



Safeguarding/Child Protection Policy and Procedures Tigers Education

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Contents List:

	Section
	Procedural Sections
1.	Introduction
2.	What is Abuse
3.	Responding to concerns about a child's welfare
4.	Child-on-child abuse, including sexual violence and harassment
5.	What staff should do if they have a safeguarding concern or an allegation about another member of staff or concerns about safeguarding practices within the school
6.	Emergency Call Out and Out of Hours Support arrangements
	Policy Sections
1.	School staff safeguarding roles and responsibilities
2.	Ensuring a safe environment for all pupils
3.	Safer recruitment and selection of staff
4.	Monitor and Review
	Appendices
1	Concern recording template
2	Responding to online incidents of misuse flowchart
3	Flowchart of procedures for responding to safeguarding concerns
4	Safeguarding record keeping templates

Section 1: Introduction

This safeguarding policy outlines how Tigers Education will safeguard and promote children's welfare to keep our learners safe from abuse, neglect, and exploitation. The policy applies to all Adults, including Volunteers, Governors, Supply Staff and Contractors working in or on behalf of the setting. The main body of the policy is split into procedural and strategic sections to distinguish between safeguarding policy and procedure.

Safeguarding and promoting the welfare of pupils is defined as:

- Protecting pupils from maltreatment
- Preventing the impairment of pupil's mental and physical health or development
- Ensuring that pupils grow up in circumstances consistent with the provision of safe and effective care, and
- Taking action to enable all pupils to achieve the best outcomes. Pupils includes everyone under the age of 18.

We help to keep pupils safe by:

- Providing safe environments, with secure access, where pupils can learn and develop.
- Acting in the best interests of pupils to protect them online and offline, including when they are receiving remote education.
- Identifying pupils who may need early help, and who are at risk of harm or have been harmed.

This can include, but is not limited to, neglect, abuse (including by other pupils), grooming or Exploitation.

- Taking timely and appropriate safeguarding action for pupils who need extra help or who may be suffering, or likely to suffer, harm. This includes, if required, referring in a timely way to those who have the expertise to help.
- Using safe recruitment processes and managing allegations that may meet the harm threshold and allegations/concerns that do not meet the harm threshold, referred to as low level concerns.

We will ensure that parents/carers and our partners are aware of our child protection/ safeguarding policy by ensuring that it is on the setting's website.

At induction parents are referred to the policy and how to access this as part of the AP's induction pack. Our website will also have information about how parents/pupils/partners can contact the Designated Safeguarding Lead and the Safeguarding Governor and include their availability during out of school hours and school holidays. Pupils, Parents and Partners can make contact with the us via the Contact Us button on the website. Contact details of the DSL and how to access the website will be clear in our induction packs and on our information board within the setting.

Safeguarding and Child Protection Policy Statement

Tigers Education operates a whole setting approach and ethos to safeguarding and protecting pupils. Where safeguarding is concerned, we maintain an attitude of "it could happen here". We recognise that everyone in our setting has a role to play to keep pupils safe, this includes ensuring pupils feel heard and understood, identifying concerns, sharing information, and taking prompt action.

Safeguarding and child protection is incorporated in all relevant aspects of processes and policy development. All systems, processes and policies operate with the best interests of a child at our setting. We ensure that all pupils are safeguarded while on or off our premises and are proactive

about anticipating and managing risks that pupils face in the wider community and online. To support this the setting assesses the risks and issues in the wider community when considering the well-being and safety of its learners.

Pupils attend our setting from all areas around Nottinghamshire. Due to the context of the setting and the various admissions pathways our pupils may be at greater risk of all safeguarding risks or abuse. To protect our learners, we have a Prevent action plan and are part of the Operation Encompass initiative. The PSHE RSE programme makes significant contributions to Pupil's spiritual, moral, social and cultural development, their behaviour and safety and the settings statutory responsibility to promote students' well-being. Pupils are taught about identity, relationships, balanced lifestyles, managing risk, diversity and equality, rights, responsibilities and consent, change, resilience and preparation for adult life. Our setting recognises we have an important role to play in multi-agency safeguarding arrangements and contributes to multi-agency working as set out in Working Together to Safeguard Pupils (2018). As a relevant agency, the setting understands its role within local safeguarding arrangements and operates in accordance with the Nottinghamshire Safeguarding Pupils multi-agency procedures, including the Pathway to Provision (known as the Threshold document) and local protocols for assessment in Nottinghamshire.

To support key multi-agency safeguarding communications we have a dedicated secure safeguarding email address info@tigerseducation.com which is accessible by the Safeguarding Governor and the Designated Safeguarding Leads. During the school term and during school holidays this is checked daily. We will display our Safeguarding phone number that is available to call 24/7 on the setting notice board, Tigers Education's website and incorporate in Induction Packs.

The setting is also aware of and implements any local learning where appropriate, such as those as outlined in the NSCP briefing notes. The setting works closely with local agencies to offer a wide range of support for pupils and pupils are referred to services for support for example emotional wellbeing/mental health services, pastoral care, substance misuse services. Pupils may also be referred for support through our internal additional support panel which meets fortnightly, where pupils can access a graduated response to emotional wellbeing/mental health services. Services are invited into setting to present or work with groups as part of the PSHE curriculum for example healthy relationships.

Context

This policy enables Tigers Education to carry out our functions to safeguard and promote the welfare of pupils and must be read alongside key guidance:

Department for Education's statutory guidance publications for schools and local authorities, including:

Working Together to Safeguard Children (2018) Keeping Children Safe in Education (June 2023)

Designated teacher for looked-after and previously looked-after Children(2018)

Human Rights Act (1998) and Equality Act (2010), including the Public Sector Equality Duty Data Protection Act (2018) and UK GDPR

Prevent Duty Guidance (2015)

Safeguarding is not just about protecting pupils from deliberate harm, neglect, or failure to act, it relates to broader aspects of care and education. This policy therefore complements and supports a range of other setting policies, such as:

Pupil's health and safety and well-being, including their mental health,

Behaviour policy, including how we engage learners struggling to engage in school, mental health and behaviour, Acceptable and non-acceptable behaviours,

How we prevent and respond to bullying including cyber bullying, prejudiced based and discriminatory bullying and child-on-child abuse.

Reduced timetables, suspension, and permanent exclusion

Use of reasonable force/physical intervention, including the increased vulnerability of pupils with special education needs (SEN) or disabilities and equality duties

Attendance, including pupils who are absent from education particularly on repeat occasions and/or prolonged periods or go missing from education, home, or care,

Providing first aid

Educational visits

Emotional well-being

Online safety, including use of mobile and smart technology, online safety at school and at home and other associated issues, including sharing nudes and semi-nudes, use of mobile phones/devices in setting, appropriate filtering and monitoring, and how pupils can be kept safe from terrorist and extremist materials,

Safer recruitment and selection, including single central record,

Staff behaviour (code of conduct), including low level concerns, managing allegations against staff, including supply staff, contractors and volunteers incorporating 'duty to refer' and whistleblowing, acceptable use of technologies/mobile devices, staff/learner relationships and communications, including the use of social media,

School/college security and visitors, Policy/agreement for visiting speakers,

SEND annual information report,

Relationships education (RE)/relationships and sex education (RSE) and health education (physical and mental well-being)

Communications, Complaints procedure, Information sharing.

Section 2: What is abuse?

Abuse is a form of maltreatment of a child which may be caused by an adult, adults or by another child or pupils inflicting harm or by failing to prevent harm. The abuse can be physical, sexual, neglect or emotional, including witnessing the ill treatment of others, such as domestic abuse.

Pupils can be at risk of abuse inside and outside of their home, in their community, inside and outside the school and online. Safeguarding issues can put pupils at of risk harm. Behaviours linked to drug taking and or alcohol misuse, deliberately missing or absent from education, serious violence (including county lines), radicalisation, consensual/non-consensual sharing of nude and semi-nude images can be signs that pupils are at risk. Abuse, neglect, and safeguarding issues are rarely stand-alone events; in most cases multiple issues will overlap with one another. Safeguarding action may be needed to protect pupils from the following risks, which include abuse perpetrated by other pupils as well as by adults:

- Any concerns that a child has suffered or is at risk of suffering physical abuse, sexual abuse, emotional abuse, or neglect.
- Bullying, including online bullying and prejudice-based bullying, racist, disability and homophobic or transphobic abuse.
- Gender-based violence/violence against women and girls.
- Sexual harassment, online sexual abuse, and sexual violence between pupils. Online abuse can include sending abusive, harassing, and misogynistic or misandrist messages; sharing nude and semi- nude images and videos; and coercing others to make and share sexual imagery.
- Radicalisation and/or extremist behaviour.
- Child sexual exploitation and child criminal exploitation, including county lines. This is known locally as child at risk of exploitation or 'CRE'.
- Risks linked to using technology and social media, including online bullying; the risks of being groomed online for exploitation or radicalisation; and risks of accessing and generating inappropriate content, for example youth produced sexual imagery.

