signs of a victim of forced marriage:

- Absence and persistent absence
- Request for extended leave of absence and failure to return from visits to country of origin
- Surveillance by siblings or cousins
- Decline in behaviour, engagement, performance or punctuality
- Poor exam results
- Being withdrawn from Northgate School by those with parental responsibility and not being provided with suitable education at home
- Sudden announcement of engagement to a stranger
- Prevented from going on to further education.

Children Missing from Education

We acknowledge that a child going missing from education is a potential indicator of abuse or neglect including Child Sexual Exploitation.

Northgate School has robust attendance procedures for dealing with children that go missing from education, particularly on repeat occasions.

Students who attend Northgate School are discussed regularly during morning briefing and their attendance is tracked. There is regular contact with parents/carers and therapists. Staff conduct home visits where other attempts to improve attendance have failed and will use specialist support and advice via the local authority EWO service.

If a student is not attending and all attempts to locate them have failed, these students will then be reported to the local authority missing from education team. All staff should be alert to signs to look out for and the individual triggers to be aware of when considering the risks of potential safeguarding concerns such as travelling to conflict zones and forced marriage.

Northgate School informs the local authority of any student who is going to be deleted from the admission register where they:

- have been taken out of Northgate School by their parents and are being educated outside the school system e.g. home education.
- have ceased to attend Northgate School and no longer live within reasonable distance of Northgate School at which they are registered
- have ceased to attend Northgate School before compulsory school leaving age, and neither he/she nor his/her parent has indicated the intention to continue to attend Northgate School after ceasing to be of compulsory school age.
- are in custody for a period of more than four months due to a final court

- order and Northgate School does not reasonably believe they will be returning to Northgate School at the end of that period; or,
- have been permanently excluded.

Radicalisation and Extremism: We acknowledge that protecting children from the risk of radicalisation is part of Northgate School's wider safeguarding duties, and is similar in nature to protecting children from other forms of harm and abuse. We understand that it is possible to intervene to prevent vulnerable people being radicalised during the process of radicalisation itself.

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. Extremism is defined 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.
Keeping Children safe in Education, September 2019

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.

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.

Northgate 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. This is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. As a school, we can make referrals to the Channel programme if we are concerned that an individual might be vulnerable to radicalisation. An individual's engagement with the programme is entirely voluntary at all stages.

There are a number of behaviours which may indicate a child is at risk of being radicalised or exposed to extreme views. These may include:-

- Spending increasing time in the company of other suspected extremists
- Changing their style of dress or personal appearance to accord with the group
- Day-to-day behaviour becoming increasingly centred on an extremist ideology, group or cause
- Loss of interest in other friends and activities not associated with the

- extremist ideology, group or cause
- Possession of materials or symbols associated with an extremist cause
- Attempts to recruit others to the group/cause
- Communications with others that suggests identification with a group, cause or ideology
- Using insulting or derogatory names for another group
- Increase in prejudice-related incidents committed by that person, such as physical or verbal assault, provocative behaviour, derogatory name calling, refusal to co-operate, attempts to recruit to prejudice-related organisations or condoning or supporting violence towards other groups

Prevent

From 1st July 2015 schools are subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015 to 'have due regard to the need to prevent people from being drawn into terrorism'.

Risk assessment:

Our staff are expected to assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology. This means being able to demonstrate both a general understanding of the risks affecting children and young people in the area and a specific understanding of how to identify individual children who may be at risk of radicalisation and what to do to support them.

We have clear procedures in place for protecting children at risk of radicalisation including (and not restricted to) a robust PHSE programme, a broad and balanced curriculum and support structures for disaffected and vulnerable young people.

Working in partnership: Our safeguarding arrangements take into account the policies and procedures of the Safeguarding Children Board and Barnet Local Authority. We work very closely with both.

Staff training: All teaching staff have undertaken Prevent awareness training. We aim to equip staff to identify children at risk of being drawn into terrorism and to challenge extremist ideas.

