



SAFEGUARDING POLICY

Date Approved by Governors	March 2018
Review Date	March 2019
On Behalf of Governors Signed	Signed Copies On File
Print Name	
On Behalf of Governors Signed	
Print Name	
Principal's Signature	

All One In A Million Free School Policies have been devised to ensure that:

- Students from all backgrounds and all abilities are welcome
- Each student has the opportunity to flourish and achieve their potential
- We value the individuality of each student within the context of membership of our community
- We are committed to raising educational attainment and improving our students' life chances
- We provide an environment in which all students will be self aware, self disciplined and confident
- All students will understand how to make a positive contribution to our extended community
- We support academic, creative and personal achievement through our focus on Sport, the Arts and Enterprise.

This policy should be read in conjunction with the:



Safeguarding Policy

- Child Protection Policy, where the signs and symptoms of child abuse are laid out
- Whistleblowing Policy.

Introduction

One In A Million Free School (OIAMFS) fully recognises its responsibilities for keeping its students safe. OIAMFS is committed to safeguarding aims to create a culture of vigilance.

Our policy applies to all staff, governors and volunteers working in the school and visitors to the school.

There are five main elements to our policy:

- Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with children
- Raising awareness of child protection issues and equipping students with the skills needed to keep them safe – this includes issues such as grooming into extremist thinking or into Child Sexual Exploitation
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse and/or radicalisation
- Supporting students who have been abused in accordance with his/her agreed child protection plan
- Establishing a safe environment in which students can learn and develop.

These are in keeping with the definition for Safeguarding and promoting the welfare of children in Working Together to Safeguard Children March 2015 that covers:

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

Underpinning values

Where there is a safeguarding issue, OIAMFS will work in accordance with the principles outlined in the Bradford Safeguarding Children Board Inter-agency child protection procedures:



Safeguarding Policy

- A child's welfare is paramount. Each child has a right to be protected from harm and exploitation and to have their welfare safeguarded
- Each child is unique. Action taken by child welfare organisations should be child-centred, taking account of a child's cultural, ethnic and religious background, their gender, their sexual orientation, their individual ability and any special needs
- Children, parents and other carers should be made aware of their responsibilities and their rights, together with advice about the power of professionals to intervene in their family circumstances
- Parents will be advised about OIAMFS's Safeguarding Policy on admission to the school. A copy of this policy is available on the website
- Individual family members must be involved in decisions affecting them
- They must be treated with courtesy and respect and with due regard given to working with them in a spirit of partnership in safeguarding children's welfare. However, it may not be appropriate to advise parents/carers immediately about a referral depending on circumstances and the advice given by Children's Social Care. The welfare of the child is paramount in such situations
- Each child has a right to be consulted about actions taken by others on his/her behalf in an age appropriate way. The concerns of children and their families should be listened to and due consideration given to their understanding, wishes and feelings. However, it may not always be possible to respect a child/carer's request for confidentiality. If a child may be at risk of significant harm, there is a duty on the school to share information with Children's Social Care. This will be explained to the child or family member and appropriate reassurance given
- Personal information is usually confidential. It should only be shared with the permission of the individual concerned (and/or those with parental responsibility) **unless** the disclosure of confidential personal information is necessary in order to protect a child or promote their welfare (see also section on confidentiality below). In all circumstances, information must be confined to those people directly involved in the professional network of each individual child and on a strict "need to know" basis
- Professionals should be aware of the effects of outside intervention upon children, upon family life and the impact and implications of what they say and do



Safeguarding Policy

- Explanations by professionals to children, their families and other carers should be plainly stated and jargon-free. Unavoidable technical and professional terminology should be explained in simple terms
- Sound professional practice is based upon positive inter-agency collaboration, evidence-based research and effective supervision and evaluation
- Providing early support is an important principle of practice in inter-agency arrangements for safeguarding the welfare of children and enshrined in legislation and statutory guidance. (For reference see page 12).

Procedures

We recognise that because of the day-to-day contact with children, OIAMFS staff are well placed to observe the outward signs of abuse. OIAMFS will therefore:

- Establish and maintain an environment where students feel secure, are encouraged to talk, and are listened to
- Ensure students know that there are adults in OIAMFS whom they can approach if they are worried or have concerns about themselves or others
- Include opportunities in the PSHE curriculum for students to develop the skills they need to recognise and stay safe from abuse.

