



# Safeguarding Policy - Child Protection Policy

**Policy Ref: TMP18v2**

This policy will not discriminate either directly or indirectly against any individual on grounds of sex, race, ethnicity or national origin, gender, sexual orientation, marital status, religion or belief, age, disability, socioeconomic status, offending background or any other personal characteristic.

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 Designated  
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**Reviewed By** Martin Heaton  
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**Signed**

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## Record of Changes

Version	Issue Date	Changes	Initials
v1	July 2019	Initial issue	JM
v2	July 2020	General procedural review, references updated, formatting changes	JM

**Date of Next Review:** July 2021

## Definition

Throughout this policy document **TMP Studios CIC** is referred to as 'TMP College'.

## Scope

This policy provides guidance to all adults working within TMP College whether paid or voluntary or directly employed by TMP College or by a third party.

## Child Protection Statement

TMP College is committed to safeguarding children and promoting children's welfare and expects all staff, governors, volunteers and visitors to share this commitment and maintain a vigilant and safe environment. Everyone has a responsibility to act, without delay, to protect children by reporting anything that might suggest a child is being abused or neglected. It is our willingness to work safely and challenge inappropriate behaviours that underpins this commitment. TMP College seeks to work in partnership with families and other agencies to improve the outcomes for children who are vulnerable or in need.

*'Safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their families has a role to play. In order to fulfil this responsibility effectively, all practitioners should make sure their approach is child-centred. This means that they should consider, at all times, what is in the best interests of the child.'* (KCSiE 2019)<sup>1</sup>

## Definitions

Child protection: *'Part of safeguarding and promoting welfare. This refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.'* (KCSiE 2019)

Safeguarding and promoting the welfare of children is defined 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.'* (KCSiE 2019)

The definitions of physical abuse, emotional abuse, sexual abuse and neglect are set out in the DFE guidance, Keeping Children Safe in Education 2019.

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<sup>1</sup> <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

## Policy Aims

To ensure TMP College takes appropriate action, in a timely manner, to safeguard and promote the welfare of all children

To ensure responsibilities and procedures are fully understood and that everyone can recognise signs and indicators of abuse or neglect and respond to them appropriately.

To ensure that TMP College's practice meets local and national guidance and all statutory requirements are in place.

## Key Principles

- The child's needs and welfare are paramount. All adults at risk have a right to be protected from abuse and neglect and have their welfare safeguarded.
- Keeping Children Safe in Education (DfE, 2019) reminds us that all staff should maintain an attitude of 'it could happen here' where safeguarding is concerned.
- Children should be listened to and their views and wishes should inform any assessment and provision for them. Staff should always act in the best interests of the child, in order to protect them.
- TMP College recognises that scrutiny, challenge and supervision are key to safeguarding children.
- Children have a right to learn ways to keep themselves safe from harm and exploitation.
- TMP College is committed to working with other agencies to provide early help for children before they become at risk of harm or require a 'child in need' statutory assessment. 'Early Help means providing support as soon as a problem emerges, at any point in a child's life.' (KCSiE 2019)
- All staff should be aware of the early help process and understand their role in it. This includes identifying emerging problems, liaising with the Safeguarding Team, sharing information with other professionals to support early identification and assessment and, in some cases, acting as the lead professional in undertaking an early help assessment.
- 'All staff should be aware of the process for making referrals to children's social care and for statutory assessments under the Children Act 1989<sup>2</sup>, especially section 17 (children in need) and section 47 (a child suffering, or likely to suffer, significant harm) that may follow a referral, along with the role they might be expected to play in such assessments.' (KCSiE 2019)
- All staff have responsibility to report their concerns about a child without delay to TMP College's Safeguarding Team. Whilst the Safeguarding Team will normally make referrals to Children's Services, anyone can refer their concerns to children's social care directly in emergencies or if they feel they need to do so.
- Everyone has responsibility to escalate their concerns and 'press for reconsideration' if they believe a child's needs remain unmet or if the child is failing to thrive and in need or if the

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<sup>2</sup> <http://www.legislation.gov.uk/ukpga/1989/41/contents>

child is at risk of harm. Concerns about a child should always lead to help for a child at some point and the child's situation should improve.