ICT policies: We have an acceptable use policy with strong filtering in place and we are vigilant to the risks posed by the internet: we want our students to be safe from terrorist and extremist material when accessing the internet. Our students are also taught about online safety.

Peer on peer Abuse

Staff should recognise that children are capable of abusing their peers. Peer on peer abuse can involve sexting and inappropriate use of social media. Northgate School will make every attempt to minimise the risk of peer on peer abuse. Incidents of peer on peer abuse will be investigated on an individual basis and dealt with. Actions will reflect the different forms peer on peer abuse can take and in particular will reflect

the different gender issues that are often prevalent when dealing with peer on peer abuse.

The UKCCIS Education Group has produced advice for schools and colleges on responding to incidents of 'sexting.' The advice aims to support them in tackling the range of issues which these incidents present including responding to disclosures, handling devices and imagery, risk assessing situations and involving other agencies. The advice also contains information about preventative education, working with parents and reporting imagery to providers. The advice can be found using the link below

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/55157/5/6.2439_KG_NCA_Sexting_in_Schools_WEB_1_.PDF

Children with family members in prison.

Children with family members in prison are at risk of poor outcomes including poverty, stigma, isolation and poor mental health. Staff need to be aware who these young people are and coordinate with external agencies who provide information and support for professionals working with offenders and their children. This will help mitigate negative consequences for those children

Children and the court system.

Children are sometime required to give evidence in criminal courts, either for crimes committed against them or for crimes they have witnessed. Making child arrangements via the family courts following separation can be stressful for children and entrench conflict in families. Staff will be made aware of any young people in this position and will work to support them alongside appropriate external agencies.

Homelessness.

Being homeless or being at risk of becoming homeless presents a real risk to a child's welfare. The designated safeguarding lead and deputies are aware of contact details and referral routes in to the Local Housing Authority so they can raise/progress concerns at the earliest opportunity. Indicators that a family may be at risk of homelessness include household debt, rent arrears, domestic abuse and anti-social behaviour, as well as the family being asked to leave a property. Whilst referrals and or discussion with the Local Housing Authority should be progressed as appropriate, this will not replace a referral into children's social care where a child has been harmed or is at risk of harm. In most cases school staff will be considering homelessness in the context of children who live with their families, and intervention will be on that basis. However, it should also be recognised in some cases 16 and 17 year olds could be living independently from their parents or guardians, for example through their exclusion from the family home, and will require a different level of intervention and support. Children's services will be the lead agency for these young people and the designated safeguarding lead (or a deputy) will ensure appropriate referrals are made based on the child's circumstances.

Child criminal exploitation:

County lines criminal exploitation of children is a geographically widespread form of harm that is a typical feature of county lines criminal activity: drug networks or gangs groom and exploit children and young people to carry drugs and money from urban areas to suburban and rural areas, market and seaside towns. Key to identifying potential involvement in county lines are missing episodes, when the victim may have been trafficked for the purpose of transporting drugs and a referral to Children's Social Care should be made.

Serious Violent Crime:

Staff are made aware of how to identify child criminal exploitation and safeguarding leads and personal tutors will work with the relevant outside agencies to report incidences and support our young people.

- All staff need to know the indicators that may signal that children are at risk from, or are involved with, serious violent crime. Including:
- Unexplained gifts/new possessions - these can indicate children have been approached by/involvement with individuals associated with criminal networks/gangs
- Increased absence from school
- Change in friendship/relationships with others/groups
- Significant decline in performance
- Signs of self-harm/significant change in wellbeing
- Signs of assault/unexplained injuries
- Staff should also be aware of the associated risks and understand the measures in place to manage them.

E-SAFETY

Northgate School has a duty of care to provide a safe learning environment for students. This includes ensuring that children and young people are safe when using ICT.

