

Primrose Hill Primary School



Safeguarding and Child Protection Policy

Autumn 2022
Autumn 2023

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Key contacts

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Designated safeguarding lead:

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Deputy designated safeguarding leads:

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Designated LAC teacher:

Name: Kirstie Barrett

Contact details: 020 7722 8500 Kirstie.barrett@primrosehill.camden.sch.uk

Nominated governor for child protection:

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London Borough of Camden

Child protection service manager and Local Authority Designated Officer (LADO):

Name: Sonia Forbes

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Safeguarding lead officers:

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Tel: 020 7974 1905

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Children's Contact Service/MASH team:

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Name: Jane Murphy

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Virtual School Head

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Part A: Core operational policies and procedures

1 Purpose of policy

This policy sets out how Primrose Hill School will meet its statutory duty under section 175 of the Education Act 2002 to safeguard and promote the welfare of children and help them to achieve good outcomes. Primrose Hill School will achieve this by providing a safe learning environment and ensuring school staff have the skills and knowledge to take action where children need extra support from early help services or require a social work service because they are in need or need to be protected from harm.

Primrose Hill School takes a holistic approach to safeguarding, and children's safety and welfare will be the key focus when developing policies so that the school environment and culture is one where:

- pupils know how to raise concerns, feel safe to raise concerns and are confident that their concerns will be taken seriously;
- staff are equipped to deal sensitively and effectively with concerns and disclosures;
- inclusive and anti-discriminatory behaviour is an expectation for staff and pupils;
- all forms of bullying, harassment and discrimination, or inappropriate, sexualised or offensive language and behaviour are not tolerated;
- the wishes and feelings of pupils are taken into account at all times.

2 Linked policies

The following policies make up the school's safeguarding and child protection responses and contribute to a safe learning environment:

- Safer recruitment and staff conduct policy for schools and colleges
- CSCP guidance for schools on dealing with allegations against staff and volunteers
- Online safety model policy for schools and colleges
- Model social media policy for schools
- Child on child abuse protocol
- Harmful sexual behaviour protocol

All policies are available at: [Schools and Nurseries Safeguarding Policies - Camden Safeguarding Children Partnership — CSCP](#)

3 Roles and responsibilities

3.1 Camden Supporting People Directorate

The Directorate includes Children's Safeguarding and Social Work (CSSW), Early Intervention and Prevention divisions and Camden Learning and these services will support the school to safeguard and promote the welfare of pupils by:

- co-ordinating the delivery of integrated children's services within the borough, including an early help service
- providing statutory social work services under the Children Act 1989
- providing Primrose Hill School with advice, support and guidance, model policies and procedures, training and dedicated lead officers with responsibility for child protection, safeguarding and online safety
- dealing with allegations against members of staff and volunteers through the Local Authority Designated Officer (LADO)
- taking responsibility for those children who are missing from or not in education, including children who are known to be home educated.

3.2 Governing body

The governing body will ensure that Primrose Hill School meets its statutory duties with regard to safeguarding and protecting pupils and that processes are in place to enable staff to understand the nature of safeguarding children in education and their role and responsibilities in doing so.

This includes Primrose Hill Primary School's legal duties under the Human Rights Act 1998, the Equality Act 2010 and the Public Sector Equality Duty (see Appendix 3).

In particular, the governing body will ensure the following:

- Primrose Hill Primary School has the following policies in place and that these are regularly monitored, reviewed and updated where necessary;
 - safeguarding and child protection policies and procedures that are consistent with Camden Safeguarding Children Partnership procedures and Camden's internal policies, early help, online safety, extra-familial harm and child on child abuse
 - a staff code of conduct policy that covers staff/pupil relationships, dealing with low level concerns and allegations, whistleblowing, communications and staff use of social media
 - a behaviour policy that includes measures for bullying and harassment, including prejudice based and discriminatory bullying
 - a procedure for responding to incidents where children go missing from education, particularly where there are repeated incidents that suggest potential safeguarding risks may be present.

- Primrose Hill School is able to work jointly with other agencies in order to ensure pupils can access help and support from early help services and statutory social work services and that children's plans are implemented and monitored
- There is a nominated governor with responsibility for liaising with Camden on safeguarding and child protection matters who links with the LADO in the event of an allegation against the head teacher
- A senior member of staff is appointed as the designated safeguarding lead with responsibility for carrying out the statutory duties as set out in this policy, the individual is given sufficient time and resources to carry out their responsibilities and that another member of staff is appointed to deputise in their absence
- There is a designated teacher nominated to promote the educational achievement of looked after children and previously looked after children and that this person has received appropriate training for the role
- Staff receive a thorough induction on joining and are given copies of all relevant safeguarding and child protection policies and the staff code of conduct policy
- Staff are confident that they can raise issues with leaders where there are concerns about safeguarding practice at the school and there are robust whistleblowing procedures in place
- Steps are taken to ensure parents and pupils are aware of Primrose Hill School's safeguarding and child protection policies and procedures
- Governors take steps to ensure children are given opportunities within the curriculum to learn how to keep themselves safe, including on-line.
- Primrose Hill School has appropriate written procedures in place to ensure safer recruitment practices and reasonable checks on visitors to the school, to deal with allegations against staff or volunteers and to report matters to the Disclosure and Barring Service as required, and that these policies are consistent with statutory guidance and reviewed on an annual basis
- At least one member of the governing body has undertaken accredited safer recruitment training
- All staff receive safeguarding and child protection training at least every 2 years and receive regular updates from the designated safeguarding lead to ensure they remain up to date with new legislation
- All governors receive safeguarding and child protection training needed to help them effectively scrutinise school safeguarding and child protection policies so that they can ensure policies are fit for purpose.
- Primrose Hill School has procedures in place to deal with allegations

made against other pupils

- Children's wishes and feelings are taken into account when deciding on what action to take or services to provide to protect individual children and there is a robust system in place for gaining feedback from pupils.

3.3 Schools and head teachers/principals/senior leadership team

The head teacher and/or senior leadership team will ensure that Primrose Hill School meets its statutory safeguarding duty by ensuring the following:

- All staff are aware of their role and responsibilities for safeguarding under Part 1 of the guidance Keeping children safe in education (2022)
- Staff are inducted thoroughly in line with section 5.1 of the Safer recruitment and staff conduct policy for schools and colleges

[Schools and Nurseries Safeguarding Policies - Camden Safeguarding Children Partnership — CSCP](#)

- All staff are able to identify those children who need extra help and can make appropriate referrals to early help services
- All staff are vigilant to harm and abuse, are able to identify those children for whom there are safeguarding and child protection concerns and can make appropriate referrals to CSSW
- Staff are able to work in partnership with other agencies to safeguard children, including providing early help support, contributing to assessments and the implementation of the child's plan, attending network meetings and case conferences, monitoring children's progress and liaising with social workers
- Safer recruitment practice is followed when recruiting to posts and appropriate action is taken whenever an allegation is made against a member of staff in line with the policy *Safer recruitment and staff conduct policy for schools and colleges*
- The school offers a safe environment for staff and pupils to learn
- Safeguarding issues are brought to the attention of the governing body.

3.4 Role of the designated safeguarding lead

The role of the designated safeguarding lead and their deputy is to take lead responsibility for safeguarding and child protection within Primrose Hill School and to be available during school hours for staff to discuss safeguarding concerns. Staff are aware of how to raise concerns, either with Harsha Patel, Kirstie Barrett, or Amanda Aplicano, during school hours. This can be done by internal phone, face to face, written statement, email or mobile phone. The usual method is via MyConcern, which will alert the DSL and deputies immediately.

