

British Academy
School Marrakech
— Belong Achieve Become —

**SAFEGUARDING AND CHILD
PROTECTION POLICY
BASM 33**

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1. KEY CONTACT DETAILS

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2 INTRODUCTION

The British Academy School Marrakech is committed to safeguarding children and young people and expects every member of staff to share the same commitment. The word "staff" as used, covers ALL staff on site, includes all employees, supply and self-employed staff, staff of contractors, 3rd party staff providing services to the school, volunteers, and governors. All staff have a responsibility to actively promote the welfare and safeguarding of all pupils.

Safeguarding is defined as:

- Protecting children from maltreatment
- Prevent impairment of children's mental and physical health or development
- Ensure children develop in circumstances consistent with the provision of safe and effective care, and
- Taking action to enable all children to have the best outcomes.

All staff must adopt an 'it could happen here' attitude. Think not "what if I am wrong" but "what if I am right". Just because something is not being reported, does not mean it is not happening."

The safeguarding of the child is of paramount importance. We will always act in the best interests of the child. All children have the same rights to protection, safeguarding and opportunities.

External agency support is limited in Morocco, but the school seeks to work with appropriate professionals, schools, external agencies in Morocco and the UK.

We adapt our safeguarding practice to ensure compliance with Morocco law whilst taking account of the principles established by the UK's Children Acts 1989, 2004, Education Act 2002 (section 157), Working Together to Safeguard Children (2018), Keeping Children Safe in Education (2022) and Keeping Children Safe in Education (2024) Other guidance used to shape policy and practice includes:

- What to do if you are worried a child is being abused March 2015 Statutory Framework for the Early Years Foundation Stage 2017
- Guidance for Safer Working Practice for Adults who Work with Children and Young people in Education Settings October 2015
- Child sexual exploitation: Definition and a guide for practitioners DfE 2017
- Prevent Duty Guidance: for England and Wales June 2015
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This policy should be read alongside the following:

- Staff Code of Conduct
- Behaviour Rewards and Sanctions
- Anti-Bullying
- Admissions & Exclusion Welfare Health & Safety Curriculum
- PSHE
- EYFS Missing Child
- Risk Assessment
- Whistle blowing.

All staff should have a confident understanding of the professional expectations outlined in the Code of Conduct.

3 POLICY AIMS

The aims of this policy are to:

- Demonstrate our commitment to actively promoting the welfare and safeguarding of all our pupils, to all stakeholders.
- Provide an environment in which pupils feel safe, secure, valued, and respected, and confident; know how to approach adults if they are in difficulties, believing they will be heard.
- Ensure all staff actively promote the wellbeing, safeguarding and child protection of all pupils.
- Emphasize the need for excellent communication between all members of staff.
- Ensure all staff working within the BASM fully comply with safer recruitment procedures as outlined in the BSO standards.
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There are four main elements to our safeguarding policy:

Prevention e.g., active promotion of a safe school culture, curriculum, pastoral opportunities for pupils to fulfill their potential.

Protection e.g., following agreed procedures, ensuring risks are mitigated, and all staff are suitably trained to respond appropriately to and wellbeing and safeguarding concerns.

Support e.g., for all pupils, parents and staff, and where appropriate specific interactions for those who may be at risk of harm (considerations of culture, disability, history).

Working with parents, expert agencies, schools, and expert professionals in Morocco and the UK to ensure appropriate communications and actions are undertaken.

At the BASM we understand that we work in a trauma informed context, by which we mean:

- A child who is abused or is witness to violence may feel helpless and humiliated, blame themselves, find it difficult to develop and maintain a sense of self-worth.
- We may provide the only stability in the life of a child who has been abused or is at risk of harm.
- The behaviour of a child in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn.
- Most children suffer harm from within their own families or from someone they know and with whom they have formed a relationship.
- We are ready to respond to any needs / issues / risks which may emerge in the context of the school pupil population at any one time.
- Significant Harm can be "actual" (happening now) or "likely" (unless action is taken) in the future.

We will support all children by:

- Actively encouraging a child to develop self-esteem and be self-assertiveness, through the curriculum as well as our relationships, whilst not condoning aggression or bullying.
- Actively promoting wellbeing alongside a caring, safe, and positive environment within the school.
- Working closely with Parents / Guardians to encourage them to support the school's values and ethos.
- Providing continuing support to a child about whom there have been concerns who leaves the BASM for another school whilst remaining compliant with all relevant Moroccan law.
- Teaching pupils how to keep themselves safe in an age-appropriate way, through the curriculum (PSHE), Form Time, Assemblies, Student Council etc.
- Being aware of the specific vulnerabilities of children who have special educational needs or disabilities (SEND), or those children for whom English is a second language.

4. KEY ROLES AND ROLE RESPONSIBILITIES

THE ADVISORY BOARD OF GOVERNORS

The Advisory Board seeks to implement the same standards to the UK safeguarding guidance referenced above, but amends policy and practice to ensure compliance with all Moroccan law and respect of the local culture.

It ensures that Safer Recruitment Safeguarding and Child Protection policies are fully implemented.

Governors ensure the school has procedures for dealing with allegations of abuse against staff and will make a 'referral' to the appropriate authorities if a person in 'regulated activity' has been dismissed or removed due to safeguarding concerns, or would have had they not resigned, wherever such a proper authority exists.

Most members of the Advisory Board are already highly trained in safeguarding and child protection issues. Where this is not the case Advisory Board members receive safeguarding and child protection training (including online) at induction. This training equips them with the knowledge to provide strategic challenges, to test and assure themselves that the BASM's Safer Recruitment and Safeguarding and Child Protection policies and procedures are effectively implemented, reviewed annually, and support the delivery of a robust whole school approach to safeguarding.

The Advisory Board appoints a Safeguarding Governor.

The Chair of the Advisory Board is responsible if safeguarding or child protection allegations are made against the Head.

The Head.

