



WSCC Safeguarding in Education

Safeguarding Handbook for Schools 2023/24

Last reviewed	September 2023
Next review due	September 2024
Who is governed by this policy	All staff and volunteers at the school
Available on website	NO

Designated Safeguarding Lead in our school	Mrs S KIRBY
Deputy Designated Safeguarding Leads	Mrs C MOSS Mrs K FISHER Mrs E NICHOLSON
Designated Teacher for looked after children	Mrs L BRAZIER-MAIN
Emotional Well-being Lead	Mrs L BRAZIER-MAIN

Table of Contents

1.	CHILDREN REQUIRING MENTAL HEALTH SUPPORT	
1.1	Introduction	4
1.2	W Sussex Single Point of Access (SPoA)	4
1.3	Making a referral	4
1.4	Additional services	5
1.5	Self-harm guidance for schools	5
1.6	Covid-19	5
1.7	Mental Health and RE /RSE / HE	5
2.	STATUTORY STATUS	
2.1	As a school we acknowledge	6
3.	CRIMES COMMITTED ON SCHOOL PREMISES	8
4.	USE OF REASONABLE FORCE IN OUR SCHOOL	9
5.	ON-LINE SAFETY	
5.1	Overview	10
5.2	Opportunities to teach safeguarding	10
5.3	Remote learning	10
5.4	Filters, monitoring and protecting children	11
5.5	Information security and access management	11
5.6	Mobile devices	11
5.7	Staff training and support for parents / carers	11
6.	OFSTED INSPECTIONS	12
7.	PRIVATE FOSTERING	13
8.	ADDITIONAL SPECIFIC SAFEGUARDING ISSUES	
8.1	Child abduction and community safety incidents	14
8.2	Children in the Court system	14
8.3	Children missing education	14
8.4	Absence from school	15
8.5	Absence from school – revised Attendance Guidance	15
8.6	Elective home education (EHE)	15
8.7	Child Criminal Exploitation (CCE) & Child Sex Exploitation (CSE)	16
8.8	Concerns a child is being exploited	17
8.9	County Lines	17
8.10	Modern slavery & National Referral Mechanism	18
8.11	Serious violence	18
8.12	Contextual Safeguarding Networks	18
8.13	Cybercrime	19
8.14	Domestic abuse	19
8.15	Homelessness	20
8.16	So called honour-based violence, including female genital mutilation and forced marriage	21
8.17	Female Genital Mutilation (FGM)	21
8.18	Forced marriage	21
8.19	Preventing radicalisation	22
8.20	The Prevent Duty	22
8.21	Channel Programme	23
8.22	Allegations against other pupils which are safeguarding issues	23
8.23	Procedures	24
8.24	Children with a family member in prison	24
8.25	Other aspects of risk	24

9.	SEXUAL VIOLENCE & SEXUAL HARASSMENT	
9.1	General considerations	25
9.2	Our staff will	26
9.3	Preventing child on child abuse	26
9.4	Sexual violence	27
9.5	What is consent	27
9.6	Sexual harassment	27
9.7	Upskirting	28
9.8	Sharing nude and semi-nude images	28
9.9	KCSiE Part 5	29
9.10	Responding to reports of sexual violence and sexual harassment	29
10.	ALLEGATIONS AGAINST STAFF RECORDS	31
11.	MANAGING PROFESSIONAL DIFFERENCES & CONCERNS	31

ANNEXES

1.	KCSiE Annex C – role of the Designated Safeguarding Lead (DSL)	32
2.	WSCC Children Missing Education Policy	33
3.	Specimen concerns recording form	36
4.	Specimen Chronology	37
5.	Skin / Body map	38
6.	KCSiE Part 5 – sexual violence & sexual harassment	40
7.	WSCC Briefing – sexual violence & sexual harassment between children	41
8.	Child on Child school safety plan	49
9.	Transfer of Records form	51
10.	Warnham CE School Covid-19 arrangements	53
11.	List of policies adopted by this school	55

1. CHILDREN REQUIRING MENTAL HEALTH SUPPORT

1.1 Introduction

We recognise our school has an important role to play in supporting the mental health and wellbeing of our pupils. We recognise mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.