The designated safeguarding lead (and their deputy) will:

- liaise with and manage referrals to relevant agencies such as CSSW, the LADO, the Channel Panel, the Police and the Disclosure and Barring Service (DBS)
- keep the head teacher, senior leadership team and the board of governors informed of on-going safeguarding and child protection issues and enquiries
- provide advice and guidance for staff on safeguarding and child protection issues and making referrals and support them through the referral process
- ensure the school's safeguarding and child protection policies are up to date and consistent with Camden's Safeguarding Children Partnership policies and that policies are reviewed annually
- ensure all staff, including temporary staff, are aware of and understand policies and procedures and are able to implement them through robust induction processes;
- attend regular training, including Prevent awareness training, and the designated teachers' meetings hosted by Camden in order to keep up to date with new policy, emerging issues and local early help, safeguarding and child protection procedures and working practices;
- provide regular updates received from Camden to all staff members and governors on any changes in safeguarding or child protection legislation (updated information will be provided by Camden at the designated teachers meeting and safeguarding trainers via 6 weekly bulletins; designated safeguarding leads will be responsible for communicating this information to staff immediately; they may decide to hold workshops or discuss in staff meetings
- have an awareness of those children who may be more vulnerable to poor educational outcomes due to safeguarding and other issues such as children in need, children with child protection plans, children with mental health issues, young carers and children who have special educational needs
- liaise with the SENDCO when considering any safeguarding action for a child with special needs
- liaise with the school's mental health lead or CAMHS team as appropriate where safeguarding concerns are linked to mental health issues
- raise awareness with staff on how children's vulnerabilities and exposure to safeguarding issues such as neglect, abuse and trauma can negatively influence their educational attainment and behaviour and how staff can work to meet these challenges and improve outcomes;
- liaise with the Camden Virtual School Head in order to meet the educational needs of children known to CSSW
- oversee child protection systems within the school, including the

management of records, ensuring confidentiality, standards of recording, and referral processes;

- provide a link between Primrose Hill School and other agencies, particularly CSSW and the Camden Safeguarding Children Partnership
- ensure staff, including temporary staff, receive appropriate safeguarding and child protection training every 2 years, including online safety training, identifying the early signs of child-on-child abuse and sexual violence and sexual harassment
- ensure parents are fully aware of Primrose Hill School policies and procedures and that they are kept informed and involved
- encourage a culture where children are listened to, their views taken into account and where they are encouraged to participate in keeping themselves safe
- ensure relevant records are passed on appropriately when children transfer to other schools and, where appropriate, share relevant information with schools to enable continued support for the child on transfer.

3.5 Working with parents and carers

Parents and carers have the main responsibility for safeguarding and promoting their child's welfare and Primrose Hill School recognises the importance of working in partnership with them to ensure the welfare and safety of pupils.

The school will:

- make parents aware of the school's statutory role in safeguarding and promoting the welfare of pupils, including the duty to refer pupils on where necessary, by making all school policies available on the school's website or on request
- provide opportunities for parents and carers to discuss any problems with class teachers and other relevant staff
- consult with and involve parents and carers in the development of school's policies to ensure their views are taken into account
- ensure a robust complaints system is in place to deal with issues raised by parents and carers
- provide advice and signpost parents and carers to other services and resources where pupils need extra support.

Additional guidance is available from the DfE on dealing with issues around parental responsibility:

<https://www.gov.uk/government/publications/dealing-with-issues-relating-to-parental-responsibility>

3.6 Multi-agency working

Primrose Hill School will work in partnership with relevant agencies in order to meet its obligations under section 11 of the Children Act 2004 and [working together to safeguard children 2018](#)

As a relevant agency under the Camden Safeguarding Children Partnership (CSCP) safeguarding arrangements, the school recognises its vital role in safeguarding school-age children and its statutory duty to co-operate with the CSCP to ensure joint working with partner agencies in order to improve outcomes for children in Camden.

Governors, school managers and the senior leadership team will ensure these safeguarding arrangements are followed and that the school is able to raise any safeguarding issues and emerging trends with the CSCP via the CSCP Head teacher members and/or the Camden Learning representative. Full details of the arrangements can be found at: [Camden Safeguarding Children Partnership — CSCP — New Safeguarding Arrangements](#)

3.7 Contacting the police

In the event that a criminal offence takes place on the school premises or police assistance is needed to deal with incidents, the school will follow the guidance set out in the NSPCC guidance When to call the police.

<https://www.npscc.police.uk/documents/Children%20and%20Young%20people/When%20to%20call%20the%20police%20guidance%20for%20schools%20and%20colleges.pdf>

Primrose Hill Primary School's Safer Schools police officer is Richie Bartham: richie.bartham@met.police.uk

3.8 Operation Encompass

Primrose Hill School will take relevant action on receipt of all police notifications of children who have been involved in domestic abuse incidents via Operation Encompass.

The designated safeguarding lead will inform relevant staff of any notification and agree what support (if any) the pupil should receive from the school.

Primrose Hill School is a member of Operation Encompass, which is a national initiative that helps to safeguard children and young people who may have been exposed to domestic abuse. In practice, this means that if the police are called to a domestic abuse incident and a child has been present when this happened, then the police will notify the child's school's designated safeguarding lead. This will be done as early as possible in the morning and allow the school to silently support the child. This allows for rapid provision of support within the school environment and means that children are better safeguarded against the effects of domestic abuse. Schools should share details of the notification with **as few staff members as possible**

in order to keep the information confidential, and schools will need to decide on the most appropriate staff member to be informed; this may be the class teacher for primary pupils.

The contact for Operation Encompass is:

Elisabeth Mavin PC 1351CN

Islington Multi Agency Safeguarding

Hub 222 Upper Street London N1

1XR External: 0207 527 6166

Elisabeth.C.Y.Mavin@met.police.uk

MASH mailbox: NI-PublicProtectionDesk@met.pnn.police.uk

Please note that there is no need for the school to make a referral to CSSW following a notification as the police will have already referred the case to the MASH.

4 Safeguarding children

Safeguarding is a preventative agenda that helps children to achieve their full potential regardless of negative factors such as poverty, deprivation or social exclusion by providing services and support to overcome barriers to achievement. Most of the children in Primrose Hill School who are subject to a Child in Need Plan or a Child Protection Plan fall under the category of Emotional Abuse and the school works closely with all agencies involved in these cases towards a common aim of achieving the maximum possible wellbeing of the children.

Primrose Hill School will carry out its duty to safeguard pupils which is:

- protecting children from maltreatment
- preventing impairment of children's health or development
- ensuring children are growing up in circumstances consistent with the provision of safe and effective care
- undertaking that role so as to enable children to have optimum life chances so they can enter adulthood successfully.

Primrose Hill School will refer to Camden's thresholds and eligibility criteria (available at the link below) to help make decisions on the child's level of need and the appropriate service to refer on for services. Staff will consult with the designated safeguarding lead for advice and to discuss the case prior to making any referral for services.

[Thresholds-for-childrens-services.pdf \(cscp.org.uk\)](https://www.camden.gov.uk/media/1000000/thresholds-for-childrens-services.pdf)

All referrals for a children's social care service will be made by way of an e-CAF referral to Camden's Children and Families Contact team. The team is Camden's "front door" for children's social care referrals and accepts referrals for all cases.

Parental consent for referral will be sought but a referral will be made regardless of consent being given in cases where there are safeguarding concerns about the child and making a referral is a proportionate response to those concerns.

Staff will also share information and work in an integrated way to ensure a co-ordinated response from agencies to support families and meet the child's needs.

4.1 Early help cases

Staff will identify children who need extra help at an early stage and provide help and support in order to prevent concerns from escalating. In particular, staff will be aware of the needs of the following groups of children whose circumstances may mean they will require early help:

- children with disabilities and additional needs, including those with special educational needs
- children with mental health needs
- young carers
- children showing early signs of being drawn into anti-social or criminal behaviour, including gangs and organised crime or county lines
- children who frequently go missing from home, school or care
- children who are misusing drugs or alcohol
- children at risk of exploitation through modern slavery and trafficking;
- children whose home circumstances are negatively affected by adult substance misuse or mental ill health or domestic abuse
- children who have returned home from care
- children who show early signs of abuse or neglect
- children at risk of radicalisation
- children at risk from honour based abuse ie: FGM, forced marriage
- children who have a parent in prison or who are affected by parental offending
- privately fostered children
- children who are persistently absent from school including for part of the school day.

Where the child's extra needs require services, consideration will be given to what early help support can be offered a child by the school:

- If the child requires an early help service from another agency, the school will make a referral to the Early Help service (via the Children and Families Contact team) for appropriate help and support. Staff will consult with parents prior to making any referral to discuss the matter and gain consent to refer the child.
- Where the child is receiving an Early Help service, the school will work as

part of the Team around the Family and take up the role of lead professional where this is appropriate

- Early help provision should be monitored and reviewed to ensure outcomes for the child are improving. If the school believes that this is not the case, consideration should be given making a referral for a statutory social work service.

4.2 Referral for a statutory social work service

Where there are concerns about a child's welfare, staff will act immediately by seeking the advice of the designated safeguarding lead or their deputy as they are most likely to have the most complete safeguarding overview. Following consultation the designated safeguarding lead should decide on whether to make a referral to CSSW via the Contact Service. Where the referral raises concerns that the child is at risk of significant harm, the case will be passed on to Camden's MASH team to gather relevant information from other agencies. In Primrose Hill School we would ring MASH in the first instance for advice and together make the decision whether to refer directly to them or refer to Early Help.