The Head will ensure that:

- A member of SLT is appointed as Designated Safeguarding Lead and will fully comply with all elements of the DSL Job Description as described in KCSIE 2022.
- The names of the DSL, DDSLs & Safeguarding Governor will be clearly advertised around the school with a statement explaining the school's role managing safeguarding and child protection concerns.
- Wellbeing and safeguarding is taught in the curriculum as a planned component including PSHE from EYFS onwards.
- All staff fully comply with the Low-Level Concerns Policy
- These arrangements are effectively communicated to all stakeholders.

The Staff

Staff are particularly important as they can identify concerns early, provide help for children and prevent concerns from escalating. They have a responsibility to:

- Know that corporal punishment is never used or threatened against any child at BASM.
- Comply with the staff Code of Conduct, safeguarding induction requirements, training, attendance at meetings, and any reasonable requests by the DSL, including signing the safeguarding record to confirm that training has been completed and understood.
- Be especially aware of the risks associated with the use of social media and electronic communication.
- Provide a safe environment in which all children can learn and to actively promote the wellbeing of all pupils.
- Be vigilant, listen to children, observe changes in behaviour and attitude, respond to any concerns at an early stage.
- Be aware a child may not feel ready or know how to tell someone they are being neglected, abused, or exploited and may not recognize their experiences as harmful.
- Exercise professional curiosity and adopt the attitude that just because something is not reported does not mean it isn't happening.
- Identify children who may benefit from Early Help.
- Share any information with the DSL directly or via CPOMS.
- Work with the DSL (as required) to undertake an Early Help Assessment. Provide support to the child and if required other agencies and expert professionals working with a child.
- Promote a culture of attention around low level concerns and raise any concern about the conduct of a member of staff with the Head.
- Self-report if they feel they may have inadvertently breached the Code of Conduct to the Head.
- Whistle-blow if concerns continue and no action appears to be taken by the leadership.
- Accept that information about safeguarding issues will only be shared on a need-to-know basis.
- Ensure they are easily available to discuss any safeguarding concerns. To encourage parents to inform the school on a confidential basis when a pupil is receiving any form of professional medical support outside of school.
- Use minimal physical intervention and only as a last resort, when a child is endangering themselves or others, to prevent injury, and then to record and sign by a witness why physical intervention was necessary, and self-report. NB parents will be informed on the day that physical restraint took place by either the Head or DSL.

- Understand that physical intervention of a nature which causes injury or distress to a child may be considered under child protection or disciplinary procedures.
- Know what to do if a child makes a disclosure or if abuse is suspected. (See Section 7).

THE PARENTS

Parents are regularly made aware that the Safeguarding and Child Protection policy is available to download on the BASM website (www.basm.uk) or alternatively to request one from the school office.

Schools and staff are placed in a delicate position when there are ongoing safeguarding or child protection allegations or investigation, needing to work in the child's best interests, whilst maintain a working, constructive relationship with the child's parents or carers. It can be difficult to maintain a constructive relationship with parents/carers.

Parents will have a range of feelings in relation to abuse of their children. They may be angry at staff, anxious about confidentiality issues and concerned that the children involved may be stigmatized as a result. If the family is broken up, parents are likely to be distressed as well as feeling guilt and shame.

It is paramount that parents are made aware of the school's primary responsibility to the student so that they are aware of how concerns will be dealt with. A clear understanding of the safeguarding and child protection policy will be both a support to parents when working with them and provide a clear explanation regarding the reasons for such a policy. In all cases staff must:

- Maintain absolute confidentiality and share information only on a need-to-know basis as determined by the DSL or Head.
- Make clear to parents that your primary responsibility is for the child's welfare.
- Only provide information that is as objective.
- Acknowledge the parents' feelings.

5 CONFIDENTIALITY & ANONYMITY

Staff cannot promise to keep secrets which might compromise the child's wellbeing or safety from harm. In deciding whether there is a need to share information, the pupil's best interests must be paramount.

The word 'victim' is often used with reference to a child in relation to a safeguarding or child protection concern. However, the child may not want to identify as a 'victim'. For example, they may ask the school not to tell anyone about sexual violence or sexual harassment in relation to another child. There is no definitive correct response when a child makes this request. If the child does not give consent to share information staff may still share it if there is a legal basis that applies. Staff must seek guidance from the Designated Safeguarding Lead.

As a matter of effective safeguarding practice, the school should do all that it reasonably can to protect the anonymity of any children involved in any report of sexual violence or sexual harassment.

Where a report of rape assault by penetration or sexual assault is made this must be referred to the police. Whilst the age of criminal responsibility is 12 if the alleged perpetrator is under 12, the starting principle of referring to the police remains.

If a child is referred to a professional expert the school may be informed and the student's name and reason for referral given to the DSL and / or Head. That information will only be shared with other staff on a need-to-know basis, to respect privacy.

6 (INFORMED) CONSENT.

Anyone under the age of 18 is a child. As a matter of broad principle, parents should be informed and involved in information sharing decisions even if a child is competent or over 16. However, if a competent child wants to limit the information given to their parents or does not want them to know it at all; the child's wishes should be respected, unless the conditions for sharing without consent apply. Where a child is not competent, a parent with parental responsibility should give consent unless the circumstances for sharing without consent applies.

The sole purpose of sharing information must be to ensure a pupil in need is given the help and support they require. Information should only be shared on a need-to-know basis as determined by the DSL or Head based on the best interests of the child.

The school will record a competent child's consent to share recorded information. Fresh consent should be sought if the existing consent does not cover the proposed sharing of new information or if there has been a break in involvement. The child should be told what information may be shared, why it would be shared and the consequences of sharing. Informed consent should be sought from the competent child to share recorded information unless:

- The situation is urgent and there is not time to seek consent; or
- Seeking consent is likely to cause serious harm to someone or prejudice the prevention, detection of serious crime.