- TMP College will work in partnership with other agencies to promote the welfare of children and protect them from harm, including the need to share information about a child in order to safeguard them. 'Fears about sharing information must not be allowed to stand in the way of the need to promote the welfare, and protect the safety of children.' (KCSiE 2019)
- TMP College will work with other agencies to ensure any actions that are part of a multi-agency coordinated plan are completed in a timely way.
- TMP College will follow the Local Authority and the Local Safeguarding Children Partnership procedures and provide them with information as required.
- Staff, children and families will need support following child protection processes being followed.

### Legislation and Guidance

The Children Act 2004<sup>3</sup> requires each person or organisation to which the duties apply to have regard to any guidance given to them by the Secretary of State; specifically:

- Section 10: Co-operation to improve well-being
- Section 11: Arrangements to safeguard and promote welfare
- Section 16k: Guidance by Secretary of State relating to sections 16E-16J

Section 175 (3) of the Education Act 2002<sup>4</sup> places a duty on the governing body of an institution within the further education sector to 'make arrangements for ensuring that their functions relating to the conduct of the institution are exercised with a view to safeguarding and promoting the welfare of children receiving education or training at the institution.'

Colleges must have regard for DfE statutory guidance. This child protection policy should be read alongside Working Together to Safeguard Children (2018)<sup>5</sup> and 'Keeping Children Safe in Education (2019) and **all staff must read and understand Part 1 and Annex A of KCSiE (2019)**.

Working Together to Safeguard Children (DfE 2018) makes it clear that protecting children from harm and promoting their welfare depends upon a shared responsibility and effective joint working between different agencies:

*'Everyone who works with children has a responsibility for keeping them safe. No single practitioner can have a full picture of a child's needs and circumstances and, if children and families are to receive the right help at the right time, everyone who comes into contact with them has a role to play in identifying concerns, sharing information and taking prompt action.'*

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<sup>3</sup> <http://www.legislation.gov.uk/ukpga/2004/31/contents>

<sup>4</sup> <http://www.legislation.gov.uk/ukpga/2002/32/contents>

<sup>5</sup> <https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

In addition, Working Together to Safeguard Children also reinforces the need to take action to provide early help before statutory services are required:

*‘Providing early help is more effective in promoting the welfare of children than reacting later. Early Help means providing support as soon as a problem emerges, at any point in a child’s life, from the foundation years through to the teenage years.’*

TMP College therefore understands its responsibility to engage with other professionals in Early Help Assessments when a child’s needs according to the Local Safeguarding Children Partnership’s Responding to Need and Level of Needs framework sit below the requirement for a statutory assessment.

The Counter-Terrorism and Security Act 2015<sup>6</sup> places a duty upon local authorities and educational providers to ‘have due regard to the need to prevent people from being drawn into terrorism’ (CTSA 2015). ‘The fundamental aims of Prevent, as part of the revised 2018 Contest Strategy<sup>7</sup> are, “to safeguard vulnerable people to stop them becoming terrorists or supporting terrorism.” (Work Based Learners and the Prevent Statutory Duty 2018)<sup>8</sup>.

The DfE has provided statutory guidance for colleges and childcare providers: ‘Revised Prevent Duty Guidance: England and Wales<sup>9</sup>’ (DfE 2015). The guidance summarises the requirements of colleges in terms of four general themes:

- risk assessment
- working in partnership
- staff training
- IT policies.

TMP College will ensure that staff are aware of the indicators of extremism and radicalisation and know how to respond in keeping with local and national guidance. Staff will use their judgment in identifying children who might be at risk of radicalisation and act proportionately, which may include making a referral to the Channel programme. Equally, children will be made aware of the risks and support available to them. We will ensure that children are safe from terrorist and extremist material when accessing the internet in college. The Government has developed an ‘educate against hate’ website<sup>10</sup> providing information and resources for colleges and parents to support them to recognise and address extremism and radicalisation in young people.

‘Section 5B of the Female Genital Mutilation Act 2003<sup>11</sup> (as inserted by section 74 of the Serious Crime Act 2015) places a statutory duty upon tutors along with regulated health and social care professionals in England and Wales, to report to the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. Those failing to report such cases will face disciplinary sanctions. It will be rare for tutors to see visual evidence, and they should not be examining learners, but the same definition of what is

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<sup>6</sup> <https://www.gov.uk/government/collections/counter-terrorism-and-security-bill>

<sup>7</sup> <https://www.gov.uk/government/publications/counter-terrorism-strategy-contest-2018>

<sup>8</sup> <https://www.gov.uk/government/publications/work-based-learners-and-the-prevent-statutory-duty>