- Abuse within intimate personal relationships between pupils (sometimes known as ‘teenage relationship’ abuse)
- Upskirting.
- Substance misuse – drugs and alcohol.
- Gang activity and serious violence, particularly affecting young males who have been excluded, have experienced trauma and have been involved in offending.
- Domestic abuse.
- Forced marriage, female genital mutilation and so-called ‘honour-based’ violence.
- Pupils with Perplexing Presentations (PP) in whom illness is fabricated or induced (FII)
- Homelessness.
- Other issues not listed here but that pose a risk to pupils. Further information about indicators of abuse and neglect as well as safeguarding risks noted above are located in Keeping Pupils Safe in Education (2022)

Section 3: Responding to concerns about a child’s welfare

Key points to remember for any member of staff (including volunteers or supply staff) or visitors whenever they have any concerns about a child’s welfare:

- In an emergency take the action necessary to help the child, for example, call 999.
- Do not assume a colleague or another professional will take action and share information that might be critical to keeping a child safe. Early information sharing is vital in keeping pupils safe, whether this is when problems first emerge, or when a child is already known to local authority pupil’s social care.
- Report your concern to the Designated Safeguarding Lead or the Safeguarding Governor as soon as you can and by the end of the day at the latest.
- Staff must report any safeguarding concerns at the earliest opportunity and must not leave site until this is reported.
- If you are unsure speak to the Designated Safeguarding Lead or their Safeguarding Governor
- If the Designated Safeguarding Lead or Safeguarding Governor is not around, ensure the information is shared with them via means of Teams, mobile or landline communication as soon as reasonably possible but always before the end of the day. The concerns and any action taken must then be shared with the Designated Safeguarding Lead as soon as it is possible.
- If the concerns are about sharing nudes and semi-nudes do not view, copy, print or share the images.
- Share information on a need-to-know basis only – do not discuss the issue with colleagues, friends or family.
- As soon as you are able, complete a record of the concerns. This should be on the same day and before the child is due to leave the premises. Add all safeguarding concerns to our system and alert the Designated Safeguarding Lead or Safeguarding Governor.
- Seek support for yourself if you are distressed.

Staff must always immediately inform the Designated Safeguarding Lead or the Safeguarding Governor if there are any:

- Concerns that a child is presenting signs or symptoms of abuse or neglect, including suspicion that a child is injured, marked, or bruised in a way which is not readily attributable to the normal knocks or scrapes received in play.

- Searching incidents where there are reasonable grounds to suspect a learner was in possession of a prohibited item or where a search has revealed a safeguarding risk.
- Behaviour or changes in presentation, including changes in attendance, which gives rise to suspicions that a child may not be receiving adequate care or may be suffering harm.
- Hint or disclosure of abuse about or by a child
- Concerns that a person(s) who may pose a risk to pupils is living in a household with pupils present.
- Concerns about online abuse including cybercrime, exploitation, harmful sexual behaviour, sharing nudes and semi nudes and/or where any adult appears to be sexually communicating (e.g., email, text, written note or verbally) with a child.
- Concerns about child-on-child abuse, including sexual violence and harassment.
- Information which indicates that the child is living with someone who does not have parental responsibility for them (this is known as private fostering)
- Concerns that a child is at risk of domestic abuse or so called 'honour-based' abuse, including forced marriage, female genital mutilation (FGM), breast ironing, virginity testing or hymenoplasty.
- Concerns that a child is at risk of radicalisation, child sexual exploitation or criminal exploitation, including county lines; (this is also known locally as CRE - child at risk of exploitation) or that a child or their parent/carer may be a victim of modern slavery (trafficked)

There will also be occasions when you suspect that a child may be at risk, but you have no 'real' evidence or that the child may need support with their mental health. The child's behaviour and or appearance may have changed, their attendance to setting may have reduced, their ability to concentrate and focus may have altered, or you may have noticed other behavioural and or physical but inconclusive signs. In these circumstances, you should try to give the child the opportunity to talk. The signs you have noticed may be due to a variety of factors and it is fine to ask the child if they are alright or if you can help in any way. It is not the responsibility of the staff to investigate welfare concerns or determine the truth of any disclosure or allegation; this is the responsibility of local authority children's social care. All staff however have a duty to recognise where extra support is needed or where there are complex needs or child protection concerns requiring intensive or specialist support. Ensure you record these early concerns using the settings system. If a child or adult does begin to reveal that a child is being harmed, you should follow the advice in the section 'If a child chooses to tell a member of staff about a concern or abuse'

Remember: If you are unsure, you should always have a discussion with the Designated Safeguarding Lead or the Safeguarding Governor.

If a child chooses to tell a member of staff about a concern or abuse:

It takes a lot of courage for a child, parent, carer, or other significant adult to disclose that they are worried or have concerns. They may feel ashamed, the abuser may have threatened what will happen if they tell, they may have lost all trust in adults, or they may believe, or have been told, that the abuse is their own fault. It is important they are reassured that they are being taken seriously, and that they will be supported and kept safe. They should not be made to feel they are creating a problem or feel ashamed for making a report. Reports, particularly those about sexual violence and harassment, if possible, should be managed with two members of staff present (preferably one being the Designated Safeguarding Lead or a Safeguarding Governor), however this might not be possible in all cases.

If a child or adult talks to you about any risks to a child's safety or wellbeing you will need to let them know that you must pass the information on – you are not allowed to keep secrets. The point at which you do this is a matter for professional judgement.

During your conversation with the child (or their parent/carer):

- Allow them to speak freely, listen to what is being said without interruption and without asking leading questions.
- Keep questions to a minimum and of an open nature ('TED questions' tell me, explain, describe) i.e., 'can you tell me what happened?' rather than 'did x hit you?'
- Remain calm and do not overreact – the child (or their parent/carer) may stop talking if they feel they are upsetting you. Give reassuring nods or words of comfort – 'I'm so sorry this has happened', 'I want to help', 'This isn't your fault', 'You are doing the right thing in talking to me'.
- Avoid admonishing the child or adult for not disclosing earlier. Saying 'I do wish you had told me about this when it started' or 'I can't believe what I'm hearing' may be your way of being supportive but they may interpret it that they have done something wrong.
- Do not be afraid of silences – remember how hard this must be for the child or adult.
- Under no circumstances ask investigative questions – such as how many times this has happened, whether it happens to siblings too, or what do other family members think about all this.
- At an appropriate time tell the child or adult that to help them you must pass the information on
- Do not automatically offer any physical touch as comfort; it may be anything but comforting to a child who has been abused.
- Tell the child or adult what will happen next. The child or adult may agree to go with you to see the Designated Safeguarding Lead. Otherwise let them know that someone will come to see or contact them before the end of the day.

Report verbally as soon as practically possible to the Designated Safeguarding Lead then:

- Write up your conversation as soon as possible by completing the 'Tigers Education Recording forms for Safeguarding Concerns' located in the Safeguarding File in Tigers Education Admin Room and hand it to the Designated Safeguarding Lead.
- Pupils should **not** be asked to write statements about abuse or any concerns that may have happened to them or sign the staff record.
- Seek support if you feel distressed. This may be immediately or sometime after the disclosure.