Procedures

- Where students are freely searching the internet, staff are expected to be vigilant in monitoring the content of the websites the students visit
- In lessons where internet use is pre-planned, students are guided to sites checked as suitable for their use. Any unsuitable material found in internet searches should be reported to the ICT team, who will block all users from accessing it in future
- From time to time, for educational research, students may need to research topics (e.g. racism, drugs and discrimination) that would normally result in internet searches being blocked. In such a situation, staff can request that the ICT team temporarily remove those sites from the filtered list for the period of study
- Students are aware that they must immediately report the receipt of any communication that makes them feel uncomfortable, is offensive,

discriminatory, threatening or bullying in nature and must not respond to any such communications

- Any digital communication between staff and students or parents/carers (email etc.) must be professional in tone and content
- Staff should ensure that no reference should be made in social media to students, parents/carers or staff

Provision

- E-safety awareness is provided through the curriculum: students are made aware of E-safety issues, such as the risks attached to the sharing of personal details. They are also taught strategies to deal with inappropriate communications and are reminded of the need to communicate appropriately when using digital technologies
- Students are taught to be critically aware of the content they access online and be guided to validate the accuracy of information in subjects such as Humanities, English, Science and Media
- Staff are expected to act as good role models in their use of digital technologies, the internet and mobile devices, for example, by making a clear distinction between private and professional use of social media
- The activities referred to below are inappropriate, offensive and/or illegal and users should not engage in these activities while at school or outside school:
 - All sites containing illegal material contrary to acts of parliament such as The Protection of Children Act 1978, Sexual Offences Act 2003, Criminal Justice and Immigration Act 2008 and Public Order Act 1986
 - Pornography
 - Promotion of any kind of discrimination, extremism or radicalisation
 - Threatening behaviour, including promotion of physical violence or mental harm
 - Any other information which may be offensive to Northgate School community, inappropriate for students, or breaches the integrity of the ethos of Northgate School or brings Northgate School into disrepute
 - Using systems, application, website or other mechanisms that bypass the filtering or other safeguards employed by Northgate School
 - The official school email service is regarded as safe and secure and is monitored. KS5 students are made aware that email communications are monitored.

Northgate School will support students explicitly to know how to evaluate what they see online. This will include:

- How to evaluate what they see online
- How to recognise techniques used for persuasion
- Online behaviour
- How to identify online risks

- How and when to seek support
- Youth produced sexual imagery

Use of Mobile phones and electronic devices

The school is mindful of the benefit, but also the issues caused by mobile phones and electronic devices

Students are allowed to bring Mobile phones and electronic devices to school, however their use is limited and monitored.

Mobile phones will be collected at the beginning of the school day and kept securely at reception. Students may use these items at break and lunchtimes under staff supervision.

Students will be expected to take 'phones with them if they have permission to leave the school site at break or lunchtimes to enable them to communicate with school or school with them if necessary.

Staff may ask to check the contents of mobile phones as a part of our monitoring of mobile technology use or as a part of an investigation into mis-use. Information from mobile phones may be given to the police for any incidents of misuse, even if the misuse took place outside the school day, if the abuse affects members of the school community.

Other electronic devices are permitted in school subject to responsible use, such as tablets and laptops. These devices are checked for suitability and their use is monitored by staff.

The right to bring mobile phones and electronic devices to school may be withdrawn at any time if there are any reasons to think that their use is damaging to student safety and well-being. The Headteacher or delegated senior leader may be called upon to make the final decision regarding whether to search a phone or electronic device or ban their use in school.

The use of mobile phones and electronic devices is continually reviewed and their use may also be reviewed on an individual and day to day basis.

The Voyeurism Offences Act 2019 “Upskirting”

The Criminal Prosecution Service (CPS) defines ‘up skirting’ as a colloquial term referring to the action of placing equipment such as a camera or mobile phone beneath a person’s clothing to take a voyeuristic photograph without their permission. It is not only confined to victims wearing skirts or dresses and equally applies when men or women are wearing kilts, cassocks shorts or trousers. It is often performed in crowded public places, for example on public transport or at music festivals, which can make it difficult to notice offenders.”