<sup>9</sup> <https://www.gov.uk/government/publications/prevent-duty-guidance>

<sup>10</sup> <https://educateagainsthate.com/>

<sup>11</sup> <http://www.legislation.gov.uk/ukpga/2003/31/contents>

meant by “to discover that an act of FGM appears to have been carried out” is used for all professionals to whom this mandatory reporting duty applies. Information on when and how to make a report can be found at:

<https://www.gov.uk/government/publications/mandatory-reporting-of-female-genital-mutilation-procedural-information>

Tutors must personally report to the police cases where they discover that an act of FGM appears to have been carried out. Unless the tutor has a good reason not to, they should also still consider and discuss any such case with TMP College’s Designated Safeguarding Lead and involve children’s social care as appropriate. The duty does not apply in relation to at risk or suspected cases (i.e. where the tutor does not discover that an act of FGM appears to have been carried out, either through disclosure by the victim or visual evidence) or in cases where the woman is 18 or over. In these cases, tutors should follow local safeguarding procedures.

Additional information and resources relating to FGM can be found in the Female Genital Mutilation: Resource Pack, published by the Home office in 2020.<sup>12</sup>

The Teaching Standards (DfE 2013)<sup>13</sup> also requires all tutors to ‘uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside TMP College, including:

- treating learners with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a tutor’s professional position
- having regard for the need to safeguard learners’ wellbeing, in accordance with statutory provisions
- showing tolerance of and respect for the rights of others

In addition, the Sexual Offences Act 2003<sup>14</sup> makes it clear that all members of staff are in a position of trust and would therefore be committing a criminal offence to have a sexual relationship with a young person below the age of 18, even if that learner is over the age of consent. In addition, it would be a breach of trust to have a relationship with any college learner over the age of 18. This would result in the issue being addressed under the formal disciplinary procedure and may constitute gross misconduct.

TMP College will also take account of additional guidance including:

- The Education Inspection Framework (Ofsted, 2019)
- Further Education and Skills Inspection Handbook (Ofsted, 2019)
- Inspecting safeguarding in early years, education and skills settings (Ofsted, 2019)
- Safeguarding disabled children: Practice guidance (The Children’s Society, 2009)
- Revised Prevent Duty Guidance: for England and Wales (DfE, 2015)
- Guidance for safer working practice for those working with children and young people in education settings (Safer Recruitment Consortium, 2019)
- Liverpool multi-agency self-harm practice guidance (Liverpool CAMHS, 2016)

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<sup>12</sup> <https://www.gov.uk/government/publications/female-genital-mutilation-resource-pack/female-genital-mutilation-resource-pack>

<sup>13</sup> <https://www.gov.uk/government/publications/teachers-standards>

<sup>14</sup> <http://www.legislation.gov.uk/ukpga/2003/42/contents>

- What to do if you are worried a child is being abused: Advice for practitioners (DFE, 2015)
- Criminal Exploitation of children and vulnerable adults: County Lines (DFE, 2017)
- Child Sexual Exploitation: definition and guide for practitioners (DFE, 2017)
- Sexting in schools and colleges (UK Council for Child Internet Safety, 2016)
- Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers (HMG, 2018)
- Sexual violence and sexual harassment between children in schools and colleges (DFE, 2018)
- The Right to Choose: Multi-agency statutory guidance for dealing with forced marriage (HMG, 2010)
- Disqualification under the Childcare Act (DfE, 2006)
- Other DFE statutory guidance including: attendance and children who go missing from home or care which is found here: <https://www.gov.uk/topic/colleges-colleges-childrens-services/safeguarding-children>

### **Communicating with parents and visitors**

TMP College is committed to the principles of Working Together to Safeguard Children which states that a *'child centred approach is fundamental to safeguarding and promoting the welfare of every child. A child centred approach means keeping the child in focus when making decisions about their lives and working in partnership with them and their families.'*

TMP College also has a statutory responsibility to share any concerns it might have about a child in need of protection with other agencies and in particular police, health and children's services. Colleges are not able to investigate child protection concerns but have a legal duty to refer them. In most instances TMP College will be able to inform the parents/carers of its need to make a referral; however, sometimes the college can in certain circumstances share information without the consent of the family and may be advised by children's services or police that the parent/carer cannot be informed whilst they investigate the matter or make enquires. We understand the anxiety parents/carers understandably feel when they are not told about any concerns from the outset. TMP College follows legislation that aims to act in the interests of the child.