We will follow the procedures set out to:

- Ensure we have Designated Safeguarding Lead (DSL), *formerly the named person*) for child protection who has received appropriate training and support for this role. The Vice Principal (Mr. Jaz Qadri) will undertake this role in OIAMFS. Mr Paddy Gallagher, Mr Jonathan Martin and Ms Helen Jones have also have undergone the 'Designated Safeguarding Lead' training
- Ensure we have a nominated governor (Mr Richard White) responsible for child protection
- Ensure every member of staff (including temporary, supply staff and volunteers) and governing body knows the name of the Designated Safeguarding Leads (DSL's) (Mr. Jaz Qadri, Mr Paddy Gallagher, Mr Jonathan Martin and Ms Helen Jones) responsible for child protection and their role
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the DSL's who are responsible for child protection



Safeguarding Policy

- Ensure that parents/carers have an understanding of the responsibility placed on OIAMFS and staff for child protection by setting out its obligations in OIAMFS's prospectus
- Notify social services if there is an unexplained absence of more than one day of a student who is on the child protection register
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences
- Inform the Local Authority Designated Officer (LADO) if there is a concern about an adult in school
- The DSL's will keep written records of all concerns about students, even where there is no need to refer the matter immediately to an outside agency.
- All verbal conversations or concerns raised by students will be written up at the earliest opportunity by the staff member involved
- Ensure all records are kept securely; separate from the main student file, and in locked locations
- Ensure the 'Bound Book' that records incidences of physical restraint is kept up to date and is located in the safeguarding filing cabinet
- Follow agreed procedures where an allegation is made against a member of staff or volunteer
- Ensure safe recruitment practices are always followed
- Ensure all staff who work in the OIAMFS building undertake appropriate training around safeguarding at regular intervals including an annual review.

Support

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. OIAMFS may be the only stable, secure and predictable element in the lives of children at risk. When at OIAMFS their behaviour may be challenging and defiant or they may be withdrawn. OIAMFS will endeavour to support the student through:

- The content of the curriculum
- The OIAMFS's ethos which promotes a positive, supportive and secure environment and gives students a sense of being valued



Safeguarding Policy

- Assemblies where the issues that make our students vulnerable are explored in an open and sympathetic manner
- OIAMFS's behaviour policy that is aimed at supporting vulnerable students in OIAMFS. OIAMFS will ensure 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 voluntary and statutory agencies that support the student such as social services, Child and Adult Mental Health Service, education welfare service and educational psychology service and bereavement counselling service
- Ensuring that, where a student on the child protection register leaves, their information is transferred to the new school immediately and that the child's social worker is informed.

OIAMFS is mindful of the following issues:

- Child missing from education
- Child missing from home or care
- Child sexual exploitation (CSE)
- Bullying including cyberbullying
- Domestic violence
- Drugs
- Fabricated or induced illness
- Faith abuse
- Female genital mutilation (FGM)
- Forced marriage
- Gangs and youth violence
- Gender-based violence/violence against women and girls (VAWG)
- Honour based violence
- Mental health
- Private fostering
- Preventing radicalisation
- Sexting
- Teenage relationship abuse



- Trafficking

Identifying cases of female genital mutilation (FGM) and Forced Marriage

Any indications that Female Genital Mutilation (FGM) or Forced Marriage are imminent, or have already taken place, will be dealt with under the child protection procedures outlined in this policy.

The Keeping Children Safe in Education (July 2015) states that: "Female Genital Mutilation (FGM) comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse with long-lasting harmful consequences."

In support of this provision, we will do everything that we can to ensure that:

- Our school is an 'open environment', where students feel able to discuss issues that they may be facing
- The DSL's have a good understanding of the issues surrounding FGM and Forced Marriage and access relevant training
- Advice and signposting is available for accessing additional help, e.g. the NSPCC's helpline, ChildLine services, Forced Marriage Unit
- Awareness raising about FGM is incorporated in the schools safeguarding training so that all staff and volunteers are able to identify indicators

If there is a disclosure of abuse of this kind, or staff are concerned for any other reason, they are advised:

- To alert the lead DSL to their concerns. This member of staff will then refer concerns to children's social care. If a student has disclosed that they are at risk in this way, the case will still be referred to social care even if it is against the student's wishes. There is mandatory duty on teachers to report disclosures on FGM about a female under 18 personally to the police.
- **Not** to consult or discuss with the student's parents or family, or others within the community.