PHYSICAL INTERVENTION

Our policy on physical intervention by staff is compliant with the DfE guidance 'Use of Reasonable force' July 2013 and Keeping children safe in education September 2019 and forms part of our Behaviour policy. Staff must only ever use physical intervention as a last resort, and at all times it must be the minimal force necessary to prevent injury to another person, themselves or school property. We understand that physical intervention of a nature which causes injury or distress to a child may be considered under child protection or disciplinary procedures. Staff receive training in the use of reasonable force via TeamTeach which is updated periodically.

BULLYING

Our policy on bullying is set out in a separate policy and acknowledges that to allow or condone bullying may lead to consideration under child protection procedures.

RACIAL INCIDENTS

Our policy on racist incidents is set out in our Equality policy and acknowledges that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures. Racial incidents will be reported to Barnet on their reporting and monitoring form.

SECURE ENVIRONMENT

We ensure the safety of our environment through:

- Controlling access to the site:
 - Visitors are met at reception and escorted into the school
 - CCTV monitoring of the site, internal and external
- Students are supervised at break and lunchtimes
- Special arrangements for students and staff with disabilities to access all areas of the site
- Ensuring that we comply with Health and Safety requirements for all on-site activities
- Requiring risk assessments before allowing any trips, visits or work experience placements
- A record of accidents and actions consequently taken
- Vigilant monitoring to guard against intruders, antisocial behaviour and drug and alcohol misuse on site
- Curriculum activities and social areas comply with Health and Safety requirements
- Work experience arrangements include information for employers and a requirement that they accept their Child Protection responsibilities
- Safe storage of medicines and dangerous substances

Procedures for reporting suspected cases of child abuse

Staff and volunteers should follow the guidance set out in 'What to Do if You're Worried a Child is Being Abused'.

All child protection concerns should be reported on Behaviour Watch. In addition and if there is an issue with the ICT, forms used to report concerns can be found in the staffroom on the notice board and should be completed and passed to the DSL/Deputy DSL.

[https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What to do if you re worried a child is being abused.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf)

If a member of staff is are concerned that a young person may be being abused, they should report their concerns to the DSL.

If the concerns or the disclosure are linked to the designated person within Northgate School the member of staff should report their concerns to the appropriate person on the Management Committee who is the Chair of the committee, Brian Salinger or if the concerns are about the Chair of the Management Committee, the Local Authority Designated Officer.

If there are concerns regarding Beacon Centre staff, the school staff should report these to the clinical staff.

The responsibility to make enquiries and investigate allegations lies with Social Care and the Police along with other relevant agencies. It is not the member of staff's responsibility to investigate.

Where abuse is alleged the initial response should be limited to listening carefully. Staff should not press for information, prompt or cross examine as these actions could prejudice any future Police actions. Staff should:

- clarify the concerns
- make sure that the child or young person is safe and away from the alleged perpetrator
- offer reassurance about how the student will be kept safe
- explain what action will be taken
- keep a written record of their discussions with the young person and include dates and times and location of conversations
- not ask any leading questions
- record verbatim and include who was there and where it was held
- consider whether the subject has access to children elsewhere and if so who needs to be informed
- ensure any information given is passed onto the relevant people/agencies
- NEVER OFFER TO KEEP WHAT THEY HAVE BEEN TOLD A SECRET.

Reporting concerns General Advice

Organisations that work with children and young people need to be aware that allegations can arise against staff or volunteers and need to have systems in place to deal with them fairly and consistently. Allegations may be that some kind of abuse has taken place but can also relate to conduct of concern or behaviour that falls short of professional standards.

Allegations may arise from colleagues and any staff member or volunteer who has concerns should feel safe to express them without fear of victimisation.