TMP College will always seek to work in partnership with parents and other agencies to ensure the best possible outcomes for the child and family.

### **Roles and responsibilities**

The Director is Martin Heaton

The Designated Safeguarding Lead is Jackie Manning

The Deputy Designated Safeguarding Lead: Dean Meadows

The nominated Safeguarding / Child Protection Governor is: Joanne Dockerty

**The Board** should ensure that:

- TMP College meets the statutory responsibilities set out in Keeping Children Safe in Education (KCSiE 2019) and Working Together to Safeguard Children (WT 2018).
- TMP College has a strategy for providing Early Help together with other agencies and supporting children and families by carrying out early help assessments.
- The child protection policy is reviewed at least annually.
- All adults working within TMP College are aware of TMP College's Code of Conduct and this guidance is in keeping with the guidance for safer working practice for those working with children and young people in education settings.
- TMP College's practice is reviewed in line with Local Authority guidance.
- There is a named Designated Safeguarding Lead who is a member of TMP College's Senior Leadership Team. There are colleagues trained to provide cover for the role.
- TMP College has procedures in keeping with the LSCP for dealing with any allegations made against any adult working within TMP College.
- The board member responsible for Safeguarding would manage any allegations against the Director.
- TMP College follows safer recruitment procedures, including the statutory pre-employment checks on all staff working with young people.
- TMP College itself is a safe environment where the views of children and families are listened to and where children are taught about safeguarding and how to keep themselves safe, including on the internet or when using new technology. Any complaints about services lead to improvements in practice.
- TMP College will ensure there are appropriate filters and monitoring systems in place in respect of internet use and encourage safe and responsible use of new technologies.
- TMP College scrutinises the impact of its training strategy so that all staff, including temporary staff and volunteers, are aware of TMP College's child protection procedures. All staff must have child protection training which is regularly updated. The Designated Safeguarding Lead and Deputy Designated Safeguarding Lead undertake training in keeping with statutory training requirements.
- The governors are given guidance to support them to ensure TMP College meets its statutory safeguarding requirements.

**The Board** are accountable for ensuring TMP College has effective policies and procedures in line with local and national guidance, and for monitoring TMP College's compliance with them.

**The Director** will ensure that:

- TMP College works with an appropriate agency to carry out DBS checks and that will update the Single Central Record. Ensure the safer recruitment practices set out in Keeping Children Safe in Education (KCSiE 2019) are followed in line with TMP College’s Recruitment and Selection Policy and Procedures. At least one member of every recruitment panel has attended safer recruitment training.
- Job descriptions and person specifications for all roles should make specific reference to child protection and safeguarding.
- There is a listening culture within TMP College where both staff and children are able to raise concerns about poor or unsafe practices.
- Referrals are made to the Disclosure and Barring Service as appropriate.
- They liaise with the Local Authority Designated Officer where an allegation is made against a member of staff.
- The curriculum provides opportunities to help learners stay safe especially when online. Children should be aware of the support available to them.
- In keeping with the Prevent Duty reasonable checks are made on visiting speakers.

**The Director** will normally be informed of any allegations against staff and will ensure appropriate referrals to the Disclosure and Barring Service or Teaching Regulation Agency are made.

The **Designated Safeguarding Lead** will quality assure TMP College’s child protection practices including the auditing of safeguarding records and the supervision of the Deputy Safeguarding Lead and other members of the safeguarding team to ensure that actions and decisions are reviewed appropriately and that staff’s emotional needs are met.

Keeping Children Safe in Education 2019 sets out the broad areas of responsibility for the **Designated Safeguarding Lead**, which include the following:

- Refer cases of suspected abuse to the local authority children’s social care as required;
- Support staff who make referrals to local authority children’s social care;
- Refer cases to the Channel programme where there is a radicalisation concern as required;
- Support staff who make referrals to the Channel programme;
- Refer cases where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service as required; and
- Refer cases where a crime may have been committed to the Police as required.
- Liaise with the Director to inform him or her of issues – especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations;
- As required, liaise with the “case manager” (as per Part Four of KCSiE 2019) and the designated officer(s) at the local authority for child protection concerns in cases which concern a staff member);
- Liaise with staff (especially support staff, IT technician and the named person with oversight of SEND in college) on matters of safety and safeguarding (including online and digital safety) and when deciding whether to make a referral by liaising with relevant agencies.
- Act as a source of support, advice and expertise for staff.
- Undertake Prevent awareness training.