The Contact Service will inform the school within one working day of the outcome of any referral and what action CSSW will be taking. This may include any of the following:

- Carrying out a child and family assessment to identify the child's needs and establish if the child is a **child in need** under section 17 of the Children Act 1989. These are children (including disabled children) who are unlikely to meet a reasonable standard of health and development unless provided with services.
- Convening a **strategy meeting under child protection** procedures as set out in section 5 for any child where there are concerns about significant harm and/or taking any immediate action in order to protect the child.
- Providing services for the child and their family in the meantime whilst work is on-going (including details of services).

5 Child protection procedures

5.1 Role of school

Primrose Hill School will work to the following policy documents in order to support the protection of pupils who are at risk of significant harm.

- Working together to safeguard children (DfE 2018)
<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

- What to do if you're worried a child is being abused (*DfE2015*)
[What to do if you're worried a child is being abused - Publications - GOV.UK](#)
- The London Safeguarding Children Board child protection procedures [London Safeguarding Children Board: Child Protection Procedures](#)
- Keeping children safe in education (*DFE 2022*)
[Keeping children safe in education 2022 \(publishing.service.gov.uk\)](#)

In line with these policies and procedures, the school will:

- identify those pupils where there are child protection concerns and make a referral to CSSW
- attend child protection case conferences in order to effectively share information about risk and harm
- contribute to the development and monitoring of child protection plans as a member of the core group
- carry out the school's role in implementing the child protection plan and continually monitoring the child's wellbeing and liaising with the allocated social worker as required.

5.2 Recognition

- Staff have a responsibility to identify those children who are suffering from abuse or neglect and to ensure that any concerns about the welfare of a pupil are reported to the designated safeguarding lead
- Staff should refer to appendix 1 for a full definition of significant harm and the specific indicators that may suggest a pupil may be at risk of suffering significant harm
- Any concerns held by staff should be discussed in the first instance with the designated safeguarding lead or their deputy and advice sought on what action should be taken. Where required, advice on thresholds and indicators of harm can be obtained from the MASH social worker on a no-names basis
- Concerns may be monitored over time and recorded on MyConcern or, in certain circumstances also on the monitoring/incident form shown at appendix 2. Details of any concerning incidents should also be recorded on this form.

5.3 Dealing with disclosures

Staff should bear in mind that children may not find it easy to disclose abuse and may need time before they feel ready to do so; in some cases, for example child exploitation, they may not recognise that what they are experiencing is abusive. Disclosure is more likely where there is a trusting relationship with the staff member and the pupil feels safe to share information.

It is important that where staff have reason to believe a pupil is at risk of harm but there is no disclosure, they persevere, giving the pupil time and space to disclose when they feel comfortable to do so. Any concerns should be shared with the designated safeguarding lead so that advice and support can be offered on how to support the pupil to engage. Consideration should also be given to addressing any communications difficulties that may be a barrier to disclosure.

If a pupil discloses to a member of staff that they are being abused, the member of staff should;

- listen to what is said without displaying shock or disbelief and accept what the child is saying
- allow the child to talk freely
- reassure the child but not make promises that it may not be possible to keep, or promise confidentiality, as a referral may have to be made to CSSW
- reassure the child that what has happened is not their fault and that they were right to tell someone
- not ask direct questions but allow the child to tell their story
- not criticise the alleged perpetrator
- explain what will happen next and who has to be told
- make a formal record and pass this on to the designated safeguarding lead.

5.4 Referral

- Where possible, a decision on whether or not to refer a pupil to CSSW should be made by the designated safeguarding lead or their deputy following a discussion with the member of staff who has raised concerns. However, this should not delay any referral and any member of staff may make a referral if this is necessary but staff should discuss the matter with a member of the senior management team and take advice from the Children and Families Contact team social worker. The designated safeguarding lead should be informed as soon as possible.
- Referrals should be in writing using an e-CAF referral completed either by the teacher raising concerns or by the designated safeguarding lead. Urgent child protection referrals will be accepted by telephone but must be confirmed in writing via the e-CAF referral within 48 hours.
- Where there is any doubt about whether the concerns raised meet the thresholds for a child protection referral, the designated safeguarding lead may discuss the case on a “no names” basis with the Contact team social worker to obtain advice on how to proceed.
- Parental consent should be sought prior to the referral being made but

a referral can be made if parents refuse consent where there are safeguarding concerns about the child and referral is a proportionate response to these concerns. Consent should not be sought if this would place the child at risk of further harm, interfere with a criminal investigation or cause undue delay. If parents do not consent, but the child is at risk of significant harm, the referral should still be made

- If the child already has an allocated CSSW social worker, the referral should be made directly to them. If the child is not already known to CSSW, referrals should be made to the Contact team. If the child lives outside Camden, a referral should be made to their home local authority.
- All referrals will be acknowledged by the Children and Families Contact team manager within 24 hours and the referrer informed of what action will be taken.
- If the school does not think the child's situation is improving within a reasonable timescale following referral, this should be taken up with CSSW/Early help services via the designated safeguarding lead.

5.5 Attendance at case conferences and core groups

- The designated safeguarding lead will liaise with CSSW to ensure that all relevant information held by the school is provided to CSSW during the course of any child protection investigation
- The designated safeguarding lead will ensure that the school is represented at child protection case conferences and core group meetings:
 - The designated safeguarding lead (or their deputy) will attend, with, if necessary, another member of
 - if no-one from the school can attend, the designated safeguarding lead will ensure that a report is made available to the conference or meeting.

5.6 Monitoring

Where a pupil is the subject of a child protection plan and the school has been asked to monitor their attendance and welfare as part of this plan:

- monitoring will be carried out by the relevant staff member in conjunction with the designated safeguarding lead
- all information will be recorded on MyConcern, or, in certain circumstances on the incident log on the CP drive prior to each conference and core group meeting
- the completed monitoring form will be printed and kept on the pupil's separate child protection file (that should be separate from the school record) and copies made available to all conferences and core group meetings

- the designated safeguarding lead will notify the allocated social worker if the child is removed from the school roll, excluded for any period of time or goes missing.

5.7 Records

- Child protection records relating to pupils are highly confidential and will be kept in a designated welfare file separate to the pupil's education records. These records will be securely held within the school
- The designated safeguarding lead is responsible for ensuring that records are accurate, up to date and that recording is of a high standard
- All information should be recorded on MyConcern or on a monitoring/incident form on the child's folder on the CP drive and all records should be signed and dated as appropriate.

Records should show:

- what the concerns were
- what action was taken to refer on concerns or manage risk within the school
- whether any follow-up action was taken
- how and why decisions were made.
- Any incidents, disclosures or signs of neglect or abuse should be fully recorded on MyConcern with dates, times and locations, using a body map as appropriate. Records should also include a note of what action was taken.

A MyConcern entry or a report on the CP drive must be completed:

- whenever concerns arise or there is a serious incident **or**
- where a child is being monitored, prior to a case conference or core group meeting.
- Child protection files must be accessed and information shared by members of staff on a "need to know" basis only.
- Where a child who is subject to a child protection plan transfers to another school, the designated safeguarding lead is responsible for ensuring that copies of all relevant records are passed to the designated safeguarding lead at the new school within 5 days
- The designated safeguarding lead may also consider contacting the new school to share relevant information in order to ensure the child receives the support they need as soon as they transfer
- Child protection records will only be kept until the pupil leaves the school and should be disposed of as confidential waste.

5.8 Confidentiality and information sharing

- All information obtained by school staff about a pupil will be kept confidential and will only be shared with other professionals and agencies with the family's consent unless there are safeguarding concerns that need to be shared with CSSW and parents refuse consent or seeking consent would place the child at further risk
- If the child is under 12, consent to share information about them must be obtained from their parents or carers
- Where a child is at risk of suffering significant harm, schools and colleges have a legal duty to share this information with CSSW and make appropriate referrals. Equally, where a child is subject to a child protection investigation, the school must share any information about the child requested by CSSW
- Parental consent to making a child protection referral should be sought but if withheld, the referral must still be made and parents should be made aware of this. Before taking this step, Primrose Hill School will consider the proportionality of disclosure against non-disclosure; is the duty of confidentiality overridden by the need to safeguard the child?
- Parental consent to referral can be dispensed with if seeking consent is likely to cause further harm to the child, interfere with a criminal investigation or cause undue delay in taking action to protect the child. However, the school will discuss this with the Child and Family Contact team social worker on a "no names" basis to gain advice on whether this course of action should be taken.
- Only relevant information should be disclosed, and only to those professionals who need to know. Staff should consider the purpose of the disclosure and remind recipients that the information is confidential and only to be used for the stated purpose
- In the event that a child makes a disclosure of neglect or abuse, staff cannot guarantee them confidentiality, but must explain why they have to pass the information on, to whom and what will happen as a result. Parents should also be made aware of the school's duty to share information
- Staff should discuss any concerns or difficulties around confidentiality or information sharing with the designated safeguarding lead or seek advice from the Child and Family Contact team social worker.