If consent to sharing recorded information is refused by the competent child, or can/should not be sought from the child, information should still be shared if:

- By not sharing it is likely to result in serious harm to the child or someone else or is likely to prejudice the prevention or detection of serious crime; and
- The risk is sufficiently great to outweigh the harm or prejudice to anyone that may be caused by the sharing.
- There is a pressing need to share the information.

A judgement must be made as to whether a particular child in a particular situation is competent to consent or refuse consent to sharing information. Consideration should include the child's chronological age, mental and emotional maturity, intelligence, vulnerability, and comprehension of the issues. A child at serious risk of self-harm may lack emotional understanding and comprehension (see NSPCC Fraser guidelines).

7 PROCEDURES TO FOLLOW IF ABUSE IS SUSPECTED OR REPORTED.

If any member of staff has concerns about a child in their care, then they should report it using CPOMS or directly to the DSL (or DDSL) who will record the matter on CPOMS or in writing. This will help to identify early if any further additional help is required to support the child further. If any member of staff:

suspects that child abuse is occurring.

identifies child abuse.

is concerned that School practices or the behaviour of others may be putting a child at risk of abuse.

- has an incident, complaint or suspicion reported to him/her he/she must: If a child makes a disclosure. Immediately stop to listen carefully and give the child space to do this safely. Reassure the child and take the disclosure seriously.
- Take brief notes, trying to use the exact words of the child, (noting the time, date, and location) at the time or as soon as possible afterwards and ensure these original notes are kept.
- Do not ask leading questions (it may prejudice any investigation).
- Do not give guarantees of confidentiality to the child (or keep any secrets from the school) but do give assurances only those who need to know will be informed.

- Do not attempt to investigate the incident, jump to conclusions; speculate or accuse anybody; or try to decide if the allegations are true or not.
- Then as your first priority report to the DSL with the notes (signed and time /dated) and add a summary on CPOMS.
- If the complaint involves the DSL, the informant must report it to the
- Safeguarding Governor who is the Chair of the Advisory Board.
- If the disclosure happens after School hours, contact the DSL at home.
- If, at any point, there is a risk of immediate serious harm to a child contact the Police.

Listening to the views of the child, reassessing concerns when situations do not improve, keeping clear records via CPOMS, sharing information quickly with the DSL are vital.

Staff who have become involved with a child who has suffered harm or appears to have suffered harm will be offered the opportunity to talk through any anxieties with the DSL and to seek further support as appropriate.

8. PROCEDURES TO FOLLOW IF A MEMBER OF STAFF IS SUSPECTED OF ABUSE.

We recognise the possibility that adult staff working in school may harm children. Therefore, all staff must maintain an attitude that 'it could happen here' in relation to safeguarding and child protection.

Any concerns about the conduct of other adults in school should be taken to the Head without delay (and if that is not possible to the DSL).

Any concerns about the Head should be referred to the Chair of the Advisory Board. If an allegation is made against a member of staff, there should be no unnecessary delays.

Concerns may come from various sources for example a complaint or disclosure made by child parent or other adult within or outside the school or because of vetting checks undertaken.

The Head must decide whether the concern would meet the threshold for referral in the UK to a Local Authority Designated Officer in the UK or is below that threshold and so is classified as a low-level concern. Note, the term low level concern does not mean a concern insignificant, only that it would not meet the threshold for external referral.

9. ALLEGATIONS

It is an allegation if the person* has:

- Behaved in a way that has harmed a child or may have harmed a child and or
- Possibly committed a criminal offence related to a child and / or
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children and / or
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children (also includes behaviour outside of school).

ALLEGATIONS INVOLVING THE HEAD

- Must be passed on to the Chair of the Advisory Board without informing the Head.
- The Chair of Governors will inform the Deputy Chair and will follow the procedures above.
- Any decision to suspend the Head will only be made by the Chair of the Advisory Board after consultation with the full Board.

ALLEGATIONS INVOLVING STAFF

- Allegations against staff, including the DSL should be reported to the Head.
- If the Head is absent, the allegation should be passed to the Chair of the Advisory Board.

A pupil may make an allegation against a member of staff.

- Where it is alleged that a member of staff has behaved in a way that has harmed, or may have harmed a child, possibly committed a criminal offence against a child or behaved towards a child in a way that indicates
- that he/she is unsuitable to work with children, the member of staff receiving the allegation will immediately inform the Head.
- The school will adopt the following procedures for managing allegations against a member of staff.
- Within one working day the Head will inform the Chair of the Advisory Board and seek appropriate legal advice.
- They will consider the nature, content and context of the allegation and agree a course of action including any involvement of the police. Discussions will be recorded in writing, and any communication with both the individual and the parents of the child/children agreed.

- Each case will be considered carefully to ascertain whether the circumstances of the case warrant suspension or whether alternative arrangements should be put in place taking account of the legal advice given.

We will make every effort to maintain confidentiality and guard against unwanted publicity whilst ensuring that we remain compliant with all relevant legislation. These restrictions apply up to the point where the accused person is charged with an offence, or decision in a disciplinary case.

The Head will report promptly any UK qualified member of staff who is deemed unsuitable to work with vulnerable and young people and who has been removed from regulated activity to the DBS and to the TRA (Teaching Regulation Agency). The school will comply with all local requirements.

10 LOW LEVEL CONCERNS & SELF REPORTING

a) LOW LEVEL CONCERN

A low-level concern relates to the behaviour of an adult member of staff and may in and of itself be relatively insignificant, or significant but not meet the threshold to be externally referred to a LADO in the UK. It may be that the member of staff has acted in a way that is inconsistent with the staff Code of Conduct, inside or outside of work. For example:

- being over friendly with children
- having favourites
- taking photographs of children on their mobile phone or other private technology.
- Sending texts to pupils on their private mobile phones or social media engaging with a child on a one-to-one meeting in a secluded area or behind a closed door.
- using inappropriate sexualized intimidating or offensive language communicating with children on social media contrary to the staff code of conduct
- using illegal drugs
- distributing pornographic images
- exhibiting signs of anxiety or concerns around mental health which may present a risk to children.