The **Designated Safeguarding Lead** (and any deputies) should undergo training to provide them with the knowledge and skills required to carry out the role. This training should be updated at least every two years.

In addition to the formal training set out above, their knowledge and skills should be refreshed (this might be via e-bulletins, meeting other Designated Safeguarding Leads, or simply taking time to read and digest safeguarding developments) at regular intervals, as required, but at least annually, to allow them to understand and keep up with any developments relevant to their role so they:

- Understand the assessment process for providing early help and statutory intervention, including local criteria for action and local authority children's social care referral arrangements.
- Have a working knowledge of how local authorities conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so;
- Ensure each member of staff has access to and understands TMP College's child protection policy and procedures, especially new and part time staff;
- Are alert to the specific needs of children in need, those with special educational needs and young carers;
- Understand relevant data protection legislation and regulations, especially the Data Protection Act 2018 and the General Data Protection Regulation.
- Understand the importance of information sharing, both within TMP College, and with the three safeguarding partners, other agencies, organisations and practitioners.
- Are able to keep detailed, accurate, secure written records of concerns and referrals;
- Understand and support TMP College with regards to the requirements of the Prevent duty and are able to provide advice and support to staff on protecting children from the risk of radicalisation;
- Are able to understand the unique risks associated with online safety and be confident that they have the relevant knowledge and up-to-date capability required to keep children safe whilst they are online at TMP College;
- Can recognise the additional risks that children with SEN and disabilities (SEND) face online, for example, from online bullying, grooming and radicalisation and are confident they have the capability to support SEND children to stay safe online
- Obtain access to resources and attend any relevant or refresher training courses; and
- Encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, and any measures TMP College may put in place to protect them.

The **Designated Safeguarding Lead** should also:

- Ensure TMP College's child protection policies are known, understood and used appropriately;
- Ensure TMP College's child protection policy is reviewed annually (as a minimum) and the procedures and implementation are updated and reviewed regularly, and work with governing bodies or proprietors regarding this;
- Link with the safeguarding partner arrangements to make sure staff are aware of any training opportunities and the latest local policies on local safeguarding arrangements.

Where children leave TMP College, the **Designated Safeguarding Lead** shall ensure their child protection file is transferred to the new college upon request. This should be transferred separately from the main student file, ensuring secure transit and confirmation of receipt should be obtained. Receiving colleges should ensure key staff such as Designated Safeguarding Leads and SENCOs or the named person with oversight for SEN in colleges, are aware as required.

In addition to the child protection file, the **Designated Safeguarding Lead** should also consider if it would be appropriate to share any information with the new college in advance of a child leaving. For example, information that would allow the new college to continue supporting victims of abuse and have that support in place for when the child arrives.

During term time the **Designated Safeguarding Lead** (or a deputy) will be available (during college hours) for staff in TMP College to discuss any safeguarding concerns.

The **Designated Safeguarding Lead** will arrange adequate and appropriate cover arrangements for any out of hours/out of term activities.

In addition to the role outlined in Keeping Children Safe in Education 2019 the **Designated Safeguarding Lead** is also expected to ensure that:

- The social worker is informed when a child subject to a child protection plan or a child in need plan moves to a new setting, where college has been made aware.
- A training log is kept of all child protection training include the names of those attending. All staff must have regular training and updates.
- Child protection records are kept securely and separately from the child's normal file. Records will be transferred and/or retained in keeping with the Local Authority's and NSPCC guidance.
- TMP College attends and contributes to child protection case conferences and child in need meetings, ensuring actions are completed in a timely manner. TMP College will complete the LSCB agency report ahead of each child protection conference.
- TMP College escalates its concerns with other agencies when a child's needs are not being met following the Local Safeguarding Children Board Escalation and Resolution Policy.
- All members of the Safeguarding Team have received appropriate training; that all referrals made are quality assured and the supervision is provided to the Safeguarding Team to monitor all decisions and action taken and the wellbeing of each team member.
- All staff read and understand part 1 and annex A of the guidance – Keeping Children Safe in Education 2019 and make available to them other key documents and guidance.

**All staff (and volunteers)** should:

- Contribute to ensuring learners learn in a safe environment.
- Read and understand as a minimum Part 1 and Annex A of Keeping Children Safe in Education 2019 and engage in training which enables them to identify children who may need additional help or who are suffering or likely to suffer significant harm and take appropriate action. Staff should have an understanding of the specific safeguarding issues outlined in Part 1; e.g. fabricated or induced illnesses, faith abuse. Staff should be aware that

behaviours linked to drug taking, alcohol abuse, truanting and sexting can put children in danger. Staff should be alert to the signs of peer on peer abuse and take appropriate action.