Role of the Designated Safeguarding Lead and the Safeguarding Governor following identification of concerns

Whenever the Designated Safeguarding Leads or the Safeguarding Governor receive information regarding concerns about a child, including via police domestic abuse notifications (Operation Encompass)) they will:

- Review information received and assess if any urgent actions are needed, i.e. medical, child's immediate safety
- Check what is known about the child when they arrived (or not) at setting today, how they are presenting physically and emotionally and if there are any changes in their behaviour.
- Consider what is already known about the child and their family, including whether any previous concerns have been raised by staff or if they are already known to local authority children's services (targeted early help or social care)
- Consider what 'checks' need to be carried out and how best these can be achieved.
- Inform relevant staff who have a specific need to know i.e. Teacher, Mentor and relevant Support Staff.
- Where appropriate use relevant national, local and education-based risk identifying, assessment tools and guidance to support the identification of needs and decision making, such as:
- Not directly approaching a child or parent/carer about an incident when the school have received a domestic abuse notification (Operation Encompass) and instead make general enquiries with the child about how they are.
- If a child initiates a conversation about the incident the guidance outlined in the section 'If a child chooses to tell a member of staff about a concern or abuse' will be followed.
- Following Nottinghamshire Safeguarding Pupils Procedures, we will make decisions about the child's needs and the appropriate level of support and intervention. Possible options include internal support via pastoral systems, early help assessment and referral to statutory services such as local authority children's services.
- Considering whether the matter should be discussed with the child's parents or carers or whether to do so may put the child at further risk of harm, see Notifying parents.
- If unsure about the action to take, including that a child protection referral should be made, seeking advice from local authority pupil's social care or another appropriate agency.
- If the concerns are about radicalisation or violent extremism, making a referral to the police Prevent Team.
- Where the child has complex needs or where there are child protection concerns, referring as appropriate to Local Authority Pupil's Services via agreed processes, providing a copy of the early help assessment, action plan and any other relevant assessments.
- If a child is at risk of immediate harm, and/or where it is believed a criminal offence has been committed, including sexual violence and harassment, referring to the police. See NPCC When to call the police, guidance for schools and colleges. Safeguarding considerations must take priority and include how screening, searching, and confiscating powers will be used safely, proportionately, and appropriately, including undertaking a police strip search on a child and the requirement for pupils to have an appropriate adult.; see Searching, screening and confiscation at school guidance (2022).

Notifying Parents/Carers

The setting will normally seek to discuss any needs or concerns about a child with their parents or carers. Where an early help assessment would benefit the child and their family the most appropriate member of staff should approach the parent/carer to take this forward. In situations where there are serious needs or child protection concerns the Designated Safeguarding Leads or Safeguarding Governor will contact the parent or carer. However, if the setting believes that notifying parents could increase the risk to the child or exacerbate the problem, then advice will first be sought from local authority children's social care.

Early Help Support and Assessment (emerging needs)

Where a child is likely to require coordinated support from a range of early help services, or where there are concerns for a child's well-being or a child's needs are not clear, not known or not being met, the Designated Safeguarding Lead or their Safeguarding Governor will support the completion of an early help assessment (EHA) and if needed, co-ordinate a team around the family (TAF). Whenever a child and their family are supported via an early help assessment, the setting will keep this under constant review and should the child's situation appear not to be improving or getting worse, consideration will be given to a referral to local authority children's services.

Referral to local authority children's social care (intensive and specialist support)

Concerns about a child's welfare will be referred to local authority children's social care using the agreed referral process as outlined on their website/guidance.

If at any point there is a risk of immediate serious harm to a child, an immediate referral should be made to local authority children's social care and/or if appropriate, the police. Anybody can make the referral.

Where it is believed that there are urgent child protection concerns, the Designated Safeguarding Lead or Safeguarding Governor will make a referral to local authority children's social care by phone and follow this up in 'writing' via the local authority Online Referral System. Non-urgent cases will be referred via the local authority Care Online Referral System. In exceptional circumstances, such as in an emergency or a genuine concern that appropriate action hasn't been taken, any staff member can refer their concerns directly to local authority children's social care; however, they should inform the Designated Safeguarding Lead or Safeguarding Governor as soon as possible.

Female genital mutilation (FGM)

If the referral is about a 'known' case of female genital mutilation (FGM), in addition to a referral to local authority children's social care, the individual member of staff also has a mandatory reporting duty; see Mandatory Reporting of Female Genital Mutilation; procedural information (2015). Under this duty, 'known' cases of FGM where a girl under 18 informs the person that an act of FGM has been carried out on her, or where physical signs appear to show that an act of FGM was carried out, this must be reported to the police on 101. This is a personal responsibility in addition to the referral to local authority children's social care and the professional who identifies FGM and/or receives the disclosure should make the report by the close of the next working day.

Action following referral.

The Designated Safeguarding Leads, their Safeguarding Governor or other appropriate member of staff will:

- Where a referral was made by phone follow up the referral in writing using the online referral system within 48 hours and attaching any existing assessment e.g. early help assessment. In all cases the setting will also include information held about any place-based risks (harm outside of the home)
- Be aware that local authority children's social care should make a decision within one working day of the referral being made about what course of action they are taking and let the setting know the outcome. If the information is not forthcoming, the Designated Safeguarding Lead or another appropriate member of staff should follow this up.
- Maintain contact with the allocated social worker and support them or other agencies following any referral.
- Contribute to any strategy discussion or meetings.
- Support any Section 47 enquiries or statutory assessments that are carried out.
- Provide a report for, attend, and contribute to any initial and review Child Protection Conference. This includes sharing any reports with parents/carers and where appropriate, the child.
- Share the content of this report with the parent/carer and if appropriate the child, prior to the meeting.
- Attend core group meetings for any child subject to a Child Protection plan or Child in Need meeting for any child subject to a Child in Need plan.
- Where a child on a Child Protection plan, Child in Need plan or who is Looked After moves from the setting or goes missing, immediately inform the key worker in local authority children's social care.
- If after the referral the child's situation does not appear to be improving the Designated Safeguarding Lead should press for re-consideration to ensure their concerns have been addressed and the child's situation improves

Confidentiality and sharing information.

Tigers Education recognises the importance of information sharing between the school and local agencies to effectively safeguard our learners. The setting operates with regard to HM Government.

Information Sharing; Advice for practitioners providing safeguarding services to pupils, young people, parents and carers (2018) and DDSCP Information Sharing Guidance for Practitioners (2022). All staff will be mindful of the seven golden rules to sharing information (See Appendix 4) and Data Protection Act (2018) and UK General Data Protection Regulation (UK GDPR) obligations. Staff are aware that the Data Protection Act 2018 and UK GDPR do not prevent or limit the sharing of information for the purposes of keeping pupils safe and promoting their welfare. Staff should be

proactive in sharing information as early as possible to help identify, assess, and respond to risks or concerns about the safety and welfare of a child, whether this is when problems are first emerging, or where a child is already known to local authority children's social care.

If in any doubt about sharing information, staff should speak to the Designated Safeguarding Lead or a Safeguarding Governor. 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 pupils.

Staff should only discuss concerns with the Designated Safeguarding Lead/s or Safeguarding Governor (or the most senior person on the premises if they are unavailable). That person will then decide who else needs to have the information and they will disseminate it on a 'need-to-know' basis. Wherever possible consent will be sought to share information. However, where there are safeguarding concerns about a child, information will be shared with the appropriate organisations such as local authority children's social care. In most cases concerns will be discussed with parents and carers prior to the referral taking place unless doing so would increase risk. The setting's policy on information-sharing is available to parents and pupils on request.

Record keeping

All concerns, discussions and decisions made and the reasons for those decisions should be recorded in writing using the settings agreed processes, to be found in the Safeguarding file in the Tigers Education Admin room. All staff will receive training in this respect before supporting pupils. If in doubt about recording requirements staff should discuss with the Designated Safeguarding Lead or their Safeguarding Governor. Records of concerns documentation, referrals and other written safeguarding information are kept in a child protection file for each child and stored separately from each child's education file; this file is 'tagged' to indicate that separate information is held. Child protection files are confidential and stored securely and only made available to relevant individuals. Records will include:

- A clear and comprehensive summary of the concern.
- Details of how the concern was followed up and resolved.
- A note of any action taken, decisions reached and the outcome, as well as a review of any progress made. Any professional differences of opinion about the safety of a child will also be recorded.

When a child leaves the setting the Designated Safeguarding Lead will ensure a copy of these records will be sent securely as soon as possible (within 5 days for an in-year transfer or within the first 5 days of the start of a new term) to any school or other education setting to which the child transfers and a confirmation of receipt obtained. The child protection file transfer will be separate to the main pupil file. This will allow the new provider to continue supporting the child and have the support in place for when the child arrives. The Designated Safeguarding Lead/s will also consider if it would be appropriate to share any information with the new education provider in advance of the child leaving

e.g. pupils who have or who have had a social worker and those receiving support through the Channel programme. The Designated Safeguarding Lead, their Safeguarding Governor and key staff such as

special education needs coordinators will be informed when a child's safeguarding/child protection file is received.

Support for those involved in a safeguarding/child protection issue.