When reporting a low-level concern:

Report it to the Head not the DSL, either face to face or in writing, including the name of the individual sharing the concerns. The details of the concerns, the

context in which the concern arose. Note if a reporting individual wishes to remain anonymous that should be respected as far as reasonably possible.

All records on low level concerns are kept by the Head. They remain confidential, secure, separate from the main personnel records and are to be retained at least until the individual leaves their employment.

Low Level records should be reviewed so patterns can be identified at an individual and organisational level. This might identify a cultural issue within school that enabled a behaviour to occur or a failure in staff training. School Policies might need to be revised to reduce the risk of repetition.

If a concerning pattern of behaviour is identified and meets the criteria for an allegation, then the Head should inform the Chair of the Advisory Board having taken legal advice, and follow the procedures described in the school disciplinary policy.

b SELF-REPORTING

Self-reporting or self-referral occurs where circumstances, either intentional or unintentional may have resulted in the member of staff finding themselves in a situation which could be misinterpreted, might appear compromising to another person observing, and or on reflection they believe they have behaved in a way which runs contrary to the Code of Conduct or behaviour that a reasonable person might feel falls below the expected professional standards. By self-reporting a member of staff may pre-empt a concern and even to protect themselves from unwarranted allegation.

Staff should take care not to place themselves in a vulnerable position with a child. They must have a confident understanding of the Staff Code of Conduct. Guidance about conduct and safe practice, including safe use of mobile phones and digital devices with photographic capabilities by staff and volunteers is given at induction.

11 RECORDS AND MONITORING

BASM uses the safeguarding software CPOMS to store all safeguarding records. All historical notes will be processed through this system to ensure accuracy of previous cases.

Well-kept records are essential to good child protection practice. Staff must comply with the reasonable requirements of the DSL in relation to the effective use of CPOMS. Any member of staff with any concerns about a child, no matter how minor

and / or receiving an actual disclosure of abuse or noticing signs or indicators of abuse, must make an accurate record as soon as possible noting what was said or seen, putting the event in context, and giving the date, time, and location on CPOMS.

12 WHISTLEBLOWING

Where there are concerns about the way that safeguarding is carried out in the school, staff should refer to the Whistleblowing Policy.

13 CONTRACTORS, 3RD PARTY USE OF PREMISES, SERVICE PROVIDERS

All service level agreements with contractors, 3rd Party users of premises, external service providers require a named person to be a point of contact for safeguarding concerns, reasonable local clearance checks on employees to have been carried out on their employees, an agreed Code of Conduct, and a Managing Allegation Policy consistent with the school's requirements. The school will provide parties with this documentation as part of our service level agreements.

If a low-level concern has been raised via a third party the Head should collect as much evidence as possible, including speaking to the person who raised the concern unless anonymous to witnesses and to the individual concerned.

14 MONITORING AND EVALUATION

This effectiveness of this policy will be evaluated by the Advisory Board on an annual basis and a new policy ratified. Scrutiny will involve; results of pupil, parent and staff voice exercises via surveys, questionnaires, CPOMS records, exit interviews, attendance data, risk assessments, behaviour, anti-bullying, low level concern, external referral records, relevant medical data.

15 TYPES OF ABUSE AND NEGLECT AND RECOGNISING SIGNS

Neglect, abuse, and safeguarding issues are rarely standalone events that can be covered by one definition or label. Normally, multiple issues overlap.

Harm can include treatment that is not physical and affect those witnessing the ill treatment of others. Particularly in relation to children witnessing domestic abuse.

Children can be at risk of abuse and exploitation outside of the family. Extra-familial harms may take a variety of forms and children can be vulnerable to multiple harms including (but not limited) to sexual abuse (including harassment

and exploitation), domestic abuse in their own intimate relationship (teenage relationship abuse), criminality.

The school is proactive in seeking to identify contextual risks at school and wider community, identifying trends local and national, for example post covid and seeks to develop strategies to mitigate these specific risks.

GENERAL SIGNS AND INDICATORS OF NEGLECT OR CHILD ABUSE:

- Children whose behaviour changes, becoming aggressive, disruptive, withdrawn, clingy, difficulty sleeping, bed wetting.
- Clothes ill-fitting and/or dirty.
- Consistently poor hygiene.
- Avoids specific family members or friends, without an obvious reason. Avoids change clothes in front of others or participating in physical activities.
- In school: sudden lack of concentration, appearing tired and hungry. Talk about being left home alone, inappropriate concerns, strangers.
- Shy away from being touched or flinch at sudden movements.
- Late in reaching developmental milestones i.e., speaking, walking, without a medical reason.
- Regularly missing from school or education.
- Reluctant to go home after school.
- High unauthorized school attendance, poor punctuality, consistently late being picked up.
- Parents who are dismissive and non-responsive to concerns.
- Parents who collect their children from school drunk, under the influence of drugs.
- Children who drink alcohol regularly from an early age.
- Children who express concerns for younger siblings without explaining why
- Children who express concerns about older siblings without explaining why
- Children who talk about running away

16 CATEGORIES OF ABUSE

ABUSE: a form of maltreatment of a child. 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 by another child or children.

PHYSICAL: a form of abuse which may involve hitting, shaking, throwing, poisoning, burning, or scalding, drowning, suffocating, or otherwise causing

physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Some of the following signs may be indicators of abuse / Physical abuse:

- Frequent injuries.
- Unexplained or unusual fractures or broken bones; and
- Unexplained bruises or cuts; burns or scalds; or bite marks.
- Lack of communication from parents explaining injuries or too frequent communication.

EMOTIONAL: 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. Its diagnosis will require medical, psychological, psychiatric, social and/or educational assessment. It is accepted that all abuse involves emotional abuse, but this category supersedes only when it is the main or the sole form of abuse.