- Recognise that any child may benefit from early help, but all college staff should be particularly alert to the potential need for early help for a child who:
  - is disabled and has specific additional needs
  - has Learning Support needs or special educational needs
  - has special educational needs (whether or not they have a statutory Education, Health and Care Plan)
  - is a young carer
  - is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups
  - is frequently missing/goes missing from care or from home
  - is at risk of modern slavery, trafficking or exploitation
  - is at risk of being radicalised or exploited
  - is in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health problems or domestic abuse
  - is misusing drugs or alcohol themselves
  - has returned home to their family from care or is in care
  - is showing early signs of abuse and/or neglect
  - is a privately fostered child
  - is experiencing housing issues
  - are young parents (or about to become young parents)
  - has been excluded from school
- Report any concerns about a child's welfare without delay to the Safeguarding Lead, or Deputy.
- Understand that any member of staff can make a referral to children's services should that be required, informing the Safeguarding Team of any action taken.
- Report any concerns without delay about the behaviour of a worker towards a child to the Director, Designated Safeguarding Lead, the Board (Safeguarding Lead) or if required the Local Authority Designated Officer for Allegations against Staff.
- Understand their responsibility to escalate their concerns and 'press for reconsideration' if a child remains at risk or their needs are not met. This includes the understanding that any member of staff can make a referral to Children's Services if required to do so.
- Tutors and those providing teaching must personally report to the police cases where they discover that an act of FGM appears to have been carried out on someone under 18.
- Follow TMP College's policies including this child protection policy and the 'Guidance for safer working practice for those working with children and young people in education settings' (Safer Recruitment Consortium, 2019)<sup>15</sup>
- Be aware safeguarding issues can manifest themselves via peer on peer abuse
- Understand that some children, including those with Special Educational Needs or those Looked After, may be more vulnerable to abuse. The DfE has recommended additional practice guidance 'Safeguarding Disabled Children' (The Children's Society, 2009)<sup>16</sup>

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<sup>15</sup> <https://www.saferrecruitmentconsortium.org/GSWP%20Sept%202019.pdf>

- Understand that children with special educational needs (SEN) and disabilities can face additional safeguarding challenges. These can include:
  - assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child’s disability without further exploration;
  - being more prone to peer group isolation than other children
  - the potential for children with SEN and disabilities being disproportionately impacted by behaviours such as bullying - without outwardly showing any signs; and
  - ‘communication barriers and difficulties in overcoming these barriers.’ (KCSiE 2019)
- Have access to TMP College’s Code of Conduct and Whistleblowing policy. The NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285
- Have access to ‘What to do if you are worried a child is being abused 2015 – Advice for practitioners’ (DfE, 2015)

### **Safeguarding Framework**

In addition to this Child Protection Policy TMP College has procedures or policies in relation to other areas for safeguarding adults at risk including as examples:

- attendance
- anti-bullying including cyber bullying
- alternative and off-site provision
- behaviour for learning
- code of conduct for staff, governors and volunteers (guidance on safer working practices)
- children in Care (Looked After Children)
- educational visits procedures
- data protection
- emergency planning
- Emergency Evacuation Procedures
- First Aid Procedure for Young Persons
- Risk Assessment Guidelines
- safe recruitment practices
- safeguarding advice for visitors
- safeguarding for adults at risk
- Single Equality Scheme and Action Plan
- special educational needs and disabilities
- whistleblowing

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<sup>16</sup> <https://www.gov.uk/government/publications/safeguarding-disabled-children-practice-guidance>  
<https://www.gov.uk/government/publications/safeguarding-disabled-children-practice-guidance>

## **Procedures for reporting child protection or child welfare concerns**

All concerns should be reported without delay to the Designated Safeguarding Lead, Deputy Safeguarding Lead and followed up in writing.

Consideration will need to be given to immediately protecting the child and contacting the police and/or ringing for an ambulance if the child is injured or at risk of immediate harm.

The Designated Safeguarding Lead or Deputy Designated Safeguarding Lead will take immediate action and will make a referral to children's services by telephone if a child is believed to be suffering or likely to suffer significant harm. This referral will always be followed up in writing.