6 Early Years settings within schools

6.1 Legal and policy framework

As an early year's provider delivering the Early Years Foundation Stage (EYFS), Primrose Hill School aims to meet the specific safeguarding and child protection duties set out in the Childcare Act 2006 and related statutory guidance.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/9749_07/EYFS_framework_-_March_2021.pdf

The school will ensure that children taught in nursery and reception classes are able to learn and develop and are kept safe and healthy so that they are ready for school by providing a safe, secure learning environment that safeguards and promotes their welfare, and takes appropriate action where there are child protection concerns.

6.2 Safeguarding and child protection

All safeguarding and child protection policies listed in sections 4 and 5 of this policy will apply equally to children in early years settings so far as they are relevant to that age group.

In addition, the Primrose Hill School has the following child protection policies:

- In relation to the use of mobile phones within the early years setting, we will ensure:
 - parents and carers are asked to switch off mobile phones if they are coming into the early years setting and leave the setting if they need to use their mobile
 - parents are generally prohibited from taking any photographs of children in the early years setting, but for special events such as school performances, may do so on the understanding that the images are not posted onto social media sites or otherwise shared, and providing there are no objections from any other parents attending whose children are taking part in the event
 - staff seek parental permission to take photographs of the children, which must be linked to teaching the curriculum and that they use school equipment only for this purpose
 - staff switch off personal mobile phones into the early years setting and use them only during breaks in the staff room.
- a statement on how notifications will be made to Ofsted in the event of an allegation of serious harm or abuse by any person working in the early years setting.

6.3 Suitable people

The school will follow the *Safer recruitment and staff conduct policy for schools and colleges* to ensure that staff and volunteers who are recruited to work in the early years setting are carefully selected and vetted to ensure they are suitable to work with children, have the relevant qualifications and are not disqualified from working in childcare settings.

This policy will apply equally to staff and volunteers in the early years settings, and the school will ensure that they receive proper training and induction so that they are aware of their role and responsibilities, all school policies and the school's expectations regarding conduct and safe teaching practice.

Whenever an allegation is made against a member of staff in the early years setting, the school will follow the Camden policy "*Guidance for schools on dealing with allegations against a member of staff*" as referred to in section 2 of this document.

Where early years staff are taking medication that may affect their ability to care for young children, this will be notified to the head teacher.

6.4 Staff training, skills and supervision

The school will ensure that:

- all staff in early years settings have the relevant qualifications and skills for their role and receive the relevant induction, child protection and safeguarding training in line with this policy
- all policies set out in the *Safer recruitment and staff conduct policy for schools and colleges* will apply equally to early years staff
- all early years staff receive supervision that helps them to effectively safeguard children by providing opportunities to discuss issues and concerns and decide on what action to take
- all early years staff are able to communicate effectively in English both orally and in writing
- a member of staff who holds a current pediatric first aid certificate is available on the school premises at all times and accompanies children on school trips
- each child in the early years setting has a designated keyworker who liaises with parents to provide individual support for the child.

6.5 Staff ratios

Primrose Hill School will ensure that:

- staff levels within the early years setting comply with statutory guidance and can meet the needs of the children, provide suitable levels of supervision and keep them safe

- parents are kept informed of staff members and numbers
- children are kept within staff sight and hearing at all times.

For nursery classes:

- there will be at least one member of staff for every 13 children
- one member of staff will be a qualified teacher
- at least one member of staff will hold a full and relevant level 3 qualification.

For reception classes:

- class sizes will be limited to 30 pupils for each teacher
- classes will be lead by a qualified teacher supported by suitably qualified support staff.

Before and after school provision is run by P3 charity and they will decide how many staff will be required for adequate supervision based on the age and needs of the children attending.

6.6 Health

Primrose Hill School will:

- promote the health of children attending the early years provision
- take necessary steps to stop the spread of infection
- administer medicines only in line with the school's policy
- take appropriate action where children are ill
- ensure any meals provided are nutritious and prepared in a hygienic manner
- notify Ofsted of any serious accident, illness or death of any child whilst attending the early years setting within 14 days.

6.7 Health and safety and suitability of premises

Primrose Hill School will ensure that all indoor and outdoor spaces and facilities used for early years settings are safe and fit for purpose and comply with school policies and standards for site safety and health and safety as set out section 8 of this policy. Additionally, the school will ensure that all potential hazards within the school and during school trips are regularly risk assessed.

The school has specific policies for ensuring that records of parents details, and contact numbers for emergencies are kept up to date and that children are released to the care of their parent or other responsible adult with the parent's consent at the end of the day as well as policies for dealing with uncollected children.

Smoking and vaping will not be permitted on the school premises when children are present.

6.8 Managing behaviour

The school will take all reasonable steps to ensure that behaviour management techniques are appropriate to the child's age and that corporal punishment is not used or threatened. However, staff will be permitted to use appropriate physical intervention in line with Camden's *Physical intervention and restraint* policy. [Schools and Nurseries Safeguarding Policies - Camden Safeguarding Children Partnership — CSCP](#)

6.9 Records and information sharing

Primrose Hill School will ensure it keeps accurate records about the child which will be lawfully shared with others for the purposes of safeguarding children as set out in section 5.8 of this policy.

7 Health and safety and risk assessments

7.1 Responsibility for health and safety

The governing body and head teacher will ensure that there is a robust health and safety policy in place in order to meet the statutory responsibility for the safety of pupils and staff within the school environment.

The health and safety policy adapted by the school is based on the government guidance (link below) and will seek to balance risk avoidance against providing pupils with opportunities to take part in activities that help them learn to manage risk themselves.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/279429/DfE_Health_and_Safety_Advice_06_02_14.pdf

Day-to-day responsibility for health and safety issues in the school will be delegated to a member of staff who is competent to carry out these duties and who has received the appropriate training. This is:

Name: SBM, Giuseppe Zecca, Humphrey Ogbonna
Designation: SBM, Site Services Officers
Contact details: SBM 02077228500 Giuseppe: 07709 021 979; Humphrey: 07403 047 666

7.2 Risk assessments

Risk assessments are a method of:

- Identifying hazards
- Evaluating the risks these hazards may present to pupils and staff
- Deciding on appropriate action to eliminate or reduce these risks.

Primrose Hill School will seek to identify and manage risk through the use of risk assessments. The school carries out risk assessments:

- on an annual basis for the school environment as a whole

- for all school trips
- for pupils travelling between locations during the school day
- when a pupil who has been excluded for risky or violent behaviour is returning to the school
- whenever there are any changes to the school environment or school practices
- following any serious incident.

7.3 Working with aggressive and violent parents

It is inevitable that parents who are involved with CSSW may become frustrated, angry or hostile; this is a very common reaction as parents are fearful of their children being removed from their care and from the level of stress that CSSW intervention is likely to cause to their family. Such a reaction may be reflected in a mistrust of other agencies working with the child.

CSSW is aware of the impact of parental hostility on schools and take the matter very seriously; any threats against a member of the child's professional network must be examined in order to ensure the safety of the whole network, and may provide an important indication of risk to the child.

Where Primrose Hill School is working with families who are known to CSSW and there are concerns about the behaviour of parents towards members of school staff, it will be discussed with the Head teacher and the DSL and the information shared with CSSW.

If there are high levels of risk involved in contact with parents, CSSW may convene a risk assessment meeting with the network in order to discuss strategies to reduce risk, and it is vital that schools and colleges are part of this process.

7.4 Site security and visitors

- The board of governors is responsible for the security of the school premises and will take steps to ensure it is a safe environment and securely protected against trespass and/or criminal damage
- In general, occasional visitors to the school such as parents will not be subject to DBS checks but their movement around the premises will be supervised
- The head teacher and the board of governors will ensure that any contract entered into with contractors' sets out clearly the expectations for workers' behaviour and the responsibility of contractors to monitor and ensure compliance with school policies
- The head teacher will decide whether or not contractors should be subject to DBS checks before being allowed access to the building, depending on the level of access they are likely to have to pupils

- Contracted workers will not be allowed to approach or speak to pupils in any circumstances and must ensure that all equipment and working practices are in line with health and safety standards
- Where the visitor is employed by an organisation where DBS checks are normally required, for example NHS staff, the head teacher will request written confirmation that relevant checks have been carried out for that individual
- Visiting organisations such as theatre groups who will be performing for or working directly with pupils will be expected to have adequate child protection procedures in place and must agree with class teachers in advance what level of supervision or contact they will have regarding pupils.