Allegations can also arise because of misunderstanding or misinterpretation. They can be a way of seeking attention or in extreme cases maliciously motivated

ALLEGATIONS AGAINST STAFF AND WHISTLEBLOWING

Northgate School follows statutory guidance laid out in *Keeping Children Safe in Education September 19*. We have a separate school policy for managing allegations made against members of staff and a separate policy for Whistleblowing. **NSPCC Whistleblowing helpline 0800 028 0285**

We recognise that children cannot be expected to raise concerns in an environment where staff are not confident to do so.

All staff must be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues. Staff must also be aware that they are protected by law if they 'blow the whistle'.

We understand that a child or 3rd party may make an allegation against a member of staff where there is reasonable cause to believe that a child has suffered or is at risk of suffering significant harm. Some allegations may indicate that a staff member is unsuitable to work with children.

If such an allegation is made, the member of staff receiving the allegation, or having the concern, must immediately inform the Headteacher. This must be done on the same working day.

The Headteacher on all such occasions will discuss, on the same working day, the content of the allegation with the Chair of the Management Committee and the Local Authority Designated Officer (LADO).

If the allegation made to a member of staff concerns the Headteacher, the member of staff will immediately inform the Chair of the Management Committee who will consult with the Local Authority Designated Officer (LADO), this must be done on the same working day. If the Chair of Governors is not available the member of staff must make direct contact with the LADO.

Northgate School will not investigate any allegation until instructed by the LADO, we will follow the local authority procedures for managing allegations against staff.

SAFER RECRUITMENT

At Northgate School, we will ensure we practice Safe Recruitment by undertaking enhanced DBS checks of staff and volunteers who work with children. At least one member of each interview panel will have undertaken safer recruitment training.

Even the most careful selection process cannot identify all those who pose a risk. However, the use of thorough procedures makes a substantial contribution to safety in reducing the likelihood of allegations that are founded.

In a situation where we allow an individual to start work in regulated activity before the DBS certificate is available, we ensure that the individual is appropriately supervised and that all other checks, including a separate barred list check, have been completed.

A check of any prohibition orders preventing a person from carrying out teaching work in schools is also carried out using the Employer Access Online Service.

When appointing new staff, we ensure that:

- we verify a candidate's identity
- we obtain a certificate for an enhanced DBS check which will include barred list information
- we obtain a separate barred list check if an individual will start work in regulated activity before the DBS certificate is available
- we verify the candidate's mental and physical fitness to carry out their work responsibilities
- we verify the person's right to work in the UK
- we make further checks if the person has lived or worked outside the UK
- we verify professional qualifications, as appropriate.
- a candidate to be employed as a teacher is not subject to a prohibition order issued by the Secretary of State, using the Employer Access Online service.
- a clear programme of induction and training that includes child protection, must be undertaken by all staff and volunteers

Recruitment adverts will highlight the priority that Northgate School places on this and Northgate School's commitment to safeguarding. We follow the guidance set out in *Keeping Children Safe in Education September 2019* and in line with the Local Authority and Local Safeguarding Children's Board procedures.

Staff Conduct - Good practice guidelines

All staff should demonstrate exemplary behaviour in order to protect themselves from allegations of misconduct. Staff should be reminded of their responsibilities as a role model.

Staff and others must never:

- develop relationships with children or act in ways that which could in any way be deemed exploitative or abusive
- accept children's inappropriate use of language and/or behaviour. This should always be challenged
- have a child/children with whom they are working to visit their home or stay overnight
- use their cars (alone) to transport students except in emergencies and where the correct insurance is in place. Cars may be used to transport students if permission from the parents is obtained and at least two members of staff travel with students
- do things for children of a personal nature that they can do for themselves
- condone or participate in behaviour or act in ways intended to shame, humiliate, belittle or degrade children
- discriminate against, show differential treatment, or favour particular children to the exclusion of others
- engage in contact with students via social media in a social context
- engage with students outside of school hours in a social context with the exception of officially organised school events

This is not an exhaustive or exclusive list. The principle is that staff should avoid actions or behaviour which may constitute poor practice or potentially abusive behaviour.