The Designated Safeguarding Lead or Deputy Designated Safeguarding Lead will follow the Local Authority multi-agency procedures and consider the child's needs and consider whether an Early Help assessment (level 2 and 3) or referral to children's services is needed (level 4).

Concerns about a child should always lead to help for a child. TMP College may need to escalate its concerns with Children's Services to ensure a referral is accepted or work with other agencies to ensure an Early Help Assessment is completed.

TMP College will always seek to follow the Local Safeguarding Children Partnership procedures which can be found on their website.

<https://www.wigan.gov.uk/WSCB/index.aspx>

Part 1 of Keeping Children Safe in Education (DFE 2019) provides key flowcharts and guidance to support staff and volunteers' understanding and decision making. This will support staff to make a referral themselves should that become necessary. The Safeguarding Team should be informed, as soon as possible, following the need for another member of staff to make a referral. Guidance is also available on the NSPCC website:

<https://www.nspcc.org.uk/preventing-abuse/>

Concerns that a child is being radicalised should follow the normal safeguarding referral mechanism with an additional Channel referral being made to the Local Authority's Prevent and Channel team.

## **Managing allegations against staff and volunteers working at TMP College**

All staff and volunteers must report any concerns about a member of staff's behaviour towards children to the Director. Concerns can also be discussed with the Designated Safeguarding Lead. Concerns about the Director should be raised with the Board's nominated safeguarding lead.

TMP College's policy and procedures will support everyone to take action.

Concerns can also be taken directly to the Local Authority Designated Officer (L.A.D.O.), if needed, via Children's Services. Section 4 of the DfE guidance Keeping Children Safe in Education 2019 provides further guidance.

## **Allegations of abuse against another learner (peer on peer abuse)**

All concerns must be reported and discussed with the Designated Safeguarding Lead or Duty or a member of the leadership team. This is most likely to include, but not limited to: bullying (including cyber bullying), gender-based violence/sexual assaults and sexting (youth produced sexual imagery). Staff should recognise that children are capable of abusing their peers. Staff must challenge any form of derogatory and sexualised language or behaviour. Staff should be vigilant to sexualised/aggressive touching/grabbing particularly towards girls. Behaviours by children should never be passed off as 'banter' or 'part of growing up'.

The DfE states '*peer on peer abuse should be taken as seriously as abuse by adults and should be subject to the same child protection procedures. Professionals should not dismiss abusive behaviour as normal between young people and should not develop high thresholds before taking action.*' (KCSiE 2019).

Children with special educational needs and disabilities are more vulnerable to sexual violence and harassment and staff should be aware that additional barriers can exist when recognising abuse in these children. Children who are LGBT or perceived to be, may also be targeted by their peers and harassed or assaulted.

Victims of peer on peer harm will be supported by TMP College's pastoral system and referred to specialist agencies including, as examples, 'CAMHs', 'Brook' and 'Barnardo's'. A risk assessment may need to be in place. The TMP College curriculum will support young people to become more resilient to inappropriate behaviours towards them, risk taking behaviours and behaviours that children may be coerced into including 'sexting' or 'initiation/hazing' behaviours.

Additional guidance on protecting children from online abuse is available on the NSPCC website:

<https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/online-abuse/legislation-policy-practice/>

## **On-line safety, data protection and the use of mobile phones and digital photographic equipment**

Staff should also report any concerns about sexting (youth produced sexual imagery) to the Designated Safeguarding Lead or Duty or a member of the leadership team who will follow the guidance in: Sexting in schools and colleges: Responding to incidents and safeguarding young people (UK Council for Child Internet Safety).

The following guidance provides clarity as to how staff should respond to these incidents:

<https://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis>

TMP College's e-safety policy clearly outlines the way in which the college uses technology and the measures in place to ensure safe and responsible use by all. There is a clear code of conduct for staff and volunteers which sets out the use of new technologies, mobile phones and personal photographic equipment around children. TMP College will consider, in particular, Looked After

Children (Children in Care) who might be put at risk by being included in publicity materials or college photographs.

The DfE highlights the risks of new technologies:

*'The use of technology has become a significant component of many safeguarding issues. Child sexual exploitation; radicalisation; sexual predation – technology often provides the platform that facilitates harm. The breadth of issues classified within online safety is considerable, but can be categorised into three areas of risk:*

- *content: being exposed to illegal, inappropriate or harmful material*
- *contact: being subjected to harmful online interaction with other users*
- *conduct: personal online behaviour that increases the likelihood of, or causes, harm*

Staff should bring immediately to the attention of the Designated Safeguarding Lead or Duty or a member of the leadership team any behaviours by adults or children themselves that may be risky or harmful.