Child neglect, abuse and exploitation are devastating for pupils and can also result in distress and anxiety for staff who become involved. We will support the pupils and their families and staff by:

- Taking all suspicions and disclosures seriously
- Nominating a link person who will keep all parties informed and be the central point of contact.
- Nominating a 'case manager' where a member of staff is the subject of an allegation made by a child.
- Responding sympathetically to any request from a child or member of staff for time out to deal with distress or anxiety.
- Maintaining confidentiality and sharing information on a need-to-know basis only with relevant individuals and agencies.
- Storing records securely.
- Offering details of helplines, counselling, or other avenues of external support.
- Following the procedures laid down in our whistleblowing, complaints and disciplinary procedures.
- Co-operating fully with relevant statutory agencies.

Section 4: Child-on-child abuse, including sexual violence and harassment

All staff working in or on behalf of the setting maintain an attitude of 'it could happen here' – this is especially important when considering child-on-child abuse. Even if there are no reports it does not mean it is not happening.

If staff have any concerns regarding Child-on-Child abuse, they should speak to the Designated Safeguarding Lead or their Safeguarding Governor.

Our setting recognises that pupils may abuse their peers physically, sexually, and emotionally. There is a zero-tolerance approach to child-on-child abuse; abuse is abuse and this will not be tolerated or passed off as 'banter', 'just having a laugh', 'boys being boys' or 'part of growing up' as this can lead to a culture of unacceptable behaviours and an unsafe environment for pupils. The setting will take child-on-child abuse as seriously as abuse perpetrated by an adult and address it through the same processes as any safeguarding issue. We will respond to all reports and concerns, including those that have happened outside of the school and / or online. In addition, we also recognise that pupils who abuse others and any other child affected by child on-child abuse are also likely to have considerable welfare and safeguarding issues themselves.

What is child-on-child abuse?

- Keeping Pupils Safe in Education defines child-on-child abuse as most likely to include but not limited to:
- Bullying (including cyberbullying, prejudice based and discriminatory bullying)
- Abuse within intimate personal relationships between pupils (sometimes known as 'teenage relationship abuse')
- Physical abuse such as hitting, kicking, shaking, biting, hair pulling or otherwise causing physical harm (this may include an online element which facilitates, threatens and /or encourages physical abuse)
- Sexual violence, such as rape, assault by penetration and sexual assault (this may include an online element which facilitates, threatens and /or encourages sexual violence)
- Sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse
- Causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party
- Consensual and non-consensual sharing of nudes and semi-nude images and or videos
- Upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress, or alarm
- Initiating/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element)
- It can also include causing someone to engage in extremist or radicalising behaviour.
- Child-on-child abuse exists on a continuum and different forms of abuse may overlap.
- It can affect any child/young person of any age and sex and can occur between two pupils or through a group of pupils abusing a single child or group of pupils.

Sometimes vulnerable pupils are targeted. For example:

- Those living with domestic abuse or with intra-familial abuse in their histories or young people in care
- Those who have experienced bereavement through the loss of a parent, sibling, or friend
- Black and minority ethnic pupils are under identified as victims but are over identified as perpetrators
- There is recognition it is more likely that girls will be victims and boys are likely to be perpetrators. However, both girls and boys can experience child-on-child abuse, but they are likely to experience it differently e.g. girls being sexually touched/assaulted or boys being subject to homophobic taunts/initiation/hazing (rituals and other activities involving harassment, abuse or humiliation used as a way of initiating a person into a group)
- Evidence also shows that pupils with SEND, and LGBTQ+ pupils are at greater risk

It is influenced by the nature of the environments in which pupils/young people spend their time - home, school, peer group, online and community - and is built upon notions of power and consent. Power imbalances related to gender, social status within a group, intellectual ability, economic wealth, social marginalisation etc, can all be used to exert power over a peer.

- Child-on-child abuse involves someone who abuses a 'vulnerability' or power imbalance to harm another and has the opportunity or is in an environment where this is possible.
- While perpetrators of child-on-child abuse pose a risk to others, they are often victims of abuse themselves.

Preventing child-on-child abuse

There is a whole setting approach to preventing child-on-child abuse, including child-on-child sexual violence and sexual harassment, this forms part of the whole setting approach to safeguarding. Our setting will seek to minimise the risk of child-on-child abuse by ensuring an approach that prepares learners for life in modern Britain. The establishment has a clear set of values and standards which are upheld and demonstrated throughout all aspects of life. We will provide a safe environment, promote a culture of positive standards of behaviour, take steps to address inappropriate behaviour, have effective systems in place where pupils can confidently raise concerns knowing they will be taken seriously and provide safeguarding through the curriculum via relationships education/relationships and sex education, online safety, and other curriculum opportunities. This may include targeted work with pupils identified as vulnerable or being at risk and developing risk assessment and targeted work with those identified as being a potential risk to others. All staff understand the importance of challenging inappropriate behaviours between peers that are abusive in nature. Downplaying certain behaviours will not be tolerated or passed off. Staff will maintain an attitude of 'it could happen here' and all inappropriate behaviour will be addressed. The setting deals with a wide continuum of children's behaviour on a day-to-day basis and most cases will be dealt with via our setting processes. These are outlined in the following policies:

- The Tigers Education behaviour policy, including bullying/ online bullying and prejudice-based bullying, searching, and confiscating powers and how they will be used safely, and appropriately, including police strip searches.

- Online safety policy and other associated issues, including sharing nudes and semi-nudes and extremist material.
- Pupils who runaway, are absent from school or go missing.
- Relationships education/ relationships and sex education.

Systems for pupils to report abuse.

Even if there are no reports, all staff understand it does not mean it is not happening; it may be the case that it is not being reported. We recognise that pupils may not find it easy to tell staff about the abuse, that certain pupils may have additional barriers to telling someone and pupils can show signs or act in ways they hope adults will notice or react to. In some cases, victims may make indirect reports via a friend or staff may overhear conversations. All staff recognise the indicators and signs of child-on-child abuse and know how to identify it. See Systems for pupils to report concerns and abuse for information about the systems in place for pupils to confidently report abuse.

If staff have any concerns regarding child-on-child abuse, they should speak to the Designated Safeguarding Lead or Safeguarding Governor.

Responding to concerns about a child's welfare. In serious incidents of child on child abuse a panel of SLT members will meet to discuss the incident and agree any immediate actions which need to be taken. A risk assessment management plan (RAMP) will be completed which does not replace individual pupil risk assessments, however it identifies measures which need to be put in place to mitigate any risks within setting.

Considerations for cases where child-on-child abuse is a factor include:

- What are the wishes of victims in terms of how they want to proceed?
- What is the nature, extent and context of the behaviour including verbal, physical, sexual (including sharing of nudes/semi-nudes) and/or online abuse? Was there coercion, physical aggression, bullying, bribery or attempts to ensure secrecy? What was the time, location, duration, and frequency? Is the incident a one off or a sustained pattern of abuse? (Remember there may be other forms of abuse in addition to what has been reported) Were other pupils and /or adults involved? Has a crime been committed and/or have any harmfully sexual behaviours been displayed?
- What is the child's age, development, capacity to understand and make decisions (including anything that might have had an impact on this e.g. coercion), and family and social circumstances? What is the nature of the relationship between the pupils involved? Are they in a current or previous intimate personal relationship, do they live in the same household or setting, attend the same school, classes, or transport?
- What are the relative chronological and developmental ages of the pupils? Does the victim or perpetrator have a disability or learning difficulty? Are there any differentials in power, social standing, or authority?
- Is the behaviour age appropriate or not? Does it involve inappropriate sexual knowledge or motivation

- Are there any risks to the child victim or alleged perpetrator themselves and others e.g. other pupils in school, adult students, school staff, in the child's household (particularly siblings or other pupils related to the household), extended family, peer group or wider social network? Are there any links to child sexual exploitation, child criminal exploitation or gang related activity?

Immediate consideration should be given to how best to support and protect the victim and alleged perpetrator, and any other pupils involved/impacted. Where the report involves rape and assault by penetration, the alleged perpetrator must be removed from any classes they share with the victim. There must also be careful consideration on how best to keep the victim and alleged perpetrator apart on school premises (including any before or after school activities) and on transport to and from the setting. For all other reports of sexual violence and sexual harassment and forms of child-on-child abuse, the proximity of the victim and alleged perpetrator and considerations regarding shared classes, premises and transport should be considered immediately.