It is important for all staff to:

- always refer any problems to the designated members of staff for child protection
- question any unknown adult who enters the school's premises and/or who attempts to engage with the children
- be aware of situations which may present risks and manage these
- plan and organise the work and the workplace so as to minimise risks
- be as visible as possible when working with children – always work in open environments wherever possible (e.g. avoiding private or unobserved situations and encourage open communication with no secrets). There may be rare occasions when a confidential interview or a one-to-one meeting is necessary and in such circumstances, the interview should be conducted in a room with an open door or visual access. Where this is not possible, the member of staff should ensure that there is another adult nearby who is aware of the work taking place
- avoid physical contact in games
- be familiar with the school's 'Use of force' procedures

- be aware of issues around confidentiality – never to take confidential files home or discuss private issues in public settings

Teaching Assistants, other support staff or one-to-one tutors should only work one-to-one as part of an agreed support programme or intervention. If they are working on a one-to-one basis they should follow the guidelines above.

Staff Guidelines for the Use of ICT

For personal use:

- Staff should not give anyone access to their login name or password
- Staff should not open other people's files without express permission
- Staff should be aware of issues around confidentiality. Staff should not leave email open or visible to students in school offices. Staff should log off the computer when leaving an office
- Staff should not release personal details including phone numbers, fax numbers or personal e-mail addresses of any colleague or student over the Internet
- Staff should not reproduce copyright materials without first getting permission from the owner. Many people will make their work freely available for education on request
- Staff should acknowledge sources on all resources used
- Staff should not attempt to visit sites which might be considered inappropriate. All sites visited leave evidence on the computer. Downloading some material is illegal and the police or other authorities may be called to investigate such use
- Staff should not use school Internet access for business, profit, advertising or political purposes

Personal e-mail

- Staff should observe *netiquette* on all occasions. E-mail should not be considered a private medium of communication
- Staff should not include abusive language in any messages
- Staff should make sure nothing in any message could be interpreted as libellous

When using the Internet or e-mail with children

- Staff should remind children of the rules for using the Internet or e-mail
- Staff should watch for accidental access to inappropriate materials and report the offending site to the designated person that deals with filtering

- Staff should check before publishing children’s work; make sure that you have parental permission
- Staff should report any breaches of the school’s Internet policy to the designated person

Social Networking

- Staff should not accept students as ‘friends’ on Facebook or similar social networking sites
- The school advises staff to check their Facebook privacy settings and keep items on Facebook available to friends only and not accessible to management or students – especially with regard to photographs
- Staff should be careful when on social networking sites if talking to friends from school, as other people may be able to access these comments and this may bring the school into disrepute
- Staff should not disclose personal details such as mobile phone numbers or personal email addresses to students unless the need to do so is agreed with senior management

Useful contact details

Designated Safeguarding Lead (DSL)
Angela Moore
Headteacher, Northgate School
020 8732 6649 school mobile 07741 639159
angela@northgate.barnet.sch.uk

Deputy Designated Safeguarding Lead (DSL)
Sunanda Rajput
TA Northgate School
02087326218
sunanda@northgate.barnet.sch.uk

Clare Borrill,
Safeguarding lead Governor,
clareborrill@gmail.com

Xenia Poupourides
Principal Practitioner, The Beacon Centre
020 8732 6400
xenia.poupourides@beh-mht.nhs.uk

Shrimatie Bissessar
Local Authority Designated Office (LADO)
0208 359 4528
07903 582861
Shrimatie.bissessar@barnet.gcsx.gov.uk