Some of the following signs may be indicators of emotional abuse:

- Developmental delay.
- Inappropriate social responses
- Excessive fear of situations or people
- Self-mutilation
- Extreme passivity or aggression
- Social isolation / depression
- Children who are excessively withdrawn, fearful, or anxious about doing something wrong
- Drugs or solvent abuse (child, parents, principal carer).
- Parents or carers who withdraw their attention from their child, giving the child the 'cold shoulder'.

- Parents or carers blaming their problems on their child.
- Parents or carers who humiliate their child, for example, by name-calling or making negative comparisons.

SEXUAL: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether 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 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.

Some of the following signs may be indicators of sexual abuse:

- Children who display knowledge or interest in sexual acts inappropriate to their age.
- Children who use sexual language or have sexual knowledge that you wouldn't expect them to have.
- Children who ask others to behave sexually or play sexual games.
- Children with physical sexual health problems, including soreness in the genital and anal areas, sexually transmitted infections, or underage pregnancy.

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Some of the following signs may be indicators of sexual exploitation:

- Appearing with unexplained gifts or new possessions.
- Associating with other young people involved in exploitation. Having older boyfriends or girlfriends.
- Suffering from sexually transmitted infections or become pregnant. Suffering from changes in emotional well-being.
- Misusing drugs and alcohol.
- Going missing for periods of time or regularly come home late; and regularly miss school or education or don't take part in education.

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Reports of sexual violence or sexual harassment should include the time and location of the incident. Subsequent risk assessments would include any actions required to make the locations safe.

It is important to understand intrafamilial harms and identify any necessary support for siblings following incidents of sexual violence or sexual harassment.

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 because 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 caregivers); or ensure access to appropriate medical care or treatment. It may also include neglect of or unresponsiveness to, a child's basic emotional needs.

Some of the following signs may be indicators of neglect:

- Children living in a home that is indisputably dirty or unsafe. Children who are left hungry or dirty, poor personal hygiene.
- Children who are left without adequate clothing, e.g., not having a winter coat.
- Children who are living in dangerous conditions, i.e., around drugs, alcohol or violence.
- Children who are often angry, aggressive, or self-harm.
- Children who fail to receive basic health care; and
- Parents who fail to seek medical treatment when their children are ill or are injured, especially burns
- Avoidance of school medicals
- Tiredness
- Reluctance to go home
- Poor social relationships
- Frequent lateness/non-attendance

CHILD ON CHILD ABUSE (INCLUDING SEXUAL VIOLENCE & HARASSMENT)

Staff should be aware that safeguarding issues can manifest themselves via child-on-child abuse.

This is most likely to include but is not limited to: bullying (including cyber bullying), gender-based violence. Sexual violence; sexual harassment: physical abuse; sexting (youth- produced sexual imagery), upskirting (a photograph taken under a person's clothing without them knowing, for sexual gratification or to cause the victim humiliation, distress, or alarm / initiation). Hazing type violence and rituals. Hazing refers to any activity expected of someone on joining a group, or maintaining status in a group, that humiliates, degrades, or risks emotional and/or physical harm, regardless of the person's willingness to participate.

At BASM we believe that abuse is abuse and will never be tolerated or passed as mere 'banter'. Whilst recognizing the gendered nature of child-on-child abuse all child-on-child abuse is unacceptable and will be taken seriously.

All children have a right to attend school and learn in a safe environment. Children should be free from harm by adults in the school and other pupils.

We recognise that some children will sometimes negatively affect the learning and wellbeing of others, and their behaviour will be dealt with under the School's Behaviour Policy.

Our curriculum will help children develop healthy, respectful relationships with each other, and with staff.

Sexual violence and sexual harassment can occur between two children of any sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children. We believe that sexual violence and sexual harassment is never acceptable, and all such incidents will be taken seriously.

The school will take seriously any incidents of sexual harassment, including sexual comments, 'jokes', or taunting, physical behaviour, displaying pictures, photos or drawings of a sexual nature, and online sexual harassment.

We recognise that some pupils are at greater risk of sexual violence, sexual harassment, and child-on-child or other, including girls, those with SEND and disabilities, certain other children, and may need greater support.

Reports of sexual violence, including rape, assault by penetration and indecent assault will always be reported to the relevant legal authority. Other incidents of a more minor nature will be dealt with in School.

Occasionally, allegations may be made against pupils by others in the school, which are of a safeguarding nature. Safeguarding issues raised in this way may include physical abuse, emotional abuse, sexual abuse, and sexual exploitation. It is likely that to be considered a safeguarding allegation against a pupil, some of the following features will be found. The allegation:

- is made against an older pupil and refers to their behaviour towards a
- younger pupil or a more vulnerable pupil.
- is of a serious nature, possibly including a criminal offence.
- raises risk factors for other pupils in school.
- indicates that other pupils may have been affected by this pupil.

- indicates that young people outside the school may be affected by this pupil.

We will support the victims of child-on-child abuse and victims of sexual violence and sexual harassment by discussing the incident with them, supporting, and investigating the incident fully and reporting it to relevant authorities where appropriate.

MOBILE PHONE AND DIGITAL DEVICES WITH PHOTOGRAPHIC CAPABILITIES

Mobile phones must not be used by members of staff in classrooms, corridors, toilets. Usage is restricted to areas which are used exclusively by adults, such as the staff room, offices, and meeting rooms. They may be used outside of the school building. Staff are responsible for ensuring their mobile phones do not hold inappropriate or illegal content. No image of a BASM child should ever be taken using private / personal technology i.e., a personal mobile phone or iPad. To do so is a breach of the staff Code of Conduct and may lead to disciplinary action.

All adults, including parents and visitors, are made aware that mobile phones are not to be used on the site in the presence of the children. More detailed guidance about conduct and safe practice, including safe use of mobile phones and digital devices with photographic capabilities by staff and volunteers is given at staff training and induction.