All decisions will be made in the best interests of the pupils involved and should not be perceived to be a judgement on the guilt of the alleged perpetrator. In all cases, the initial report should be carefully evaluated on a case-by-case basis with the Designated Safeguarding Lead taking a leading role and using their professional judgement, supported by other agencies, such as local authority children's social care and the police as required. The Designated Safeguarding Lead will refer to relevant assessment tools and guidance as appropriate such as:

- Keeping Pupils Safe in Education, part five
- Sharing nudes and semi-nudes: advice for education settings working with pupils and young people
- Searching, screening and confiscation at school
- Behaviour in schools
- Stop it Now Sexual Behaviours Traffic Light Tool
- When to call the police

Whenever there is an allegation of abuse, including concerns about sexual harassment and violence, made against a child, the Designated Safeguarding Lead and other appropriate staff will draw together separate risk and needs assessments and action plans to support the victim and the alleged perpetrator.

These will consider:

- The victim, especially their protection and support
- Whether there have been other victims
- The alleged perpetrator/s
- All the other pupils (and if appropriate adult students and staff) at the school, especially any actions that are needed to protect them from the perpetrator/s, or from future harms.
- The time and location of the incident and any action required to make the location safer.

When information can be disclosed to staff and others, including the alleged perpetrator and parents/carers Whenever local authority children's social care and/or the police are involved, the setting will work in collaboration to ensure the best possible support and protection is provided for both the victim and the alleged perpetrator. All reports of child-on-child abuse (including sexual harassment and/or sexual violence) will be recorded in the child's safeguarding/child protection file. This will include all decision making, risk and needs assessment and plans recorded in writing as outlined in Section 6.

Where appropriate incidents may be managed internally (low level needs), via early help (emerging needs) or through local authority children's social care (complex/serious needs or child protection concerns); reports to the police will be run in parallel with children's social care as outlined in the relevant multi-agency safeguarding procedures, in particular Pupils who Present a Risk of Harm to Others and Online Safety and Internet Abuse procedures. All risk and needs assessment and action plans whether internal or multi-agency will be reviewed and updated on a regular basis. If things do not improve or deteriorate the situation should be reconsidered. Where the victim or alleged perpetrator transfers to another education setting, the Designated Safeguarding Lead will ensure the new provider will be made aware of any on-going support needs (and will discuss this with the victim and where appropriate their parents, as to the most suitable way of doing this) as well as transferring the safeguarding/child protection file. In the case of the alleged perpetrator, where appropriate, this will also include potential risks to other pupils and staff. See Section 6. Responding to concerns about a child's welfare - record keeping.

Action on concerns

Child-on-child abuse may be a one-off serious incident or an accumulation of incidents. Staff may be able to easily identify some behaviour/s as abusive, however, in some circumstances it may be less clear. In particular, reports of sexual violence and harassment are likely to be complex and require difficult professional decisions to be made, often quickly and under pressure. In all cases the initial response to a report is very important. Members of staff will take the concerns seriously and reassure the child that they will be supported and kept safe, regardless of how long it has taken them to come forward. If possible, reports should be managed with two members of staff present (preferably one being the Designated Safeguarding Lead or a Safeguarding Governor), however this might not be possible in all cases. The victim will not be given the impression they are creating a problem or made to feel ashamed for making a report or their experience minimised. Abuse which has occurred online or outside of the school will be treated just as seriously as that which has occurred within the education environment. Staff must follow Section 6. Responding to concerns about a child's welfare and discuss the concerns and seek advice from the Designated Safeguarding Lead. When an allegation is made by a pupil/student against another pupil/student, members of staff should consider if the issues raised indicate that the child and/or alleged perpetrator may have low level, emerging needs, complex/serious needs, or child protection concerns and follow the process outlined in section 6.

Any suspicion or allegations that a child has been sexually abused or is likely to sexually abuse another child (or adult) or where there are concerns about any other form of abuse, a referral must be made immediately to local authority children's social care and where appropriate, the police.

Section 5: What staff should do if they have a safeguarding concern or an allegation about another member of staff or concerns about safeguarding practices within the setting.

As part of our setting approach to safeguarding there are processes in place for continuous vigilance, maintaining an environment that deters and prevents abuse and challenges inappropriate behaviour. Our culture and environment support staff to discuss matters that concern them in the workplace and, where appropriate, outside the workplace which may have implications for the welfare and safety of pupils. All concerns and or allegations about adults working in or on behalf of the school (including supply teachers, contractors, and volunteers) will be reported, recorded, and dealt with promptly and appropriately. By doing so everyone in the setting will:

- Create and embed a culture of openness, trust, and transparency.
- Help to identify concerning, problematic or inappropriate behaviour at an early stage.
- Minimise risk of abuse
- Ensure that staff are clear about professional boundaries and act within these, in accordance with the ethos and value of the setting.

Our setting recognises there are two levels of allegation/concern.

- Allegations that may meet the harms threshold
- Allegations/concerns that do not meet the harms threshold, also known as 'low level concerns' This is where an allegation might indicate that a person will pose a risk of harm if they continue to work in their present position, or in any capacity with pupils in a setting. Where it is alleged that anyone working in the establishment, including supply teachers, contractors and volunteers has:
 - Behaved in a way that has harmed a child or may have harmed a child.
 - Possibly committed a criminal offence against or related to a child.
 - Behaved towards a child or pupils in a way that indicates he or she may pose a risk of harm to pupils.
 - Behaved or may have behaved in a way that indicates they may not be suitable to work with pupils. This includes any behaviour that may have happened outside school and is known as transferable risk

If you have concerns about another staff member

Staff who are concerned about the conduct of a colleague (including supply staff, contractors, and volunteers) must remember that the welfare of the child is paramount. All concerns of poor practice or concerns about a child's welfare brought about by the behaviour of colleagues should be reported without delay to the Designated Safeguarding Lead. Where there are concerns allegations about the Designated Safeguarding Lead this should be referred to the Safeguarding Governor. In a situation where there is a conflict of interest in reporting the matter to the Safeguarding Governor this should be reported directly to the Local Authority Designated Officer (LADO). The member of staff should

make a record which will include time, date, place of incident, persons present, what was witnessed, what was said etc; this should then be signed and dated.

An allegation panel will be convened in setting consisting of the Director and Governor. The panel will discuss the allegation and decide if this meets the criteria for a LADO referral based on the LADO thresholds. Where this threshold is not met and the concern is identified as a low level concern there may be further action taken following the setting disciplinary procedures Looking after the welfare of the child. Where a child has been harmed, or there is an immediate risk of harm to a child or if the situation is an emergency, local authority children's social care should be contacted and where appropriate the police. It is the Designated Safeguarding Lead's responsibility to ensure the child is not at risk and refer cases of suspected abuse to children's social care. For further information about how concerns which may meet the harms threshold will be investigated, recorded and managed, including non-recent allegations by a child and referrals to the Local Authority Designated Officer (LADO) which incorporates low-level concerns, managing allegations against staff and whistleblowing.

Concerns that do not meet the harm threshold

Allegation/concerns that do not meet the harms threshold are referred to as 'low-level concerns'. A low-level concern does not mean it is insignificant, rather that the behaviour towards the child does not meet the harm threshold as outlined above. A low-level concern is any concern, no matter how small, that an adult working in or on behalf of the school may have acted in a way that is:

- Inconsistent with the staff behaviour (code of conduct) policy, including inappropriate conduct outside of work,
- Does not meet the harm threshold or is not serious enough to consider a referral to the Local Authority Designated Officer (LADO)

The behaviour can exist on a wide spectrum. Further information about distinguishing expected and appropriate behaviour from concerning, problematic or inappropriate behaviour can be found in the school staff behaviour (code of conduct) policy.

Staff are also encouraged to self-refer where they have found themselves in a situation which could be misinterpreted, might appear compromising to others and/or on reflection they believe they have behaved in a way that they consider falls below the expected professional standards.

The Director will be the decision makers in respect of all low-level concerns, which will be undertaken in collaboration with the Safeguarding Governor.

Reports about supply staff or contractors will be notified to their employers.

All low-level concerns will be recorded in writing to include details of the concern, the context and the action taken.

Concerns about safeguarding practices within the setting

All staff are encouraged to raise concerns about poor or unsafe practice and potential failures in the setting safeguarding regime. These concerns will be taken seriously by the senior leadership team.

Emergency Call-Out and Out-of-Hours Support

At **Tigers Education**, we are committed to ensuring the safety and wellbeing of all our pupils, staff, and partners at all times. We understand that emergencies can arise outside regular operating hours, and we have put systems in place to provide responsive and reliable support when needed.