NSPCC Whistleblowing helpline: 0800 028 0285

Safer Schools team, 0208 733 5857, email both email addresses below
SX-Schools@met.pnn.police.uk
SXmailbox-.Schools@met.pnn.police.uk

MASH team

Consultation Line (Tues and Wed 9:30-11:30 am) 02083594336
Child Protection Referrals (9am –5.15 pm Mon-Thurs, 9am –5pm Fri)
Referral and Assessment Team 020 8359 4066
Fax 020 8359 4099

Out of Office Hours - the Council Emergency Service Controller will take initial details and contact the appropriate out of hours officer 020 8359 2000

Safeguarding Children Board

Helen Elliott 020 8359 4540

Colindale Police Station 02082001212/03001231212

Police Child Abuse Investigation Team

Barnet Police Station, 26 High Street, Barnet EN5 5RU 020 8733 5070 8am-6pm

At other times contact the following number where the controller will take details and contact the out of hours officer on 020 8200 1212

Or in the case of a child not from LBB, the appropriate local authority.

- **Brent Social Care** 02089371200
- **Camden Social Care** 02079742000
- **Haringey Social Care** 02084890000

References and Further Sources of Information

Independent Safeguarding Authority

CRB Criminal Records Bureau www.crb.gov.uk

Churches Child Protection Advisory Service 0845 120 4550 www.ccpas.co.uk

Working Together to Safeguard Children 2016 . Available from Barnet Safeguarding Children Board or via DfES website www.everychildmatters.gov.uk

Keeping Children Safe In Education September 2019
<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

What to do if You Are Worried a Child Is Being Abused
www.everychildmatters.gov.uk

London Child Protection Procedures www.londoncpc.gov.uk

National Council of Voluntary Child Care Organisations (NCVCCO) www.ncvcco.org

Firstcheck : A step by step guide for organisations to safeguard children
NSPCC Tel 0116 2347200 or e mail consultancy@nspcc.org.uk

Internet Safety : Internet Watch Foundation www.iwf.org.uk

National Council for Voluntary Youth Services (NCVYS) www.ncvys.org.uk

UKCCIS Guidance; Sexting in Schools and Colleges 2016

<https://www.gov.uk/government/policies/looked-after-children-and-adoption>

NICCO, advice and guidance for working with young people who have family members in prison <https://www.nicco.org.uk/userfiles/downloads/882%20-%20Academic%20Pack.pdf>

Age appropriate guides to support children who are going through the court system
5-11-year olds and 12-17 year olds

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/708093/ywp-12-17-eng.pdf

The Ministry of Justice has launched an online child arrangements information tool with clear and concise information on the dispute resolution service <https://helpwithchildarrangements.service.justice.gov.uk/> . This may be useful for some parents and carers.

Homeless Reduction Act Factsheets.

<https://www.gov.uk/government/publications/homelessness-reduction-bill-policy-factsheets>

Appendix 1: Roles and responsibilities for the Management Committee from Keeping Children Safe in Education

All members of the Management Committee are expected to read and be familiar with the DFE guidance: *Keeping Children Safe in Education*

Information for all school and college staff

The responsibility of governing bodies, proprietors and management committees **Legislation and the law**

Governing bodies and proprietors (in Part two, unless otherwise stated, this includes management committees) must ensure that they comply with their duties under legislation. They must have regard to this guidance to ensure that the policies, procedures and training in their schools or colleges are effective and comply with the law at all times.

Safeguarding policies

Governing bodies and proprietors should ensure there are appropriate policies and procedures in place in order for appropriate action to be taken in a timely manner to safeguard and promote children's welfare.

This should include:

- an effective child protection policy; and
- a staff behaviour policy (addressed through current guidance 'Our non-negotiables')

This is not intended to be an exhaustive list. These policies, along with Part one of this guidance (*Keeping children safe in education*) and information regarding the role of the designated safeguarding lead, should be provided to all staff on induction. Governing bodies and proprietors should take a proportional risk-based approach to the level of information that is provided to temporary staff and volunteers.