SHARING NUDES AND SEMI-NUDES

This is defined as the sending or posting of nude or semi-nude images videos or live streams online by young people under the age of 18.

This can be via social media gaming platforms chat apps or forums. It could also involve sharing between devices via services like apples Airdrop which works offline. Children use a variety of phrases for such pictures.

Staff should use their curiosity and ensure they are familiar with the terminology being used at any time.

The motivations for taking and sharing nude and semi-nude images videos and live streams are not always sexually or criminally motivated.

This advice does not apply to adults sharing nudes or semi nudes of under 18-year-olds this is a form of child sexual abuse and must be referred to the appropriate authorities as a matter of urgency.

What to do if an incident comes to your attention.

- Report it to the DSL immediately.
- Never view, copy, print, share, store or save the imagery yourself or ask a child to share or download.
- If you have already viewed the imagery by accident e.g., if a young person has shown it to you before you could ask them not to do so, inform the DSL or equivalent and seek support.
- Do not delete the imagery or ask the young person to delete it.
- Do not ask the children or young persons who are involved in the incident to disclose information regarding the imagery, this is the responsibility of the DSL.
- Do not share information about the incident with other members of staff, the young person's it involves or their, or other, parents and/or carers. Do not say or do anything to blame or shame, any of the young people involved.
- Do explain to them that you need to report it and reassure them that they will receive support and help from the DSL.

CHILD MISSING FROM EDUCATION (CME)

Knowing where children are during school hours is an extremely important aspect of safeguarding. Missing school can be an indicator of abuse and neglect and may also raise concerns about child sexual exploitation. We monitor attendance carefully, actively promote high attendance and address poor or irregular attendance without delay. Staff understand what to do when children do not attend regularly. Appropriate policies, procedures and responses for pupils who go missing from education are in place. When a pupil leaves the school, we record the name of the pupil's new school and their expected start date.

DOMESTIC ABUSE

In the UK domestic abuse represents 1/4 of all violent crime. It is actual or threatened physical emotional psychological or sexual abuse. It involves the use of power and control by one person over another. It occurs regardless of race, ethnicity, gender, class, sexuality, age, religion, mental or physical ability. Domestic abuse can also involve other types of abuse.

In the UK domestic abuse is defined as any of the following behaviours either as a pattern of behaviour or the single incident between two people over the age of 16 who are personally connected to each other:

- Physical or sexual violence

- Violent or threatening behaviour Controlling or coercive behaviour
- Economic abuse adverse effect of the victim to acquire use or maintain money or other property or obtain goods or services and Psychological emotional or other abuse
- People who are personally connected when they are or have been married to each other or civil partners or have agreed to marry or become civil partners if the two people have been in an intimate relationship with each other have shared parental responsibility for the same child or they are relatives.
- The definition of domestic abuse applies to children if they see or hear or experienced the effect of the abuse and they are related to the abusive person.

Types of domestic abuse include intimate partner violence abuse by family members teenage relationship abuse and child adolescent to parent violence and abuse. Anyone can be a victim of domestic abuse regardless of sexual identity, age, ethnicity socioeconomic status or background and domestic abuse can take place inside or outside the home.

Signs and symptoms of a child suffering or witnessing domestic abuse are like other forms of abuse or neglect. The child themselves witnessing domestic abuse may be unaware that they themselves are being abused.

CHILD SEXUAL EXPLOITATION (CCE) (CSE) AND CHILD CRIMINAL EXPLOITATION

The school is aware there is a clear link between regular not non-attendance at school and CSE, staff will consider a child creating potential CSE risk in the case of regular non-attendance at school and make reasonable inquiries with the child and parents to assess risk.

All staff are aware that safeguarding incidents and or behaviours can be associated with factors outside the school, and all can occur between children outside these environments. All staff but especially the designated safeguarding lead and deputies will consider whether children are at risk of abuse or exploitation in situations outside their families. Extra familial harms take a variety of different forms and children can be vulnerable to multiple harms including but not limited to sexual exploitation, criminal exploitation and serious youth violence.

The school is aware that a child often is not able to recognize the coercive nature of the abuse and does not see themselves as a victim. Therefore, the child may resent what they perceive as any interference by staff. However, staff must act on their

concerns as they would for any other type of abuse. Children also rarely self-report CSE so staff must be particularly vigilant to potential indicators of risk.

Pupils will be informed of how to protect themselves from people who may potentially be intent on causing harm through CSE via the PSHE curriculum. They will be supported in terms of recognizing and assessing risk in relation including online and knowing how and where to get help.

Any concerns the child is at all is at risk of being sexually exploited should be passed immediately to the DSL.

CSE & CCE occur when an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual or criminal activity. (a) In exchange for something the victim needs or wants and / or (b) for the financial or other advantage of the perpetrator of the perpetrator or facilitator and / or through violence or the threat of violence.

There are several areas in which young people are put at risk by gang activity both through participation in and as victims of gang violence which can be in relation to their peers or to a gang involved adult in their household. A child who is affected by gang activity or serious youth violence may have suffered or may be likely to suffer significant harm through physical, sexual and emotional abuse or neglect.

The risk or potential risk of harm to the child may be as a victim, a gang member or both in relation to their peers or to a gang involved adult in their household. Teenagers can be particularly vulnerable to recruitment into gangs and involvement in gang violence. This vulnerability may be exacerbated by risk factors in an individual's background including violence in the family involvement of siblings in gangs, poor educational attainment or poverty or mental health problems.

A child who is affected by gang activity, criminal exploitation or serious youth violence can be at risk of significant harm through physical, sexual and emotional abuse. Girls may be particularly at risk of sexual exploitation.

Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status, and access to economic or other resources.

In some cases, the abuse will be in exchange for something the victim needs or wants, and/or for the financial advantage or increased status of the perpetrator or facilitator.

The abuse can be perpetrated by individuals or groups, males or females, and children or adults. The abuse can be a one-off occurrence or a series of incidents over time and range from opportunistic to complex organised abuse.