Emergency Call-Out Arrangements

For urgent situations requiring immediate attention outside of regular hours (e.g., safeguarding concerns, incidents requiring intervention), please contact **Safeguarding** at:

Phone: 07913091055

email: info@tigerseducation.com

Availability: 24 hours a day, 7 days a week.

Our dedicated team will assess the situation and take the appropriate steps

Out-of-Hours Support

For non-emergency matters that arise outside our working hours, such as logistical questions, pupil absences, or general queries.

Please email **info@tigerseducation.com** or call **07913091055** and we will respond as soon as possible.

Alternatively, leave a message on 07913091055 and a member of our team will contact you as soon as possible.

In Case of a Safeguarding Emergency

If you are concerned about the immediate safety of a child or young person:

- Call **999** for emergency services.
- Contact the **Nottinghamshire Multi-Agency Safeguarding Hub (MASH)** at **0300 500 80 80** for urgent advice.

Our Commitment

We aim to provide a safe and supportive environment for all our pupils, even in challenging circumstances. Our team is trained to respond to emergencies and work with relevant agencies to ensure every issue is managed appropriately and efficiently. For further information about our services and support, please get in touch with us during regular hours on 07913091055 or info@tigerseducation.com

We are here to support you and your family. Please don't hesitate to reach out if you have any questions or concerns.

Section 1: school staff safeguarding roles and responsibilities

Staff induction

Staff at Tigers Education will have an induction appropriate to their roles, which will include organisation vision/ethos, aspirations, and expectations of all staff, as well as what is considered

acceptable and what is not. New staff will also receive information about systems within the setting which support safeguarding, including online safety and copies of policies; this includes:

- Safeguarding policy, which includes how the setting deals with child-on-child abuse.
- Behaviour policy, which includes measures in place to prevent bullying, including cyberbullying, prejudice-based and discriminatory bullying.
- Staff behaviour (code of conduct) policy, which includes acceptable use of technologies/mobile devices, staff/learner relationship and communications, including the use of social media. The policy also incorporates low-level concerns, allegations against staff and whistleblowing.
- The safeguarding response to pupils who are absent or go missing from education.
- The safeguarding response to child-on-child abuse
- The role and names of the Designated Safeguarding Lead, their Safeguarding Governor, the Designated Teacher for Looked After Pupils and the Senior Mental Health Lead.

All staff will:

- Receive a paper/electronic copy of, read and sign to say that they have received, read, and understood:
- Those who work directly with pupils at least Part one of Keeping Children Safe in Education: for school and college staff and Further information (2023)
- School leaders, including Governors and Designated Safeguarding Lead all of Keeping Children Safe in Education (2023)
- Staff who do not work with pupils directly at least Keeping Children Safe in Education: for school and college staff (part 1) or Annex A Safeguarding information for school and staff (a condensed version of part 1)

All staff will:

Be aware of:

- Operation Encompass a police-led early domestic abuse notification to schools
- The safeguarding response to pupils who are absent or go missing from education
- The safeguarding response to child-on-child abuse
- The early help process for low level and emerging needs and understand their role in it
- The process for making a referral to local authority children's social care, the statutory assessments that may follow this and the role they may play in such assessments
- Know what to do if a child tells them they are being abused, exploited, or neglected and will be able to reassure pupils they are being taken seriously, will be supported, and kept safe.
- Know what to do if a child shares, produces or receives a sexual communication, including sharing nudes/ semi-nudes.
- Know what to do if a parent or carer shares any concerns about a child.

Be aware:

Pupils may not feel ready or know how to tell and/or might not recognise their experiences as harmful and that certain pupils may face additional barriers to telling

- Any child may benefit from early help and be alert to the need for early help for some groups of pupils
- Of the indicators of abuse and neglect, understand that pupils can be at risk inside and outside of the school, in their home, institutional or community setting and online
- Pupils can abuse other pupils, referred to as child-on-child abuse, and the setting policy to prevent and respond to it
- Pupils with special education needs or disabilities (SEND), particularly those with neurodevelopmental conditions such as autism, as well as those with certain medical or physical health conditions are particularly vulnerable to online and offline abuse, exploitation, and neglect - and face additional barriers to the recognition of this abuse
- Technology is a significant component in many safeguarding and well-being issues
- Mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation
- That children's poor behaviour may be a sign that they are suffering harm or that they have been traumatised by abuse
- Of the 'one chance' rule with suspected or actual victims of forced marriage and so called 'honour- based' abuse. That is, they may only have one opportunity to speak to a victim or potential victim to offer appropriate support and advice
- Of the indicators which may signal pupils are at risk from, or involved with, serious violent crime
- Have the skills, knowledge and understanding to keep looked after pupils and previously looked after pupils safe
- Discuss/report any concerns they have about a child with the Designated Safeguarding Lead or their Safeguarding Governor. If staff members are unsure, they should always speak to the Designated Safeguarding Lead or their Safeguarding Governor.
- Speak to the Designated Safeguarding Lead or Safeguarding Governor about any concerns about so called 'honour- based' abuse, breast ironing, female genital mutilation (FGM), virginity testing and hymenoplasty.
- Work with the Designated Safeguarding Lead and do everything they can to support social workers to help them carry out a statutory assessment.
- Be mindful that early information sharing is vital to identifying and tackling all forms of abuse and neglect and in promoting pupil's welfare, including in relation to their educational outcomes.

SMT and the management of safeguarding

As outlined in Keeping Children Safe in Education the SMT have a strategic leadership responsibility for the setting safeguarding arrangements and have the responsibility to ensure that Tigers Education complies with safeguarding duties under legislation. The senior leadership teams and Designated Safeguarding Lead are aware of and follow local arrangements. This includes

understanding and applying the Threshold document (criteria for action), local Protocol for Assessment for the relevant LA.

Arrangements have been made to set out information sharing processes and principles within the school and with local authority children's social care, safeguarding partners and other agencies. The setting will supply information as requested which enables and assists partners to perform their functions to safeguard and promote the welfare of pupils in their area, including information related to local and national child safeguarding practice reviews.

Director's exercise strategic oversight of all aspects of safeguarding in the school. To support this an annual safeguarding audit is completed to ensure the effectiveness of safeguarding policies and processes.

Designated Safeguarding Lead and Safeguarding Governor Designated Safeguarding Lead

A member of the senior leadership team is appointed to the role of Designated Safeguarding Lead to take lead responsibility for safeguarding and child protection (including online safety).

The Designated Safeguarding Lead co-ordinates the setting's safeguarding and child protection arrangements by providing advice and support to other staff on child welfare, safeguarding and child protection matters, (including Operation Encompass) notifications, takes part in strategy discussions/meetings and inter-agency meetings – and/or supports other staff to do so - and contributes to the assessment of pupils.

The setting also has a Safeguarding Governor to cover for when the Designated Safeguarding Lead is not available; the lead responsibility however remains with the Designated Safeguarding Lead. The Designated Safeguarding Lead actively liaises with other staff with safeguarding responsibilities, Teachers, Pastoral Support Staff, IT leads, SENCos and Senior Mental Health leads on matters of safety and safeguarding to ensure safeguarding and promoting children's well-being are effective. Pupils are referred to and discussed at the additional support panel where a graduated response to pupil's wellbeing is actioned.

The Designated Safeguarding Lead or a Safeguarding Governor is always available for the staff in the setting to discuss any safeguarding concerns. The setting has a safeguarding email address which is used to communicate Operation Encompass notifications, meeting invites and any other correspondence out of hours or in school holidays.

More information about the role and responsibilities of the Designated Safeguarding Lead can be found in Keeping Children Safe in Education Annex C: Role of the Designated Safeguarding Lead.

Safeguarding training

In addition to the safeguarding training at induction, all staff will receive safeguarding training appropriate to their roles and responsibilities which is regularly updated as well as Prevent Duty, child-on-child abuse and online safety training, including sharing nudes/semi-nudes, so they are equipped with the knowledge and skills to keep pupils safe. They will also receive regular

safeguarding and child protection (including online safety) updates at least annually to help provide them with an awareness of safeguarding issues that can put pupils at the risk of harm ensuring they have the relevant skills and knowledge to safeguard pupils effectively.

Safeguarding input in briefings will occur weekly on site, which addresses a safeguarding risk per week. The Directors safeguarding training and updates will enable them to have the knowledge to provide strategic challenge to test and assure themselves that safeguarding processes and procedures are effective and robust and a whole setting approach to safeguarding is in place.