All visitors and contractors will be:

- informed to report to reception on arrival
- expected to provide proof of identity
- expected to wear a school identity lanyard and fob at all times when on the school premises
- suitably supervised by school staff at all times
- made aware of school health and safety procedures.

7.5 Alternative education provision

Whenever the school places a pupil with an alternative education provider, the school will obtain written confirmation of the provider's safeguarding and child protection policies and ensure that appropriate safeguarding checks on individuals working at the establishment have been carried out.

Primrose Hill School recognises that alternative provision may increase risk for vulnerable pupils and will follow the relevant government guidance:

<https://www.gov.uk/government/publications/alternative-provision>

<https://www.gov.uk/government/publications/education-for-children-with-health-needs-who-cannot-attend-school>

7.6 Use of the school premises by other organisations

Primrose Hill School will only allow use of the school premises by other organisations schools outside of school hours for the purposes of providing supplemental schooling if:

- the school's articles of trust or other incorporating document allows this
- the organisation provides an overview of what it intends to teach so that the board of governors is able to make a judgement on whether this is in line with the promotion of British values
- the organisation can provide copies of child protection policies and procedures and the school accept these as adequate

- the organisation can provide evidence that they have followed safer recruitment practices and that their staff have the requisite DBS checks
- the following reasonable and due diligence checks are taken out on the organisation by the school;
 - an internet search on the organisation
 - checks with Camden's Community Groups and Schools Consultant (020 7974 7319)
 - checks with Prevent Education officer (020 7974 1008)
 - checks with Camden Community Safety and the local police (020 7974 2915)
- details of the agreement are recorded on the partnership agreement record with clear provision for the circumstances under which the agreement can be terminated by the school for breach.

7.7 Monitoring and review

To enable Primrose Hill School to monitor the safety of the premises and the school environment, as well as the implementation of policies, the head teacher and the board of governors will ensure that;

- all school policies are regularly monitored by the designated safeguarding lead and annually reviewed by the head teacher and governing body
- the school keeps a central record of all accidents and incidents including what action was taken and by whom
- staff are aware of their responsibility to record accidents and incidents
- the head teacher has an overview of all accidents/incidents
- serious accidents and incidents are reported to the board of governors
- the designated safeguarding lead ensures a high standard of recording of all concerns held about children
- all accidents and incidents are scrutinised on a regular basis by the board of governors to identify any problems or weaknesses around school safeguarding policies and procedures or any emerging patterns, and agreeing to any course of action.

Part B: Additional safeguarding policies and procedures

B.1 Non-collection of children from school

Primrose Hill School has a policy regarding handing over children to adults who are not their parent or known carer at the end of the school day. Parents will be asked

to provide the details of the person who will normally collect the child on a Collection Form and will be informed of the need to notify the school in advance if this changes, giving details of the person authorised to collect the child. The school will also ensure that the details of at least two people who can be contacted in an emergency in the event that the child is uncollected.

Parents will also be asked to inform schools where children are subject to court orders that limit contact with a named individual or when information about the child should not be divulged because it may pose a risk to the child.

In the event that anyone who is not authorised to do so attempts to collect the child, the school will not allow the child to leave but contact the parent immediately.

If a child is uncollected at the end of the school day, the school will follow the procedure agreed with CSSW:

- The school will check with the child to see if there are any changes to arrangements for collection and try to make contact with the parent or other family members and wait with the child until someone comes to collect them
- Children will not be released into the care of another parent even where they offer to take the child home
- The school will contact the Children and Families Contact Service to put CSSW on notice at 4.00 pm if there are difficulties in contacting parents or other family members
- If no contact can be made with the parent by 4.30pm, the school will contact the Children and Families Contact Service who will arrange for a social worker to collect the child or make arrangements for the child to be transported to the CSSW office
- The school will regularly ask parents to confirm and update contact details and to nominate a family member or friend who can collect the child in the event that they are unable to do so
- Where children are regularly uncollected or collected late, this should be discussed with the designated safeguarding lead and reported to the Pupil Attendance Service. If there are also safeguarding concerns, a referral should be made to CSSW.

Additional policies

The Collection of Late Children from School

B2 Children who are missing from education or home educated

Primrose Hill School is aware of those children who are persistently absent or missing

from school and that this may be an indicator of welfare concerns.

Our Attendance policies state clearly who needs to be notified and what action should be taken and any relevant timescales. We will also ensure, as far as possible, that the details of at least two people who can be contacted in an emergency in the event that the child does not attend school.

Schools should refer to Camden's "Children missing from education" policy [Children-missing-from-education-policy-September-2020.docx \(live.com\)](#) and the CSCP missing children protocol for further details available at: [Draft CSCB missing protocol \(cscp.org.uk\)](#)

Where a parent notifies the school that they are removing the child so they can be educated at home, the following notifications should be made:

- The Pupil Attendance Service must be notified of all decisions
- If the child is already known to CSSW, their allocated social worker should be notified immediately
- If the child is not known to CSSW, but the school has concerns about their welfare, the designated safeguarding lead should make a referral to CSSW.

B3 Child on child abuse

The school will ensure that all staff are aware of child on child abuse and know what action to take when a pupil's behaviour is likely to cause harm to other pupils. This may be through:

- Bullying and cyberbullying
- Physical violence
- Sexual violence and sexual harassment
- Upskirting
- Sexting
- Initiation rites (hazing).

All incidents of child-on-child abuse will be dealt with under the *Child on child and sexual violence and harassment guidance for schools and colleges* available at: [Schools and Nurseries Safeguarding Policies - Camden Safeguarding Children Partnership](#)
[— CSCP](#)

B4 Harmful sexual behaviour, sexual violence and harassment

Primrose Hill School recognises that sexual violence and sexual harassment between pupils is a serious safeguarding issue and such behaviour will not be tolerated. School behaviour management and anti-bullying policies will reflect the school's approach

and staff and pupils will be made aware of the standard of expected behaviour and the likely responses to any incidents of sexual violence and harassment.

Primrose Hill School will follow the statutory guidance *Sexual violence and sexual harassment between pupils* and will work with relevant agencies to safeguard and support victims, take appropriate action against alleged perpetrators and ensure a safe learning environment for all pupils.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1014224/Sexual_violence_and_sexual_harassment_between_children_in_schools_and_colleges.pdf

All incidents involving sexual violence or sexual harassment between pupils will be dealt with under the *Child on child and sexual violence and harassment guidance for schools and colleges* guidance and the *Harmful sexual behaviour* protocol.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1014224/Sexual_violence_and_sexual_harassment_between_children_in_schools_and_colleges.pdf

B5 Prevention of radicalisation

Primrose Hill School's safeguarding duty includes the duty to promote British values in order to counter the extremist narrative and prevent young people from being radicalised and drawn into terrorism.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/380595/SMSC_Guidance_Maintained_Schools.pdf

Under Counter-Terrorism and Security Act 2015, the school or college also has a duty to refer

young people on to Camden's Channel Panel under the Prevent strategy where there are concerns that they are being radicalised.

<https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales>

If Primrose Hill School has concerns that a young person might be considering extremist ideologies and/or may be radicalised and would benefit from specialist support to challenge extremist ideologies, or that a younger pupil may be at risk due to their parent's radicalisation, the school will follow the guidance set out in the CSCP guidance "Safeguarding children and young people from radicalisation and extremism".

The guidance is available at: : [Radicalisation and Extremism - Camden Safeguarding Children Partnership — CSCP](#)

Schools should always be a safe space for young people to explore new ideas and perspectives, and develop their critical thinking skills. Where there are concerns about radicalisation and a referral under the Prevent duty to Channel Panel is being considered, our school will discuss these concerns internally and also consider external advice and guidance where necessary and appropriate.

Our designated safeguarding lead must be consulted for internal advice on making a referral. Prior to making a referral our school may also speak to and get advice from Camden's Prevent co-ordinator (Albert Simango, albert.simango@camden.gov.uk or call 020 7974 2010) or the Prevent Education Officer (Jane Murphy jane.murphy@camden.gov.uk or call 020 7974 1008).