It can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence. Victims can be exploited even when activity appears consensual, and it should be noted exploitation as well as being physical can be facilitated and/or take place online. Indicators of child sexual exploitation may include:

- Acquisition of money, clothes, mobile phones, etc. without plausible explanation.
- Gang-association and/or isolation from peers/social networks.
- Exclusion or unexplained absences from school.
- Leaving home without explanation and persistently going missing or returning late.
- Excessive receipt of texts/phone calls.
- Returning home under the influence of drugs/alcohol.
- Inappropriate sexualized behaviour for age/sexually transmitted
- Evidence of/suspicions of physical or sexual assault.
- Relationships with controlling or significantly older individuals or groups. Multiple callers (unknown adults or peers).
- Concerning use of the internet or other social media.
- Increasing secretiveness around behaviours; and
- Self-harm or significant changes in emotional well-being.

Potential vulnerabilities include:

Although the following vulnerabilities increase the risk of child sexual exploitation, it must be remembered that not all children with these indicators will be exploited. Child sexual exploitation can occur without any of these issues.

- Having a prior experience of neglect, physical and/or sexual abuse. Lack of a safe/stable home environment, now or in the past (domestic violence or parental substance misuse, mental health issues or criminality, for example);
- Recent bereavement or loss.
- Social isolation or social difficulties.
- Absence of a safe environment to explore sexuality.
- Economic vulnerability.
- Homelessness or insecure accommodation status.
- Connections with other children and young people who are being sexually

- exploited.
- Family members or other connections involved in adult sex work.
- Having a physical or learning disability.
- Being in care (particularly those in residential care and those with interrupted care histories).

HONOUR BASED ABUSE

'Honour-based' Abuse (HBA) encompasses crimes which have been committed to protect or defend the honour of the family and/or the community, including FGM, forced marriage, and practices such as breast ironing. All forms of HBA are abuse (regardless of the motivation) and should be handled and escalated as such. Where staff are concerned that a child might be at risk of HBA, they must contact the DSL as a matter of urgency.

FORCED MARRIAGE

A forced marriage is a marriage in which one or both people do not (or in cases of people with learning disabilities cannot) consent to the marriage but are coerced into it. Coercion may include physical, psychological, financial, sexual, and emotional pressure. It may also involve physical or sexual violence and abuse. School staff should never attempt to intervene directly as a School or through a third party but inform the DSL.

FEMALE GENITAL MUTILATION

Female Genital Mutilation (FGM) refers to procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons. FGM typically takes place between birth and around 15 years old; however, it is believed that most cases happen between the ages of 5 and 8.

Risk factors for FGM include:

- Mother or a sister who has undergone FGM.
- Girls who are withdrawn from PSHE.
- Visiting female elder from the country of origin.
- Being taken on a long holiday to the country of origin.
- Talk about a 'special' procedure to become a woman.

Symptoms of FGM

FGM may be likely if there is a visiting female elder, there is talk of a special procedure or celebration to become a woman, or parents wish to take their daughter out of school to visit an 'at-risk' country (especially before the summer

holidays), or parents who wish to withdraw their children from learning about FGM. Indications that FGM may have already taken place may include:

- Difficulty walking, sitting, or standing and may even look uncomfortable.
- Spending longer than normal in the bathroom or toilet due to difficulties urinating.
- Spending long periods of time away from a classroom during the day with bladder or menstrual problems.
- Frequent urinary, menstrual or stomach problems.
- Prolonged or repeated absences from school or college, especially with noticeable behaviour changes (e.g., withdrawal or depression) on the girl's return.
- Reluctance to undergo normal medical examinations.
- Confiding in a professional without being explicit about the problem due to embarrassment or fear.
- Talking about pain or discomfort between her legs.

FGM is illegal. Teachers must inform the DSL and personally report to the police cases where they discover that an act of FGM appears to have been carried out. The duty does not apply in relation to suspected cases.

17 GENERAL SAFEGUARDING CONCERNS

a) MENTAL HEALTH

The emotional wellbeing and mental health of a child and young person must be supported, and harm minimised. All staff should be aware that a variety of safeguarding concerns mental health, self-harm can be indicators that a child has suffered or is at risk of suffering abuse, neglect, or exploitation.

Staff should be aware that mental health problems can in some cases be an indicator, but the child has suffered or is at risk of suffering abuse, neglect or exploitation.

Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. Staff, however, are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one.

Where children have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood. It is key that staff are aware of how

these children's experiences can impact on their mental health, behaviour, and education.

If staff have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken, following their safeguarding policy, and speaking to the designated safeguarding lead or a deputy.

b) SELF HARM

The child or young person will be supported to access service(s) which will assist the child or young person with opportunities and strategies for hope and recovery from the effects of self-harming and the risk of future harm minimised.

- Some self-harm behaviours
- Scratching or picking skin Cutting body
- Tying something around body
- Inserting things into body scouring/scrubbing body excessively
- Hitting, punching self
- Pulling out hair
- Over/under-eating
- Excessive drinking of alcohol
- Taking non-prescription drugs or over/under- use of prescription drugs
- Burning or scalding body (physically or chemically)
- Hitting walls with head
- Taking an overdose
- Self-strangulation
- Risky behaviours such as running into the road
- Episodes of drug abuse
- Risky sexual behaviour
- Swallowing objects
- Self-tattooing

As most self-harm is privately or secretly carried out it can be hard to notice that a young person is self-harming but some signs to look out for are:

- Changes in clothing to cover parts of the body, e.g., wearing long sleeved tops
- Reluctance to participate in previously enjoyed physical activities, particularly those that involve wearing shorts or swimsuits, for example:
- Changes in eating and/or sleeping habits
- Changes in consumption of drugs/alcohol

RISK

Changes in levels of activity or mood Increasing isolation from friends/family
There is a need to initiate a prompt assessment of the level of risk self-harm presents. Unless the student is in obvious emotional crisis, kind, and calm attention to assuring that all physical wounds are treated should precede additional conversation with the student about the non-physical aspects of self-harm. Questions of value in assessing severity might include:

- Where on your body do you typically self-harm?
- What do you typically use to self-harm?
- What do you do to care for the wounds?
- Have you ever hurt yourself more severely than you intended?
- Have your wounds ever become infected?
- Have you ever seen a doctor because you were worried about a wound?