'Honour' Based Violence (HBV)

This is a form of domestic abuse which is perpetrated in the name of so called 'honour'. The **honour** code which it refers to is set at the discretion of male



Safeguarding Policy

relatives and women who do not abide by the 'rules' are then punished for bringing shame on the family.

E-Safety

The growth of different electronic media in everyday life and an ever developing variety of devices including PC's, tablets, laptops, mobile phones, webcams, gaming consoles etc. place an additional risk on our children.

Internet chat rooms, discussion forums or social networks can all be used as a means of contacting children and young people with a view to grooming them for inappropriate or abusive relationships. The anonymity of the Internet allows adults, often pretending to be children, to have conversations with children and in some cases arranging to meet them.

Access to abusive images is not a 'victimless' act as it has already involved the abuse of children. The Internet has become a significant tool in the distribution of indecent photographs of children and should be a concern to all those working with students at this school.

Students can engage in or be a target of cyberbullying using a range of methods including text and instant messaging to reach their target. Mobile phones are also used to capture violent assaults of other children for circulation (happy slapping), or distributing indecent images of children (e.g. sexting).

OIAMFS will utilise the curriculum (particularly PSHE, and sex and relationship education) to raise awareness of safeguarding issues so that children are able to recognise the indicators of, for example, grooming behaviours, so that the risks of being drawn into sexual exploitation, or being subjected to abuse, are minimised.

OIAMFS follows the DfE guidelines on dealing with student electronic devices. This states that:

Staff may lawfully search electronic devices, without consent or parental permission, if there is a suspicion that the student has a device prohibited by school rules, or the staff member has good reason to suspect the device may be used to:

- Cause harm
- Disrupt teaching
- Break school rules
- Commit an offence
- Cause personal injury



Safeguarding Policy

- Damage property.

Any data, files or images that are believed to be illegal **must not be deleted**. They will be passed to the police as soon as practicable, including abusive or pornographic images of children, without deleting them.

In the event of the discovery of any data, files or images that are not believed to be unlawful, the involved student should be asked to delete them.

Further, in order to help protect our students

- Software is in place to minimise access and to highlight any one accessing inappropriate sites or information
- Students are encouraged to discuss openly their use of technology and anything, which makes them feel uncomfortable. (If this results in child protection concerns the school's lead DSL will be informed immediately)
- Students should not give out their personal details, phone numbers, schools, home address, computer passwords etc.
- Students and staff should adhere to the school policy on mobile phones.

The police will be involved if there is any criminal element to misuse of the internet, phones or any other form of electronic media.

Sexting

This is when someone sends or receives a sexually explicit text, image or video. This includes sending 'nude pics', 'rude pics' or 'nude selfies'. Pressuring someone into sending a nude picture can happen in any relationship and to anyone, whatever their age, gender or sexual preference. However, once the image is taken and sent, the sender has lost control of the image and these images could end up anywhere. By having in their possession, or distributing, indecent images of a person under 18 on to someone else, young people are not even aware that they could be breaking the law as stated as these are offences under the Sexual Offences Act 2003.

Child Sexual Exploitation (CSE)

Child sexual exploitation is a form of child abuse. It occurs where anyone under the age of 18 is persuaded, coerced or forced into sexual activity in exchange for, amongst other things, money, drugs/alcohol, gifts, affection or status. Consent is irrelevant, 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 may occur online.



Safeguarding Policy

Children do not become entrenched in CSE without first being subjected to targeted grooming or opportunistic abuse. Systemic sexual abuse is the final stage in a process. This school recognises that students may be targeted for sexual exploitation, and staff will be vigilant for the indicators and report concerns to the DSL. All staff receive awareness training about CSE. The DSL's are conversant with the BSCB procedure and will share information with parents and carers, and the police and social care in appropriate circumstances. We will work with other agencies on plans to protect children who are deemed to be at risk of exploitation.

This school believes that children need to understand how perpetrators groom children for exploitation. We will use appropriate resources in a sensitive and responsible way to educate young people about grooming behaviours, the risk of being drawn into exploitation, possible consequences, and ways of protecting themselves from the risk of sexual exploitation.

Children missing education (CME)

This school is aware of, and implements in full, the requirements of the statutory guidance for children and young people who are missing from home and/or from education. Local procedures for notifying the local authority and parents are available, understood and followed. Comprehensive records are held and shared between the relevant agencies to help and protect children.