B6 Mandatory reporting of Female Genital Mutilation (FGM)

Primrose Hill School will follow the statutory guidance on FGM in order to safeguard girls who are at risk of FGM: [Multi-agency statutory guidance on female genital mutilation - Publications - GOV.UK](#)

Where a pupil makes a disclosure of FGM, we will follow the mandatory reporting rules and make appropriate referrals to the police as set out in the CSCP guidance available at: <https://cscp.org.uk/wp-content/uploads/2019/07/FGM-Schools-Guidance-National-FGM-Centre.pdf> [CSCP-mandatory-reporting-guide.pdf](#)

All concerns around FGM, including any disclosure made by a pupil, will be discussed with the designated safeguarding lead before any action is taken.

B7 Online safety

As part of its duty to provide a safe learning environment and ensure pupils are taught how to remain safe online, the school will implement the recommendations of Camden's model schools Online Policy available at:

[Schools and Nurseries Safeguarding Policies - Camden Safeguarding Children Partnership — CSCP](#)

In addition, the use of mobile phones or smart phones is forbidden in school and they must be deposited at the main office or in the classroom receptacle on arrival in school, where they are safely locked away until home time (Online Safety Policy section 3.6.7).

B8 Looked after and previously looked after children and care leavers

Primrose Hill School recognises that looked after and previously looked after children and care leavers are particularly vulnerable due to their status and their pre-care experiences.

The school's designated teacher for LAC and care leavers has specialist knowledge of the issues faced by this cohort. In Primrose Hill School, the designated safeguarding

lead is also the designated teacher and will take appropriate action, sometimes after seeking advice, whenever there are concerns about the welfare of a looked after or previously looked after child or care leaver.

The school is aware of the new duty to promote the education of previously looked after children (defined as children who have left the care system as a result of adoption or special guardianship order). We recognise that these children may face the same difficulties and have the same vulnerabilities as looked after children or care leavers.

B9 Children with special education needs or disabilities (SEND)

Primrose Hill School is aware that children with special education needs or disabilities may be more vulnerable to harm and abuse and may be more likely to experience bullying. They may also have difficulty in reporting harm and abuse due to communication difficulties and professionals may miss vital indicators.

School policies reflect these issues and recognise that staff need to be able to help this group to overcome barriers to seeking help. The school will follow the CSCP guidance *Safeguarding children with disabilities* available at:

[Safeguarding Children with Disabilities - Camden Safeguarding Children Partnership — CSCP](#)

Where there are concerns about abuse involving a pupil with SEND, the designated safeguarding lead will liaise with the SENDCO. The school will consider extra pastoral support for pupils with SEND including extra help in supporting communication.

B10 Safeguarding vulnerable groups

Some children are living in circumstances that may make them more vulnerable to abuse, neglect or poor outcomes. Some may need help or intervention from Early Help Services, CSSW or other agencies in order to overcome problems or keep them safe. Staff should be aware of the following groups and supporting policies so that they are able to respond to the needs of these vulnerable groups.

1. Children who have a social worker

Primrose Hill School recognises that children who are receiving a social work service from CSSW and who are subject to child in need or child protection plans are likely to have experienced abuse, neglect and trauma and that this could have a negative effect on their behaviour and learning.

CSSW social workers will inform schools whenever a child is receiving a service and the designated safeguarding lead will keep a record of all pupils who have an allocated social worker.

Primrose Hill School will work in partnership with social workers and the Camden Virtual school head to implement the child's plan in order to support their education and safeguard and promote their welfare. A representative of the school who knows the pupil well will become part of the professional network and will share information about safeguarding risks and attend planning meetings. In their absence, a suitable colleague will deputise for the member of staff or a written report will be provided for meetings.

2. Children at risk of forced marriage

Please see the guidance: [Forced marriage - Detailed guidance - GOV.UK](#)

3. Domestic abuse and/or sexual violence

Staff should be aware of the nature of domestic abuse and recognise the harm it may cause to children who witness incidents. For more details please refer to the CSCP guidance on domestic abuse. [Domestic Violence and Abuse - Camden Safeguarding Children Partnership — CSCP](#)

All Camden schools can refer young people affected by domestic or sexual violence to the specialist worker based in the Camden Safety Net on **020 7974 1864** for advice and support. We need to be aware that the definition of abuse now includes victims aged 16 and 17 who are experiencing abuse within their own intimate relationships and that these victims should be referred to Camden Safety Net for a service in their own right.

4. Privately fostered children

A privately fostered child is a child or young person aged up to 16 who is cared for by someone who is **not** a parent or close family member such as a grandparent, aunt, uncle or sibling, and where the care arrangement will last more than 27 days. <https://cscp.org.uk/resources/private-fostering-resources/>

Private fostering is a private arrangement between parents and the carer and normally happens where parents are working or studying away or a child is sent to the UK to live with family friends or distant relatives. In general, privately fostered children are well cared for but some arrangements may be a cover for trafficking.

All private fostering arrangements must be notified to the local authority and Camden has a duty to visit a privately fostered child in order to safeguard their welfare. Schools have a legal duty to notify the local authority of any pupil they know to be privately fostered. Schools should contact the Fostering team on **020 7974 6783** to notify Camden of any private fostering arrangements that come to their notice.

5. Young carers

Young carers are children who frequently take on responsibility for looking after parents or younger siblings, carrying out household tasks such as cleaning and cooking beyond

what would normally be expected of a child of their age. This may be due to parental disability or ill health. Being a young carer can severely restrict a child's life and can lead to poor educational outcomes and social isolation. For more information and the Young Carers Protocol:

<https://cscp.org.uk/resources/young-carers/>

If the school has concerns about a pupil they believe to be a young carer, they can contact Family Action on **020 7272 6933** for advice and can refer the pupil on for services and support. Further details can be found on the website: www.family-action.org.uk

6. Pupils who are lesbian, gay, bi or trans (LGBT)

Primrose Hill School recognises that LGBT pupils, or pupils who are perceived to be LGBT, may be more vulnerable to bullying, harassment and victimisation and may find it difficult to disclose to staff due to a lack of trust in adults. The school will provide safe spaces and opportunities for LGBT pupils to raise concerns and will ensure that LGBT inclusion is part of the sex and relationships curriculum.

B11 Extra-familial harm and exploitation

Primrose Hill School is aware of the risk to children and young people from extra-familial harm and staff will be vigilant to the indicators of extra-familial harm in relation to pupils at all times.

Whenever staff are made aware of any safeguarding incident or concerning behaviour that has taken place out of the home and that has put a pupil at risk, staff will discuss the matter with the designated safeguarding lead and consider the level and nature of the risk before making decisions on referrals.

Young people experience physical, cognitive and emotional changes during adolescence and will grow more independent, spending more time away from home. They may pursue risky behaviours and as a result, they may face heightened risk from safeguarding threats outside of the home.

These threats may be from within the community, from other pupils at school or from their own peer group rather than from within the family and there may be no concerns about parenting other than concerns about supervision. Sources of harm and exploitation can include:

- Child sexual exploitation
- Child criminal exploitation including county lines
- Modern slavery and trafficking
- Gang activity and youth violence
- radicalisation

Exploitation is a form of abuse involving an imbalance of power within a

relationship that allows one party to use this power to manipulate another to carry out an act. The victim may believe that they are acting on their own accord but in fact their consent has been obtained through deception, duress or force and threats of violence. They may also be moved into the UK or around other towns and cities in the UK to facilitate their exploitation. The exploitation of the young person is a form of modern slavery and their forced movement is trafficking, both of which are criminal offences.

Factors such as substance misuse and periods of going missing from home or school can also add to young people's vulnerability to extra-familial harm and are often indications that exploitation may be taking place.

Primrose Hill School will adhere to the following policies whenever there are concerns that young people are at risk from any of these issues:

CSCP guidance *Extra-familial harm and child exploitation* whenever there are concerns that young people are at risk from extra-familial harm or exploitation:
[CSCP-extra-familial-harm-and-child-exploitation-guidance.pdf](#)

Criminal exploitation occurs where a person or a group of people takes advantage of their contact with and influence over a young person to coerce or manipulate them into carrying out a criminal act. Examples of criminal exploitation are:

- County lines
- Benefit fraud
- Forced theft
- Forced begging
- Cannabis cultivation
- Money mule (where a young person's bank account is used by others for money laundering)

County lines is the most common form of criminal exploitation in Camden and describes when gangs and organised crime groups exploit young people to transport and sell drugs, sometimes across county boundaries but also locally and within the borough. The young people have dedicated mobile phone 'lines' for taking orders for drugs and are used as they are less likely to be stopped by police, allowing adult dealers to avoid the risk of arrest.

Indicators include unexplained money, having several mobile phones, frequent calls, being in trouble with the police for possession of drugs or being found in an area to which they have no connection.