Collecting basic information is also important in determining the need for engagement of outside resources. Questions might include aiming to assess:

- history
- frequency
- types of method use
- triggers
- psychological purpose disclosure
- help seeking and support
- history and current presence of suicidal ideation and/or behaviours

Advice on managing a disclosure can be found here: <http://www.sec-ed.co.uk/best-practice/self-harm-what-not-to-do/> In general students are likely to fall into 1 of 2 risk categories:

Low risk students

Students with little history of self-harm, a generally manageable amount of stress, and at least some positive coping skills and some external support.

Higher risk students

Students with more complicated profiles - those who report frequent or long-standing self-harm practices, who use high lethality methods, and/or who are

experiencing chronic internal and external stress with few positive supports or coping skills.

Information Sharing

This is concise guidance for sharing recorded information about children or young people who harm themselves or are perceived to be at risk of self-harm including suicide.

c) ONLINE SAFETY

The Designated Safeguarding Lead takes lead responsibility for understanding the risks associated with online safety and oversees arrangements to keep children safe online, recognising the additional risks for children with SEND or certain health conditions. This includes understanding the IT filtering and monitoring systems on school devices and school networks, as well as the process (in conjunction with the IT support department) in place. (KCSIE 2023)

Pupils are taught about safeguarding including online safety through various teaching and learning opportunities. As part of our curriculum, we give children opportunities which equip them with the skills they need to stay safe from harm and to know to whom they should turn for help.

When children use the school's network to access the internet, they are protected from inappropriate content by our filtering and monitoring systems, which are regularly reviewed for their effectiveness. However, many children have unlimited and unrestricted access to the Internet via mobile phone networks IE 3G-4G and 5G. This access means some children sexually harass their peers via their mobile and smart technology, share indecent images consensually and non-consensually often via large chat groups and view and share pornography and other harmful content. To minimize inappropriate use, as a school we ensure that children are taught about safeguarding, including online safety as part of our broad and balanced curriculum. Additionally, BASM provides information and presentations for parents to help support families staying safe online.

The four main areas of risk online are:

Conduct: Children may be at risk because of their own behaviour. For example, by sharing too much information children need to be aware of the impact their online activity can have on both them and other people and the digital footprint that they create on the Internet. It's easy to feel anonymous online and it's important that children are made aware of who can view and potentially share the information that

they may have posted. When using the Internet, it's important to keep personal information safe and not share it with strangers. Children are taught the importance of reporting inappropriate conversations, messages, images and behaviours and how this can be done.

Content: children can be contacted by bullies or people who groom or seek to abuse them. It is important to recognise that new friends made online may not be who they say they are and that once a friend is added to an online account you may be sharing your personal information with them. Regularly reviewing friends lists and removing unwanted contacts is a useful step. If you have concerns that the child is or has been the subject of inappropriate sexual contact or approach by any other person, it's vital that you report it to the DSL.

Commercialism: Young people can be unaware of hidden costs and advertising in apps games and websites. Young people's privacy and enjoyment online can sometimes be affected by advertising and marketing schemes which can also mean inadvertently spending money online e.g., within applications children are educated to keep their personal information private, learn how to block both pop ups and spam emails, turn off in apps purchasing on devices where possible, and user family email address when filling in online forms.

18 STAFF TRAINING

The Head and all other staff who work with children will undertake appropriate child protection awareness training to equip them to carry out their responsibilities for child protection effectively.

The school will ensure that the Designated Safeguarding Lead and Deputy Designated Safeguarding Lead also undertake training and refresher training at an Advanced Level on an annual basis to keep knowledge and skills up to date. Temporary staff and volunteers who work with children in the school will be made aware of the school's arrangements for safeguarding and child protection and their responsibilities.

All staff will receive termly Safeguarding and Child Protection training and receive updates as required to provide them with relevant skills and knowledge to safeguard children effectively. Safer Recruitment training is available to all relevant staff and governors who are involved in the recruitment process.

19 Safer Recruitment and Selection of Staff

The school has a written recruitment policy statement and procedures linking explicitly to this Policy. The statement is included in all job advertisements, publicity material, recruitment websites, and candidate information packs.

The recruitment process is robust in seeking to establish the commitment of candidates to support the school's measures to safeguard children and to deter, identify, reject or identify people who might pose a risk of harm to children or are otherwise unsuited to work with them.

References are requested and scrutinised for all candidates, and any discrepancies or concerns are raised and discussed during the interview, including for any volunteers and internal candidates.

References are always requested directly from the referee and verified as being from a senior person with appropriate authority; electronic references are checked to ensure they originate from a legitimate source.

Where specific questions have not been answered satisfactorily, or insufficient information is provided, the referee will be contacted directly for further clarification. Where references are not forthcoming, despite reminders, the candidate will be asked to provide an alternative referee.

Shortlisted candidates **will be informed that online searches, including social media, will be carried out during the recruitment process.**

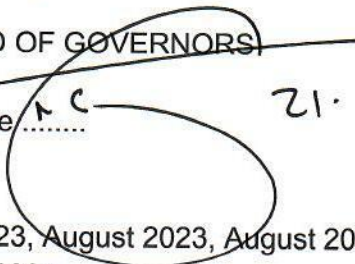
SIGNED BY: HEAD

Head's Signature.....



RATIFIED BY: ADVISORY BOARD OF GOVERNORS

Advisory Board Member's Signature.....



21.8.24

REVIEWED: August 2022, May 2023, August 2023, August 2024.
NEXT REVIEW DATE September 2025