### **Monitoring Attendance**

A child missing from an education setting is a potential indicator of abuse or neglect including exploitation. Local Authority guidance and procedures will be followed for dealing with a child who is missing from education, particularly on repeated occasions. Unauthorised attendance will be closely monitored. The attendance of children with known welfare and attendance concerns will be monitored closely, particularly those with chronic poor attendance or persistent absentees. Colleges should also scrutinise the attendance of off-site provision to ensure children are attending and are safe. Similarly, the attendance of children who are vulnerable or with known welfare and safeguarding concerns such as children who have a child protection plan, are children in need, are Children Looked After and/or SEN will be monitored on a regular basis.

TMP College will ensure it has emergency contacts for each family and consider what urgent action it may need to take when a vulnerable child and family are not contactable and the child has not attended college.

It is essential that all staff are 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, Female Genital Mutilation and forced marriage.

### **Private Fostering**

TMP College has a mandatory duty to report to the local authority if they believe a child is subject to a private fostering arrangement. (This does not include close family relatives e.g. grandparent, brother, sister, uncle or auntie.) A private fostering arrangement is made without the knowledge of the local authority for the care of a child under the age of 16 years (under 18 for children with disabilities) whereby the child is in the care of someone other than their parent or close relative. Further guidance is available in Keeping Children Safe in Education (DfE 2019). When a child is privately fostered a social worker must carry out an assessment to ensure the placement is appropriate and consider any support needed.

## **Safe recruitment**

TMP College will ensure that all appointments follow its recruitment policy and the guidance set out in Keeping Children Safe in Education (DfE 2019). At least one member of the appointments panel will have undertaken safer recruitment training. TMP College will undertake all the required DfE pre-employment checks and where appropriate record these checks on the single central record and retain evidence in personnel files. TMP College will seek written confirmation that third-party organisations including contractors and alternative education providers have undertaken appropriate checks.

TMP College is required to investigate relevant staff who fall within the scope of Disqualification under the Childcare Act 2006<sup>17</sup> and establish they are not disqualified. The criteria for disqualification under the 2006 Act and the 2018 Regulations includes inclusion on the Disclosure and Barring Service (DBS) Children's Barred List or committing a relevant offence.

## **The Safeguarding Curriculum**

TMP College will ensure the curriculum covers safeguarding and sets out how to help children keep themselves safe from harm. Children will be supported to develop their understanding, at the appropriate age, of risks including: using technology, the internet, and risks associated with grooming and radicalisation, gang and criminal exploitation and misusing drugs and alcohol. Children will also learn about the wider safeguarding curriculum which for children would include road safety, anti-bullying and know how to seek support when needed. TMP College will ensure the curriculum promotes British Values as set out in the Counter Terrorism and Security Act 2015<sup>18</sup>.

## **Confidentiality, Information Sharing, Record Keeping and Retention**

TMP College understands the need to keep child protection and safeguarding records securely.

Where requested by a new provider, TMP College will transfer records securely to the next setting and discuss the child's needs. TMP College will retain records in keeping with Local Authority guidance and NSPCC guidelines:

<https://learning.nspcc.org.uk/media/1442/child-protection-records-retention-and-storage-guidelines-september-2019.pdf>

This in turn references the Information and Records Management Society (IRMS) 2018 Information management toolkit for schools version 6.0<sup>19</sup>.

Staff cannot promise children confidentiality but must always act in the best interests of the child and share disclosures made by the child or others with the Safeguarding Team, who will work within the principles outlined in Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers (HMG, 2018)

Staff will be told of concerns about a child on a 'need to know basis'.

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<sup>17</sup> <https://www.gov.uk/government/publications/disqualification-under-the-childcare-act-2006>

<sup>18</sup> <https://www.gov.uk/government/collections/counter-terrorism-and-security-bill>

<sup>19</sup> <https://irms.org.uk/page/SchoolsToolkit>

TMP College will aim to seek consent of parents before sharing information with other agencies, however legislation states that colleges and other agencies can share information without the consent of a parent/carer in particular circumstances.

### **Complaints**

Complaints about safeguarding should follow TMP College's complaints policy.

TMP College and Local Authority also have whistleblowing procedures.

(The NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285)