Those involved with the recruitment and employment of staff to work with pupils will have received appropriate safer recruitment training

Section 2: Ensuring a safe environment for all children

Our setting provides a safe environment where pupils can learn and develop. This is an essential part of our whole setting approach to safeguarding which incorporates a culture of vigilance where children's welfare is promoted, timely and appropriate safeguarding action is taken for pupils who need extra help or who may be suffering, or likely to suffer harm.

The setting environment is safe and secure and protects our learners from harm or the risk of harm. Positive behaviours are consistently promoted, and abusive or inappropriate behaviour challenged. A positive and supportive environment is promoted which gives learners a sense of being value

Vulnerable pupils

We recognise that most of our pupils are vulnerable however, some groups of pupils are potentially at greater risk of harm than others and have agreed arrangements to ensure the safety of these pupils:

- Pupils who need a social worker (Child in Need and Child Protection Plans). As a matter of routine, the Designated Safeguarding Lead will hold and use the information that the child has a social worker to ensure that as a matter of routine decisions can be made in the best interests of the child's safety, welfare and educational outcomes. In addition, the setting will work with the school as appropriate, regarding the educational attendance, attainment, and progress of pupils with a social worker.

Pupils who are absent from education.

The setting proactively manages and takes steps to improve attendance across our community. Attendance is the essential foundation to positive outcomes for all of our learners and is everyone's responsibility in setting.

The setting response to pupils who are absent from education, particularly on repeat occasions and/or prolonged periods, supports identifying a range of safeguarding issues and abuse; it also helps prevent the risk of absent pupils becoming a child absent or missing education in the future. This includes when problems are first emerging but also where pupils are already known to local authority children's social care and need a social worker, where being absent from education may increase known safeguarding risks within the family or in the community. We support and monitor attendance and absence carefully to identify learners or cohorts that require support with their attendance and put effective strategies in place.

This includes:

- Building strong relationships with families, listening to, and understanding barriers to attendance and working with families to remove them.
- Sharing information and work collaboratively with other schools in the area, the local authority, and other partners when absence is at risk of becoming persistent or severe.

At Tigers Education, safeguarding and attendance are intrinsically linked. The DSL acts as the attendance lead and monitors pupils absent from education. We have a family support worker who offers support and guidance where there are barriers to attendance and completes safe and well checks where pupils have been absent for more than 1 day.

We also recognise that when pupils are not in setting, they miss the protection and opportunities that education can provide, and can become more vulnerable to harm. Learners who have a social worker, including looked-after pupils, and previously looked-after pupils, are especially vulnerable. Tigers Education proactively supports learners in the school environment and decision-making processes and operate in the best interest of pupils as outlined in the settings Reduced timetable policy.

We understand that there is no statutory basis upon which to establish a reduced timetable, however, many pupils at the school have exceptional circumstances and needs that require us to work with the school to implement timetable adjustments for a time-limited period in order to support pupils who cannot attend school full-time. This extends to pupils to whom it is deemed (in consultation with other professionals) that attending school on a full-time basis could be harmful to their mental and/or physical welfare. This is always done with a view to reintegrate into full-time provision as soon as this is appropriate. Many pupils have these needs formally recognised in their EHCP plans that often highlight a reduced timetable as an effective strategy to manage a child's learning and maximise engagement over the long term.

Pupils who require mental health support.

The setting and staff both have an important role to play in supporting the well-being and mental health of our learners. Mental health problems can be an indicator that a child has suffered or is at risk of suffering abuse, neglect, or exploitation. We have clear systems and processes in place for identifying possible emotional well-being issues and mental health problems, seek advice from external agencies where appropriate and have clear referral and accountability systems. Pupils with

possible emotional or mental health issues are referred to a graduated response pathway through the additional support panel.

Looked after pupils and previously looked after pupils.

The setting will ensure that appropriate staff have the information they need in relation to a child's looked after legal status, contact arrangements with birth parents or those with parental responsibility, care arrangements and the levels of authority delegated to the carer by the authority looking after him/her.

The Designated Safeguarding Lead has:

- Details of the child's social worker,
- The name and contact details of the virtual school head and the relevant support officer in the authority that looks after the child,
- The name of the Personal Advisor appointed to support a child who has left care.

When dealing with looked after pupils and previously looked after pupils, the setting will work with all local authority children's social care, health and other relevant agencies and take prompt action when necessary to safeguard these pupils, who are a particularly vulnerable group. The school will have a named designated teacher, who works with Tigers Education, to promote the educational achievement of pupils who are looked after, have left care through adoption, special guardianship, or child arrangement orders, or adopted from state care outside of England and Wales. The designated teacher has appropriate training, relevant qualifications, and experience.

Pupils with special educational needs and disabilities (SEND) or health issues.

Due to the context of the setting all pupils are identified as having some element of SEND need. The Designated Safeguarding Lead with oversight of SEND will closely liaise whenever there are any concerns or reports of abuse, neglect or exploitation involving a child with SEND, neurodevelopmental conditions such as autism or certain medical or physical health conditions. The setting will consider extra pastoral support and attention for these pupils, along with ensuring any appropriate support for communication is in place.

Pupils who are, or may be, lesbian, gay, bi, or trans (LGBTQ+).

The setting will take steps to reduce the additional barriers these pupils face and provide a safe space for them to speak out or share their concerns with staff.

We also recognise that in addition to the above, other factors can increase a child's vulnerability to abuse, exploitation, or neglect such as:

- In a family circumstance presenting challenges for the child, such as parental substance (drugs and/or alcohol) misuse, adult mental health issues and domestic abuse.
- Misusing drugs and or alcohol.
- Being an asylum seeker/refugee.

- Being from our New Communities.
- Living away from home, including private fostering arrangements, or have returned home to their family from care.
- Are at risk of homelessness or living in temporary accommodation.
- Living in chaotic, neglectful, and unsupportive home situations.
- Vulnerable to discrimination and maltreatment on the grounds of age, gender reassignment, marriage/civil partnership, pregnancy/maternity leave, disability, race (including colour, nationality, ethnic or national origin), religion/belief, gender, sex, or sexual orientation.
- Being a young carer.
- Not speaking or not having English as a first language.
- Being involved in the court system.
- Pupils affected by parental offending or with family members in prison.

Private fostering

In addition to the above the setting recognises the additional vulnerability of pupils in private fostering arrangements. A private fostering arrangement is essentially one that is made privately (without the involvement of a local authority) for the care of a child under the age of 16 (under 18, if disabled) by someone other than a parent or close relative with the intention that it should last for 28 days or more. See Pupils Act 1989: private fostering. When such arrangements come to our attention, we will advise the local authority.

Teaching safeguarding

We are committed to offering our learners preventative education and ensure that learners are aware of safeguarding risks, recognise when they are at risk and how and where to get help and support if they need it. They will be taught about healthy relationships online and offline, how to keep themselves and others safe, including online. To be effective, we recognise this will need to be tailored to the specific needs and vulnerabilities of individual pupils, including those who have been victims of abuse and pupils with special educational needs and disabilities. Our preventative education forms part of our whole school approach to prepare our learners for life in modern Britain, encourages open debate about different points of view and beliefs and creates a culture of zero tolerance for sexism, misogyny/ misandry, disablism, racism, homophobia, biphobia and sexual violence and harassment. The setting's core values and standards, alongside the fundamental British Values, are upheld and demonstrated throughout all aspects of the setting. This is underpinned by our behaviour policy, pastoral support system and our planned evidence-based relationships education/relationships and sex education and health education and reinforced throughout the whole curriculum. The curriculum is reflected by our local context and allows emerging safeguarding risks to be addressed when needed.

Online safety

Online safety and protecting learners from potentially harmful and inappropriate online material forms part of the whole setting approach to safeguarding, including policies, curriculum, staff training, roles and responsibilities of the Designated Safeguarding Lead and parental engagement. The setting has filtering and monitoring systems in place, which meet DfE filtering and monitoring standards.

This includes:

- Identifying and assigning roles and responsibilities to manage filtering and monitoring systems
- Reviewing filtering and monitoring provision at least annually
- Blocking harmful and inappropriate content without unreasonably impacting teaching and learning
- Having effective monitoring strategies in place that meet safeguarding needs the setting protects and educates learners and staff in their use of technology, including where they are learning remotely, and has mechanisms to identify, intervene and escalate any concerns where this is needed.

The setting's E-safety policy outlines how the four areas of risk, content, contact, conduct and commerce, will be addressed to protect and educate learners and staff. It also incorporates the use of mobile and smart technology and appropriate filtering and monitoring on setting devices and networks. Security protection procedures which meet the Cyber security standards for schools and colleges are in place in order to safeguard the systems, staff and learners and review the effectiveness of these procedures to keep up with ever evolving cyber-crime technologies. The setting is also in regular communication with parents and carers and uses these communications to reinforce online safety and the systems the setting use to protect pupils from online harms.