Our school's Emotional Well-being Lead is **Mrs L BRAZIER-MAIN**

As a school we will have a clear system and process in place for identifying possible mental health problems, including routes to escalate and clear referral and accountability systems. We will make sure all staff and volunteers are aware of our system.

Where there are concerns about the mental health, wellbeing and safeguarding of a child, staff will immediately discuss those concerns with the Designated Safeguarding Lead (DSL).

We are aware of recent government publications:

- Preventing and tackling bullying
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf
- Mental health and behaviour in schools
<https://www.gov.uk/government/publications/mental-health-and-behaviour-in-schools--2>
- Promoting children and young people's emotional health and wellbeing
<https://www.gov.uk/government/publications/promoting-children-and-young-peoples-emotional-health-and-wellbeing>

1.2 W Sussex Single Point of Access (SPoA)

Following a Sussex-wide review of emotional wellbeing and mental health services for children and young people, a new West Sussex Single Point of Access (SPoA) for emotional well-being and mental health support launched on 1 June 2022.

The new service provides a simplified single route so that children, young people, families, carers and professionals can be directed to the right service, eliminating the need to refer to multiple services.

Led by Sussex Partnership NHS Foundation Trust's Child and Adolescent Mental Health Service (CAMHS), the new arrangement is delivered in partnership with W Sussex County Council's Youth Emotional Support Service (YES) and YMCA Dialogue.

The three services work together to process (triage) the referrals and determine which service is the most appropriate offer for the young person, which may also include partnership services. In time, more emotional well-being services will be introduced into the service.

1.3 Making a referral

Young people, parents/carers and wider professionals can now make a referral to the W Sussex SPoA at www.e-wellbeing.co.uk/support

Key details:

- The SPoA will be open Monday to Friday 9am-5pm
- The young person must consent to the request for service and understand they may be directed to another service outside the SPoA
- The service will accept referrals for children and young people from the age of 4 up to the young person's 18th birthday, who are registered with a West Sussex GP, whilst recognising and working within NHS CHOICE regulations
- If a young person who is close to turning 18 is referred to the service with a mental health need they will be signposted to adult services.

- If you have any questions about the new service, please contact Naomi Frith, Project Manager, at naomi.frith@spft.nhs.uk.

Alternatively, please go to www.sussexpartnership.nhs.uk/west-sussex-spoa

1.4 Additional Services

Our staff are aware of the W Sussex Community Mental Health Liaison Service <https://www.sussexpartnership.nhs.uk/west-sussex-cmhl-service> who provide an early intervention and prevention service for professionals who are working with young people under the age of 18 and are concerned about a young person's mental health and wellbeing. This service is available to our school.

We are aware that we can obtain advice and support from School Nursing Service <https://www.sussexcommunity.nhs.uk/downloads/services/west-sussex-school-nursing/west-sussex-school-nursing-leaflet.pdf>

We are also aware of the resources available to our school from the Mentally Healthy Schools website <https://www.mentallyhealthyschools.org.uk/>

We are also aware of how we can refer a child or young person to CAMHS <https://www.westsussex.gov.uk/media/12781/camhsref.pdf>

1.5 Self Harm Guidance for Schools

Self-harm page accessible to all schools in W Sussex County council can be found at <https://schools.westsussex.gov.uk/Services/4720> Here you can find information, training and resource in relation to self-harm. This includes bespoke self-harm and distress tolerance sessions that can be accessed for free at any time as well as updates on new innovative projects in relation to self-harm.

Also available on the self-harm page is managing self-harm guidance and tool kit for schools.

As a school we recognise the self-harm resources are available to anyone in education, to support staff when dealing with students who self-harm or are at risk of intentionally harming themselves.