Preventing Extremism and Radicalisation

As part of our safeguarding ethos we encourage students to respect the fundamental British values of democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs. We ensure that partisan political views are not promoted in the teaching of any subject in the school and where political issues are brought to the attention of the students; reasonably practicable steps have been taken to offer a balanced presentation of opposing views to students. We also have a duty under the Counter Terrorism Act 2015 to have due regard to the need to prevent people from being drawn into terrorism. Any prejudice, discrimination or extremist views, including derogatory language, displayed by students or staff will always be challenged and where appropriate dealt with in line with our Behaviour For Learning Policy for. We will share information with the First Response Team and/or the West Yorkshire Police Prevent team when appropriate. We will also work with West Yorkshire's Channel Panel in relevant circumstances. Channel is a key element of the Prevent Strategy. It is a multi-agency approach to protect people at risk of radicalisation. Channel uses existing collaboration between local authorities, statutory partners, the police and the local community to identify individuals at risk of being drawn into terrorism, assess the nature and extent of that risk and develop the most appropriate support for the individuals concerned.



All staff receive awareness raising and training in regard to preventing extremism and radicalisation.

Students with Special Educational Needs and Disabilities

OIAMFS recognises that and reflects that children with special educational needs and disabilities can face additional safeguarding challenges.

Concerns About Adults In School

Any concerns about the conduct of other adults in OIAMFS should be taken to the Principal or the Designated Safeguarding Lead. Any concerns about the Principal should go to the Chair of Governors.

Private 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. There is a mandatory duty to inform the local authority of children in such arrangements.

Resources

Section 175 of the Education Act 2002 puts an explicit duty on governing bodies to ensure their functions are exercised with a view to safeguarding and promoting the welfare of students. The governing body will therefore ensure that sufficient resources are made available to enable the necessary tasks to be carried out properly under Bradford Safeguarding Children Board procedures including attending meetings, collating and writing assessment reports, and staff training. The governing body will also ensure that all Governors have an understanding of safeguarding issues and the policies and procedures that are in place in school to safeguard and promote the welfare of all students in the school. Safeguarding awareness will be addressed through the curriculum as appropriate to ensure all the students understand what is meant by safeguarding and how they can be safe.

Key documents referred to and underpinning this policy are:

- Working Together to Safeguard Children March 2015 (DfE)
<https://www.gov.uk/government/publications/working-together-to-safeguard-children>



Safeguarding Policy

- Bradford Safeguarding Children Board Procedures (online)
- Keeping Children Safe in Education September 2016 (DFE)
www.gov.uk/government/uploads/system/uploads/attachment_data/file/300309/KCSIE_gdnce_FINAL.pdf
- Disqualification under the Child Care Act 2006
<https://www.gov.uk/government/publications/disqualification-under-the-childcare-act-2006>
- Information Sharing Advice for practitioners providing safeguarding services HM Gov 2015
<https://www.gov.uk/government/publications/safeguarding-practitioners-information-sharing-advice>
- The Children Act 1989 and 2004
- Education Act 2002
- The Education (Health Standards) (England) Regulations 2003
- The School Staffing (England) Regulations 2009 as amended by SI 2012/1740 and SI 2013/1940
- The Education (School Teachers' Appraisal) (England) Regulations 2012
- The Children and Families Act 2014
- What to do if you're worried a child is being abused – March 2015 - advice for practitioners (HM Gov)
<https://www.gov.uk/government/publications/what-to-do-if-youre-worried-a-child-is-being-abused>
- Statutory definition of child sexual exploitation, Government consultation Launch date 12 February 2016.
- 'Children missing education: statutory guidance for local authorities – September 2016'
- The Counter Terrorism and Security Act 2015 (The 'Prevent Duty').
- UKCCIS Guidance: Sexting in schools and colleges, responding to incidents, and safeguarding young people (2016)
- Searching, Screening and Confiscation at School (DfE, January 2018)

Contact Details:

Mr Jaz Qadri: DSL

jaz.qadri@oneinamillion.org.uk

Mr Paddy Gallagher: DSL

paddy.gallagher@oneinamillion.org.uk



Safeguarding Policy

Mr Richard White: Governor richard.white@oneinamillion.org.uk

Mr Philip Grant: Principal philip.grant@oneinamillion.org.uk

Mr Mark Hughes: Chair of Governors mark.hughes@oneinamillion.org.uk

Monitoring, Evaluation and Review

The Governing Body will review and amend this policy and procedure at least annually or as required by:

- Changes in legislation
- Changes in guidelines from advisory bodies
- The effectiveness of the policy.