To ensure that online safety is effective, especially as technology and the associated risks and harms evolve and change, the setting undertakes an annual review and risk assessment. For more information see our E-safety policy.

Systems for pupils to report concerns and abuse

Our setting recognises the importance of ensuring that all pupils feel heard and understood. We have a culture of listening to pupils and taking account of their wishes and feelings in any measures the setting may put in place to protect them. Whenever there are any concerns, the child's wishes will be taken into account when determining what action to take and what services are provided. The welfare and safety of a child is of paramount concern and staff will act in the best interests of the child.

We understand the difficulties that pupils may have in approaching staff about their circumstances and any concerns they may have. Some pupils may feel unable to report their concerns or abuse,

others may have additional barriers to telling someone or not recognise what is happening is abusive.

The setting has an open and accepting attitude towards pupils and promotes a positive and supportive environment as part of our responsibility for pastoral care. Our setting's ethos promotes trusted relationships between learners and all staff which supports pupils to tell staff about any concerns they may have.

All pupils are allocated a Mentor who:

- Meets and Greets pupils as they arrive.
- Discusses any concerns or worries pupils may have.
- Liaises with pastoral and safeguarding teams.
- Communicates any concerns regarding attendance, behaviour or safeguarding during the team meeting, these are logged on our reporting system.
- Communicates with parents regarding any concerns raised, these will be logged.

TAS (Team Around the Setting) meetings are held termly where pupils with social care involvement and pupils with emerging needs are discussed this includes:

- Ongoing or new safeguarding concerns
- Risk assessments.
- Upcoming meetings.
- Any referrals needed.
- Threshold discussion.
- New pupil induction.
- New staff induction Pupils.

Parents/carers, and all staff will be free to talk about any concerns and see the setting as a safe place.

Many pupils can show signs or act in ways they hope adults will notice or react to, others may make indirect reports via a friend or staff may overhear conversations. All staff are alert to this and to the potential need for early help and are aware of the indicators of abuse, exploitation and neglect and know what actions they should take.

The setting has systems in place for pupils to complain and/or confidently report their concerns, including any form of abuse or neglect, including child-on-child abuse, and know that their concerns will be treated seriously.

We also have a suggestions, compliments and complaints box which allows anyone to contribute anonymously if that is their preferred method of communication.

Working with parents and carers

We recognise the importance of working together with parents/carers to educate as well as safeguard and promote the welfare of pupils.

- We work with parents positively, openly and honestly.
- Parents are encouraged to discuss their issues or concerns about safety and welfare of pupils, including any worries about a child's emotional well-being or mental health. They will be listened to and taken seriously.
- Parents/carers are aware there is a whole setting safeguarding approach to ensure that pupils are kept safe and well, and that the setting is part of Operation Encompass.
- We will provide parents with information about safeguarding issues, such as child exploitation (sexual and criminal) known as child at risk of exploitation (CRE), child-on-child abuse, emotional well-being/mental health, online safety, including sharing nudes and semi-nudes, harmful sexual behaviour, and terrorist/extremist material. We will also outline the support available to keep pupils safe within the setting, locally and nationally.

Up to date and accurate information is kept about pupils i.e.

- Names and contact persons with whom the child normally lives
- Those with parental responsibility
- Where reasonably possible, we hold more than one emergency contact number
- If different from above, those authorised to collect the child from the setting
- Name and contact details of GP
- Any relevant court orders or any other factors which may impact on the safety and welfare of the child
- Information about our learners given to us by pupils themselves, their parents, or carers or by other agencies will remain confidential. Staff will be given relevant information on a 'need to know' basis in order to support the child.
- It is made clear to parents and carers that the school has a duty to share information when there are any safeguarding concerns. Also, that there is a duty to keep records which relate to safeguarding work by the setting, or partner agencies. These will be kept securely, kept apart from the main pupil/student record and only accessible to key members of staff. Copies of these records will be securely sent to any education provider to which the child transfers and a confirmation of receipt obtained.
- Where we have reason to be concerned about the welfare of a child, we will always seek to discuss this with the child's parents or carers first. However, there may be occasions where we are not able to do this, for example, when by doing so, it places the child at additional risk or where it may not be possible to speak to the parents/carers.

Section 3: Safer recruitment and selection of staff

The setting uses best practice and has adopted robust recruitment procedures as outlined in Keeping Children Safe in Education (2023) to deter and prevent people who are not suitable to work with pupils from applying, securing employment or volunteering opportunities within the setting. We apply all appropriate measures for our staff, including volunteers, agency and third-party staff (supply staff) trainees/student teachers, governors/trustees, and contractors. This forms a vital part of the whole setting approach to safeguarding and is an essential part of creating a safe environment for our learners.

Those involved with the recruitment and employment of our staff have received appropriate safer recruitment training and at least one person who conducts an interview has completed safer recruitment training.

Safer practice in recruitment means thinking about and including issues to do with child protection and safeguarding pupils at every stage of the process from advertising, job descriptions/person specifications, application forms, shortlisting, employment history and references, selection and pre- appointment vetting checks.

Everyone who works in our setting, including volunteers will have an appropriate Disclosure and Barring (DBS) and qualifications relevant to their job role. Other checks that may be necessary for staff, volunteers, and others:

- Individuals who have lived or worked outside the UK – will undergo the same checks as all other staff and further checks deemed appropriate to ensure suitability.
- Agency and third-party staff (supply staff) - the setting will obtain written notification from any agency or third-party organisation provider that they have carried out checks on an individual who will be working in our setting that we would otherwise perform.
- Contractors – if we use contractors to provide services the contract will set out their safeguarding requirements.
- Trainee/ student teachers – applicants will undergo all necessary checks by the setting. The initial teacher training provider will carry out necessary checks on fee funded trainee teachers and will provide written confirmation that these have been carried out and judged suitable to work with pupils.
- Volunteers - the setting will ensure volunteers are appropriately supervised as outlined in statutory guidance on supervising the activities of workers and volunteers with pupils. In addition, risk assessments will be undertaken, and professional judgment/ experience used when deciding whether to obtain an enhanced DBS certificate for any volunteer not engaged in regulated activity. The details of the risk assessment will be recorded. The setting maintains a single central record of pre-appointment checks consistent with Keeping Children Safe in Education (2023).

Visitors

The AP premises provide a safe learning environment with secure access. We recognise there are different types of visitors, those in a professional capacity, children's relatives or others visiting for activities or visitors via a third party and have processes in place to ensure they are suitable, are checked and monitored as appropriate. We recognise the importance of allowing access for local authority children's social care to conduct, or to consider whether to conduct an assessment and that staff from other partner agencies may need to visit to see a child or young person to either safeguard or promote their welfare.

External speakers/visitors

The setting may ask external speakers or visitors to work with pupils or provide assemblies on subjects such as online safety, relationships/relationships and sex education and health education. On these occasions there will be an assessment of the educational value, the age appropriateness of what is going to be delivered and whether relevant checks will be required, and an assessment made of what will be appropriate supervision. There will also be an agreement made in advance of the session/s on how a safeguarding report should be dealt with by an external visitor.

Alternative Provision

Tigers Education is operating as an Alternative Provision and continues to be responsible for any learner placed within our setting. Learners in alternative provision often have complex needs and are vulnerable to additional risk of harm. We will ensure that Tigers Education meets the needs of the learner and provide written confirmation to the school that appropriate safeguarding checks have been carried out on our staff and individuals working in the setting. Tigers Education also has arrangements in place to ensure attendance is monitored and that we communicate effectively with the setting.

Monitoring and Review

This policy is reviewed at least annually by the Designated Safeguarding Lead and the Safeguarding Governor. This policy will be updated as needed to ensure it is up to date with safeguarding issues as they emerge and evolve, including any lessons learnt. Any changes made to this policy will be communicated to all members of staff. All members of staff are required to familiarise themselves with all processes and procedures outlined in this policy as part of their induction programme. The next scheduled review date for this policy is September 2026.

CONTACT DETAILS:

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Safeguarding Governor:

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Prevent/Channel Team:

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Phone: 101 ext 800 2962 or ext 800 2963

LADO The Local Authority Designated Officer

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Phone: 0115 804 1272

Local Safeguarding Children Partnership

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Phone: 0115 977 3935