- **Young people at risk from gang activity or serious violence**

Some young people may be at risk either because they are involved in gang activity or because they become a victim of gangs. Gang members may also be putting

younger siblings at risk of violence from rival gangs, or younger siblings may be being groomed into the gang culture. Female siblings in particular may be at risk of sexual exploitation or sexual violence.

For more information, all schools can refer to the Department for Education guidance.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/189392/DCSF-00064-2010.pdf

Primrose Hill School is aware of the indicators that a young person may be involved in violent crime or may be being criminally exploited and as such at risk from becoming a victim of violence. Indicators include absenteeism, changes in friendship groups, declining academic performance, changes in emotional welfare and signs of physical assault.

Camden has a comprehensive strategy for reducing the risks posed by gang activity, and schools can refer young people to the Young Person's Advocate based in the Youth Offending Service on **020 7974 6174** for advice.

- **Children who run away/go missing**

Primrose Hill School is aware that many of these forms of risk and exploitation are linked and that going missing from home or from education can be an indicator that young people are involved in child sexual exploitation, gang activity, modern slavery, criminal exploitation and trafficking.

Running away is a dangerous activity that puts children at risk. The school is aware of the Camden Safeguarding Children Board guidance on missing children so that they are clear of their role in helping to locate missing children and actions the school can take to help them reintegrate into school on their return:

<https://cscp.org.uk/resources/missing-children-from-home-and-care/>

B12 Children and young people experiencing mental health issues

Primrose Hill School recognises that some pupils may experience mental health issues that can negatively affect their behaviour and their ability to participate fully in education.

Our school is party to the multi-agency protocol on children and young people's mental health and will carry out its responsibilities under that protocol where there are concerns about a pupil's mental and emotional wellbeing.

[Child and Adolescent Mental Health - Camden Safeguarding Children Partnership — CSCP](#)

Where there are safeguarding concerns arising from a pupil's mental health issues, staff will discuss concerns with the designated safeguarding lead to agree any actions to be taken.

Primrose Hill School ensures that staff have had training on, and an understanding of, trauma informed practice and its link with mental health and are able to recognise pupils who are experiencing mental health issues and help them to access the most appropriate help.

The school will ensure that staff are teaching about mental wellbeing (as part of the statutory Health Education) to help reduce the stigma attached to mental and emotional problems and ensure pupils know how to keep themselves mentally healthy and know how to seek support. We also ensure early identification of pupils who have mental health needs and put in place appropriate support and interventions, including specialist services where needed.

Our school will take account of the government guidance *Mental health and behaviour in schools*.

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/755135/Mental health and behaviour in schools .pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/755135/Mental_health_and_behaviour_in_schools_.pdf)

Primrose Hill School's Mental Health Lead is Amanda Aplicano, who is responsible for referring children to different therapies, including Art Therapy, Music Therapy, CAMHS and TOPS, all of which support our pupils with their mental health and emotional wellbeing.

Schools can access guidance on the following policies at www.nspcc.org.uk and [Department for Education - GOV.UK](http://www.gov.uk)

Alternative provision

<https://www.gov.uk/government/publications/alternative-provision>

Anti-discrimination & harassment

Attendance

<https://www.gov.uk/government/publications/parental-responsibility-measures-for-behaviour-and-attendance>

Behaviour and discipline

<https://www.gov.uk/government/publications/behaviour-and-discipline-in-schools-guidance-for-governing-bodies>

Bullying (including cyberbullying)

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/288444/preventing_and_tackling_bullying_march14.pdf

Children missing from school

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/268987/cme_guidance.pdf

Complaints

Drugs/substance misuse

B13 Other relevant safeguarding policiesDrugs: advice for schools - Publications - GOV.UK Educational visits

Equality and diversity

Exclusion of pupils

<https://www.gov.uk/government/publications/school-exclusion> Fabricated or induced

illness

https://www.londoncp.co.uk/fab_ind_ill.html

Faith abuse

<https://www.gov.uk/government/publications/national-action-plan-to-tackle-child-abuse-linked-to-faith-or-belief>

First aid and administration of medicines Supporting children with medical conditions

Supporting pupils at school with medical conditions -

Publications - GOV.UK No smoking (EYFS)

Mental health

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/508847/Mental_Health_and_Behaviour_-_advice_for_Schools_160316.pdf

Physical intervention

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/268771/use_of_reasonable_force_-_advice_for_headteachers_staff_and_governing_bodies_-_final_july_2013_001.pdf

f Private fostering

Promoting British values/Radicalisation and violent extremism

[Promoting fundamental British values through SMSC - Publications - GOV.UK](http://www.gov.uk)

SRE

<https://www.gov.uk/government/publications/relationships->

education-relationships-and-sex- education-rse-and-health-education

Sexting

[https://www.gov.uk/government/publications/sharing-nudes-and-semi-nudes-advice-for-education- settings-working-with-children-and-young-people](https://www.gov.uk/government/publications/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people)

Gender-based violence/teenage relationship
abuse Trafficking

[https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/177033/DFE- 00084-2011.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/177033/DFE-00084-2011.pdf)

Health and safety

<https://www.gov.uk/government/collections/health-and-safety-in-schools>

CHILD PROTECTION; DEFINITIONS AND INDICATORS

Definitions

Child protection is part of the safeguarding agenda that focuses on preventing maltreatment and protecting children at risk of neglect or abuse. Under the Children Act 1989, CSSW have a legal duty to investigate and take any action to protect children where there are concerns that they are at risk of suffering **significant harm**, which is defined as:

Neglect: failure to provide basic care to meet the child's physical needs, such as not providing adequate food, clothing or shelter; failure to protect the child from harm or ensure access to medical care and treatment.

Physical abuse: causing physical harm or injury to a child.

Sexual abuse: involving children in sexual activity, or forcing them to witness sexual activity, which includes involving children in looking at or the production of pornography.

Emotional abuse: failure to provide love and warmth that affects the child's emotional development; psychological ill treatment of a child through bullying, intimidation or threats.

Possible indicators of abuse and neglect

| | |
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| Neglect | Inadequate or inappropriate clothing Appears underweight and unwell and seems constantly hungry Failure to thrive physically and appears tired and listless Dirty or unhygienic appearance Frequent unexplained absences from school Lack of parental supervision |
| | bruising, bite marks, burns or fractures where the explanation |
| Physical abuse | Any injury such as bruising, bite marks, burns or fractures where the explanation given is inconsistent with the injury Injuries in unexpected places or that are not typical of normal childhood injuries or accidents High frequency of injuries Parents seem unconcerned or fail to seek adequate medical treatment |
| Sexual abuse | Sexual knowledge or behaviour that is unusually explicit or inappropriate for the child's age/stage of development Sexual risk taking behaviour including involvement in sexual exploitation/older boyfriend Continual, inappropriate or excessive masturbation Physical symptoms such as injuries to genital or anal area or bruising, sexually transmitted infections, pregnancy Unwillingness to undress for sports |
| Emotional abuse | Developmental delay Attachment difficulties with parents and others Withdrawal and low self-esteem |
| Indirect indicators of abuse and neglect | Sudden changes in behaviour Withdrawal and low self-esteem Eating disorders Aggressive behaviour towards others Sudden unexplained absences from school Drug/alcohol misuse |

| | |
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| | Running away/going missing |
| Parental attributes | Misusing drugs and/or alcohol Physical/mental health or learning difficulties Domestic violence Avoiding contact with school and other professionals |

Appendix 2: Safeguarding children monitoring/incident form

Name of school:

Name of child:

DOB:

Status: monitoring due to concerns subject to child protection plan

Concerns/risks

Attendance and punctuality

Periods of exclusion (including dates)

Contact with parents/family

Health and physical appearance

Behaviour and emotional presentation (including any sexualised behaviour)

Concerning incidents

Peer relationships

Academic performance and achievement

Views of child and parents

Outcomes of monitoring

- continue monitoring carry out CAF referral to CSSW
- referral to health services referral for education support services
- referral for behavioural support referral on behalf of parent/carer

Action taken

Name of staff
member: Date

Appendix 3: **Legal duties**

Human Rights Act 1998

The Human Rights Act 1998 sets out an individual's rights and freedoms under the European Convention and public organisations such as schools must ensure that these rights and freedoms are protected whenever decisions are being made about an individual pupil. The relevant rights are:

- Right to an education (Article 2)
- Right to freedom from inhuman and degrading treatment (Article 3); this is an absolute right that cannot be limited in any way
- Right to respect for privacy and family life (Article 8); this is a qualified right which must be balanced against the rights of others.