Governing bodies and proprietors should put in place appropriate safeguarding responses to children who go missing from education, particularly on repeat occasions, to help identify the risk of abuse and neglect including sexual abuse or exploitation and to help prevent the risks of their going missing in future.

The designated safeguarding lead

52. Governing bodies and proprietors should appoint an appropriate **senior member** of staff, from the school or college **leadership team**, to the role of designated safeguarding lead.

Inter-agency working

Governing bodies and proprietors should ensure that the school or college contributes to inter-agency working in line with statutory guidance *Working together to safeguard children*.

Governing bodies and proprietors of all schools and colleges should ensure that their safeguarding arrangements take into account the procedures and practice of the local authority as part of the inter-agency safeguarding procedures set up by the LSCB.

As part of meeting a child's needs, it is important for governing bodies and proprietors to recognise the importance of information sharing between professionals and local agencies.

Staff training

Governing bodies and proprietors should ensure that all staff members undergo safeguarding and child protection training at **induction**.

Governing bodies and proprietors should recognise the expertise staff build by undertaking safeguarding training and managing safeguarding concerns on a daily basis.

Online safety

As schools and colleges increasingly work **online**, it is essential that children are safeguarded from potentially harmful and inappropriate online material. As such, governing bodies and proprietors should ensure appropriate filters and appropriate monitoring systems are in place.

Opportunities to teach safeguarding

Governing bodies and proprietors should ensure children are taught about safeguarding, including online, through teaching and learning opportunities, as part of providing a broad and balanced curriculum.

Whilst it is essential that governing bodies and proprietors ensure that appropriate filters and monitoring systems are in place, they should be careful that “over blocking” does not lead to unreasonable restrictions as to what children can be taught with regards to online teaching and safeguarding.

Safer recruitment

Governing bodies and proprietors should prevent people who pose a risk of harm from working with children by adhering to statutory responsibilities to check staff who work with children, taking proportionate decisions on whether to ask for any checks beyond what is required and ensuring volunteers are appropriately supervised. The school or college should have written recruitment and selection policies and procedures in place.

The School Staffing (England) Regulations 2009 require governing bodies of maintained schools to ensure that at least one person on any appointment panel has undertaken safer recruitment training.

Allegations of abuse made against teachers, headteachers, principals, volunteers and other staff

Governing bodies and proprietors should ensure there are procedures in place to handle allegations against teachers, headteachers, principals, volunteers and other staff.

There must be procedures in place to make a referral to the Disclosure and Barring Service (DBS) if a person in regulated activity has been dismissed or removed due to safeguarding concerns, or would have been had they not resigned.

This is a legal duty and failure to refer when the criteria are met is a criminal offence.

Allegations of abuse made against other children

Governing bodies and proprietors should ensure their child protection policy includes procedures to minimise the risk of peer on peer abuse and sets out how allegations of peer on peer abuse will be investigated and dealt with.

Governors and proprietors should ensure sexting and the school or college’s approach to it is reflected in the child protection policy.

Governors and proprietors should ensure the child protection policy reflects the different gender issues that can be prevalent when dealing with peer on peer abuse.

The child's wishes

Where there is a safeguarding concern, governing bodies, proprietors and school or college leaders should ensure the child's wishes and feelings are taken into account when determining what action to take and what services to provide.

Looked after children

The most common reason for children becoming looked after is as a result of abuse and/or neglect. Governing bodies and proprietors should ensure that staff have the skills, knowledge and understanding necessary to keep looked after children safe.

The designated teacher

Governing bodies of maintained schools and proprietors of academy schools must appoint a designated teacher to promote the educational achievement of children who are looked after and ensure that this person has appropriate training.

Children with special educational needs and disabilities

Governing bodies and proprietors should ensure their child protection policy reflects the fact that additional barriers can exist when recognising abuse and neglect in this group of children.