Our school will use this guidance to support our students and staff.

1.6 COVID-19

We are aware of the COVID-19 Pandemic can have on the mental health and well-being of children and young people and we recognise that we will provide support to all our children and young people. See also Annex 9.

1.7 Mental Health and RE / RSE / HE

Through our curriculum, our school will maximise the opportunities to teach our children and young people about mental health as part of the health education cornerstone of our Relationship Education / Relationship and Sex Education and Health Education.

2. STATUTORY STATUS:

Relationship Education, Relationship & Sex Education and Health Education

2.1 As a school we acknowledge

1. The Government has provided regulations which will make the subjects of Relationship Education (for all primary pupils) and Relationships & Sex Education (for all secondary pupils) and Health Education (for all pupils in state-funded schools) mandatory from 2020. [Statutory guidance: relationships education relationships and sex education \(RSE\) and health education](#)
2. As a governing body we recognise the importance and will ensure that our children and young people should be taught about safeguarding, including online safety, and recognise that a one size fits all approach may not be appropriate for all children, and a more personalised or contextualised approach for more vulnerable children, victims of abuse and some SEND children might be needed.
3. We will, as a Governing Body, consider what that means specifically for our school.
4. We recognise the significant positive impact our school can have on the lives of our children and young people through our RE / RSE / HE curriculum.
5. [West Sussex Education for Safeguarding E4S](#) – which will enable our school to identify the specific risks faced by the children in our school so we can develop our safeguarding curriculum accordingly. We as a school have considered this West Sussex approved approach and are working to fully embed it to meet the specific needs of the pupils at our school.
6. A wide variety of teaching and learning resources are available both locally and nationally. Some of these are;
 - [West Sussex Education for Safeguarding E4S](#) – has been designed by the Local Authority to enable all West Sussex schools and colleges to identify the specific risks faced by the children and young people within their own setting and develop a bespoke safeguarding curriculum tailored to the meet those needs.
 - The DfE has produced a one-stop page for teachers on GOV.UK, which can be accessed here: <https://www.gov.uk/government/publications/relationships-education-relationships-and-sex-education-rse-and-health-education>
 - UKCCIS, who have recently published their Education for a Connected World Framework. Online safety is a whole school and college issue. The framework aims to support the development of the curriculum and is of relevance to PSHE education and Computing. It is designed, however, to be usable across the curriculum and beyond and to be central to a whole school or college approach to safeguarding and online safety. It covers early years through to age 18. It can be accessed <https://www.gov.uk/government/publications/education-for-a-connected-world>
 - The PSHE Association provides guidance to schools on developing their PSHE curriculum including online safety. It can be accessed <https://www.pshe-association.org.uk/content/resources-and-curriculum>
 - UKCIS guidance: <https://www.gov.uk/government/publications/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people>
 - The UKCIS external visitors guidance will help schools and colleges to ensure the maximum impact of any online safety sessions delivered by external visitors; <https://www.gov.uk/government/publications/using-external-visitors-to-support-online-safety-education-guidance-for-educational-settings>

- National Crime Agency's CEOP education programme: <https://www.thinkuknow.co.uk>
- Public Health <https://www.gov.uk/government/news/phe-launches-rise-above-for-schools-programme>
- Harmful online challenges and online hoaxes - this includes advice on preparing for any online challenges and hoaxes, sharing information with parents and carers and where to get help and support. [Harmful online challenges and online hoaxes - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/collections/harmful-online-challenges-and-online-hoaxes)
- LGFL 'Undressed' <https://undressed.lgfl.net/> provided schools advice about how to teach young children about being tricked into getting undressed online in a fun way without scaring them or explaining the motives of sex offenders.