Any form of (sexual) harassment, violence or abuse may be a breach of these rights.

Equality Act 2010

The Equality Act states that public organisations such as schools must not unlawfully discriminate against pupils because of their sex, race, disability, religion or belief, gender reassignment, pregnancy or maternity, or sexual orientation. This means schools must consider whether they are affording the same level of safeguarding to pupils with these protected characteristics as all other pupils.

Schools must be able to demonstrate that they have taken proportionate positive action and/or made reasonable adjustments in order to deal with the disadvantages faced by these groups. For more guidance see:

[Equality Act 2010: advice for schools - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/guidance/equality-act-2010-advice-for-schools)

Equality Duty

Under the Equality Act, public organisations such as schools have a duty to eliminate unlawful discrimination, harassment and victimisation and ensure equality of opportunity for all pupils. When making decisions, schools must be aware of this duty and ensure that decisions do not unlawfully discriminate against groups of pupils who are protected under the Act. For example, schools should be aware that some groups of pupils, for examples girls or LGBTQ pupils may be more vulnerable to sexual violence or harassment.

For more information please see: [Technical Guidance on the Public Sector Equality Duty: England | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/technical-guidance/technical-guidance-on-the-public-sector-equality-duty)

Appendix 4: **Schools safeguarding checklist**

To be used by the head teacher and governors to carry out an assessment of the school's safeguarding framework

Name of

school:

Address:

Head teacher:

Contact details:

Date of safeguarding assessment:

| Requirement | Yes | No | Comments/action |
|--|------------|-----------|------------------------|
| Leadership and the safeguarding and child protection framework | | | |
| The school has comprehensive safeguarding policies covering early help and child protection, behaviour management and a staff conduct policy covering use of technology, relationships with pupils, communications and use of social media | | | |
| The school has agreed procedures for dealing with incidents of sexual violence and sexual harassment that are linked to the school's behaviour and bullying policies | | | |
| There are agreed local procedures in place for making referrals to CSSW where there are concerns about the safety and welfare of a child | | | |
| There is a designated governor with responsibility for safeguarding and child protection | | | |
| The school and governing body is aware of duties under the Human Rights Act 1998 and the Equality Act 2010 | | | |
| A senior member of the leadership team has been appointed as the designated safeguarding lead and a nominated deputy to carry out the role in their absence and they have the time and resources allocated to carry out their responsibilities | | | |
| The safeguarding lead and their deputy have received safeguarding and child protection training at the appropriate level on appointment and this training is updated every 2 years. | | | |
| Arrangements are in place to ensure staff can liaise with the safeguarding lead or their deputy at all times during school hours | | | |

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| The school promotes a multi-agency approach to safeguarding and child protection in line with <i>Working together</i> and staff are able to attend child protection conferences and other multi-agency meetings as appropriate | | | |
| The school is represented on the Camden Safeguarding Children Partnership | | | |
| The school has taken steps to implement Operation Encompass and have a process for dealing with police notifications of domestic abuse incidents | | | |
| The curriculum offers opportunities for pupils to learn how to keep themselves safe, including online, and offers | | | |

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| pupils guidance on healthy relationships in line with the new statutory duty to provide relationships and sex education. | | | |
| The school promotes positive behaviour and this is reflected in behaviour management strategies used; reasonable force and restraint is used only in line with legislation; use of any behaviour management strategy is tailored to the needs of the pupil and carefully monitored for effectiveness; efforts are made to reduce the use of physical intervention and restraint for vulnerable children. | | | |
| The school has effective policies for dealing with bullying and discrimination, including cyberbullying, sexting, upskirting and inappropriate language | | | |
| The school has effective policies for dealing with sexual violence and sexual harassment between pupils | | | |
| There is a policy around dealing with allegations against staff and all staff are aware of the policy and know what action to take if they have concerns about another member of staff | | | |
| The school has a policy of openness and challenge and staff and pupils feel safe to raise concerns; there is a whistleblowing policy in place and all staff and pupils know who to contact if they are concerned that safeguarding issues are not being adequately dealt with by the school | | | |
| The school have taken steps to implement the Prevent duty and staff are aware of how to make appropriate referrals to Channel Panel | | | |
| The school has a child on child abuse policy dealing with children who harm other children and all staff are aware of what action to take under this policy | | | |
| The school seeks the views of pupils and parents with regard to safeguarding issues and all safeguarding and child protection policies are available on the school website; | | | |
| Staff knowledge and safeguarding practice | | | |
| All staff are inducted in safeguarding arrangements in the school and have received and read all relevant policies | | | |
| Staff are aware of the safeguarding culture of the school and their role in challenging inappropriate behaviour and language and being vigilant to child on child abuse | | | |
| All staff and governors have received safeguarding and child protection training at the appropriate level on | | | |

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| appointment and this training is updated every 3 years. | | | |
| All staff receive regular updates to safeguarding and child protection legislation via the designated safeguarding lead as required | | | |
| All staff are able to identify those children who may benefit from early help and are able to provide support within the school or make appropriate referrals to Camden's Early help service | | | |
| All staff are able to recognise the indicators of abuse and harm, can identify children who may be at risk of harm and those who may be vulnerable to harm including LGBT children, those with social workers, those with SEND | | | |

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| All staff know what action to take to refer children appropriately to CSSW where there are concerns and make timely referrals and follow up referrals where it is thought the child's situation is not improving | | | |
| All staff are aware of their legal duty under the mandatory reporting rules for FGM and can make appropriate notifications to the police and CSSW in known cases of FGM | | | |
| All staff are aware of extra-familial harm and the indicators that a pupil may be at risk from harm within the community, particularly through criminal and sexual exploitation, and know what action to take to refer the pupil on for safeguarding | | | |
| All staff are aware of what actions to take when a child goes missing from education or does not attend and that missing episodes are monitored; all staff are aware of the link between going missing and safeguarding issues such as sexual exploitation, criminal behaviour, substance misuse and trafficking; there are procedures in place to notify Camden where a child is removed from the school roll in line with the local <i>Children missing from school policy</i> | | | |
| All staff are aware of how harm, abuse, neglect and trauma can impact on pupil's mental wellbeing and can recognise those pupils who need help with their mental health; all staff know what actions to take to signpost or refer pupils who need a mental health service. | | | |
| All staff are able to share information lawfully and appropriately and work jointly with partner agencies; parents are informed of concerns and actions taken unless this puts the pupil at further risk | | | |
| Records of concerns and referrals are up to date and timely and kept securely | | | |
| All staff receive regular supervision that enables them to raise safeguarding issues | | | |
| Risk assessments are routinely carried out to ensure the health and safety of pupils on site, on school trips and during work experience | | | |
| Pupils feel safe and are aware of how to raise concerns and complaints with a trusted adult | | | |
| Safer recruitment | | | |
| The school has a safer recruitment procedure that is in line with statutory requirements | | | |

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| <p>The school has a single central record providing details of when and by whom the following checks on candidates were taken out:</p> <ul style="list-style-type: none"> • Identity checks • DBS/barred list checks • Prohibition from teaching/section 128 checks • Appropriate checks with overseas organisations where the candidate is from abroad • Checks to establish right to work in the UK • Professional qualifications check | | | |
|---|--|--|--|

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| <ul style="list-style-type: none"> • Checks on individual's social media accounts | | | |
| The school has a clear system in place in line with statutory requirements for volunteers or contractors coming into the school. Enhanced DBS checks are taken out on all staff members, volunteers and governors; barred list checks are also taken out on staff, volunteers and governors who are involved in regulated activity | | | |
| The head teacher or other member of the senior leadership team decides on whether or not volunteers, visitors or contractors require a DBS check and this decision is informed by a risk assessment; arrangements are put in place to supervise and oversee volunteers, visitors and contractors where a DBS check is not carried out and children are not left unsupervised with any individual who has not undergone a DBS check | | | |
| The school seeks written confirmation from agencies that these checks have been taken out on all agency and supply staff prior to appointment; all agency and supply staff are required to present proof of identity prior to beginning work | | | |
| A member of the governing board or senior leadership team involved in interviewing has completed an accredited safer recruitment training course | | | |
| Dealing with allegations against staff | | | |
| There is a named staff member with responsibility for liaising with the police and LADO for all staff subject to allegations, including supply staff | | | |
| Appropriate referrals are made to the DBS where staff cease to work at the school following investigation into allegations | | | |
| The school has a system in place to deal with low-level concerns about staff that do not reach the threshold to be dealt with under the allegations procedures and how to seek advice from the LADO where it is not clear if the threshold has been reached | | | |