3. CRIMES COMMITTED ON SCHOOL PREMISES – when to call the police

1. This section is in relation to pupils who may have committed a crime on school premises. None of the guidance and information in this section is intended to replace normal safeguarding practices of referring concerns to relevant agencies, for example; the IFD or Early Help Hub.
2. **We recognise that if a child is in immediate danger**, or there is a risk of serious injury to anyone or a serious crime is happening or is about to happen, we will call the police immediately on 999.
3. We recognise that situations may occur on school premises where students may have committed a crime. This could include assaults, criminal damage, possessing or supplying drugs or possessing weapons. (Potential sexual offences are dealt with later in this policy.)
4. The National Police Chiefs Council (NPCC) have issued guidance, <https://www.npcc.police.uk/documents/Children%20and%20Young%20people/When%20to%20call%20police%20guidance%20for%20schools%20and%20colleges.pdf> for when schools and colleges should call the police in such circumstances. The advice is for school and college staff with responsibility for behaviour management, including DSLs, their deputies, head teachers and senior leadership teams.
5. Our school will follow this guidance before contacting Sussex Police.
6. Our school will consider, where appropriate, sharing 'When to call the police guidance' with pupils, parents and carers.

4. THE USE OF REASONABLE FORCE IN OUR SCHOOL

1. Keeping Children Safe in Education recognises that there are circumstances when it is appropriate for staff in schools and colleges to use reasonable force to safeguard children and young people. The term 'reasonable force' covers the broad range of actions used by staff that involve a degree of physical contact to control or restrain children. This can range from guiding a child to safety by the arm, to more extreme circumstances such as breaking up a fight or where a young person needs to be restrained to prevent violence or injury. 'Reasonable' in these circumstances means 'using no more force than is needed'. The use of force may involve either passive physical contact, such as standing between pupils or blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of the classroom.
2. A 'no contact' policy at a school or college can leave staff unable to fully support and protect their pupils and staff.
3. Please refer to KCSIE 2022 and guidance offered at https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/444051/Use_of_reasonable_force_advice_Reviewed_July_2015.pdf
4. Our school has considered this issue and adopted the following policy:
 - Use of Force & Restraint

5. ON-LINE SAFETY

5.1 Overview

1. Our school recognises that the use of technology has become a significant component of many safeguarding issues. Child sexual exploitation; radicalisation; sexual predation: technology often provides the platform that facilitates harm. An effective and proactive approach to online safety empowers a school or college to protect and educate the whole school or college community in their use of technology and establishes mechanisms to identify, intervene in and escalate any incident where appropriate.
2. The breadth of issues classified within online safety is considerable, but can be categorised into three areas of risk:
 - **Content** – being exposed to illegal, inappropriate or harmful material; for example, pornography, fake news, racist or radical and extremist views
 - **Contact** – being subjected to harmful online interaction with other users; for example, commercial advertising as well as adults posing as children or young adults
 - **Conduct** – personal online behaviour that increases the likelihood of, or causes, harm; for example, making, sending and receiving explicit images, or online bullying.
 - **Commerce** – risks such as online gambling, inappropriate advertising, phishing and or financial scams. If you feel your pupils, students or staff are at risk, please report it to the Anti-Phishing Working Group (<https://apwg.org/>)
3. Our school will follow the guidance contained within the document Teaching On Line Safety in Schools, June 2019, found at https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/811796/Teaching_online_safety_in_school.pdf

5.2 Opportunities to teach safeguarding

1. We will maximise the opportunities to teach our children how to stay safe online. We recognise there are many resources available and will consider which ones suit the needs of our school.

5.3 Remote learning

1. We recognise our school is likely to be in regular contact with parents and carers. Those communications should be used to reinforce the importance of children being safe online and parents and carers are likely to find it helpful to understand what systems schools and colleges use to filter and monitor online use. It will be especially important for parents and carers to be aware of what their children are being asked to do online, including the sites they will be asked to access and be clear who from the school or college (if anyone) their child is going to be interacting with online.
2. We recognise where children are being asked to learn online at home the DfE has provided advice to support schools and colleges do so safely. For any children learning remotely we will review the advice contained in the following publications and tailor that to the needs of our pupils.
 - <https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak#res>
 - Safeguarding in remote education <https://www.gov.uk/guidance/safeguarding-and-remote-education-during-coronavirus-covid-19>
 - The NSPCC and PSHE Association also provide helpful advice: <https://learning.nspcc.org.uk/news/covid/undertaking-remote-teaching-safely>
 - PSHE – <https://www.pshe-association.org.uk/curriculum-and-resources/search-for-resources>

5.4 Filters, monitoring and protecting children

1. As a governing body we will do all we reasonably can to limit children's exposure to the risks outlined above from the school IT system. As part of this process we will ensure we have appropriate filtering and monitoring systems in place.
2. Whilst considering our responsibility to safeguard and promote the welfare of children and provide them with a safe environment in which to learn, we recognise in KCSiE, that as a governing body we should be doing all we reasonably can to limit children's exposure to the above risks from the school's IT system. As part of this process, governing bodies should ensure their school or college has appropriate filters and monitoring systems in place and regularly review their effectiveness. They should ensure that the leadership team and relevant staff have an awareness and understanding of the provisions in place and manage them effectively and know how to escalate concerns when identified. Governing bodies should consider the age range of their children, the number of children, how often they access the IT system and the proportionality of costs verses safeguarding risks.
3. We review our filters and monitors using appropriate tools from [UK Safer internet centre](#) and for our [Prevent duties](#).
4. We recognise that it is essential that appropriate filters and monitoring systems are in place, we recognise that "over blocking" does not lead to unreasonable restrictions as to what children can be taught with regard to online teaching and safeguarding.

5.5 Information security and access management and reviewing on-line safety

1. We recognise we are directly responsible for ensuring the appropriate level of security protection procedures are in place, in order to safeguard our systems, staff and learners. We will review the effectiveness of these procedures periodically to keep up with evolving cyber-crime technologies. To assist, we will use the guidance contained within <https://www.nen.gov.uk/> and <https://www.ncsc.gov.uk/section/education-skills/cyber-security-schools>
2. Our Governing Body understands that technology in this area evolves and changes rapidly and we will therefore keep the matter under regular review by, for example, using relevant assessment tools, [360 Safe Website](#) and [Online safety in schools Questions from the Governing Body](#)

5.6 Mobile Devices

1. Our school recognises that many children have unlimited and unrestricted access to the internet via 3G, 4G and, in the future, 5G, in particular and our school will carefully consider how this is managed on our premises and issue specific guidance for pupils and staff in respect of this.

5.7 Staff Training and support for parents and carers

1. The Governors recognise the need for staff to undergo regularly updated safeguarding training and the requirement to ensure our children are taught about safeguarding, including online safety. With that in mind, online safety training for staff will be integrated, aligned and considered as part of our overarching safeguarding approach. It will also be considered within our teaching and learning policy and practice.
2. We recognise Annex D of KCSiE 2022 contains many useful resources which we will share with our staff and parents and carers to enable them to support safer use of the internet by all.

6. OFSTED INSPECTIONS

1. The governing body recognises that Ofsted's inspection of early years, schools and post-16 provision will be carried out using the following framework – found <https://www.gov.uk/government/publications/education-inspection-framework>
2. We also recognise that inspectors will always report on whether arrangements for safeguarding children and learners are effective.
3. As a governing body we will ensure that we are familiar with the new inspection framework and inspecting safeguarding in early years, education and skills guidance found <https://www.gov.uk/government/publications/inspecting-safeguarding-in-early-years-education-and-skills> and how we can use those documents to monitor the safeguarding framework in our school.

7. PRIVATE FOSTERING

1. Our school recognises that private fostering occurs when a child under the age of 16 (under 18, if disabled) is provided with care and accommodation **by a person who is not a parent, person with parental responsibility for them or a relative in their own home.**
2. A child is not privately fostered if the person caring for and accommodating them has done so for less than 28 days and does not intend to do so for longer. Such arrangements may come to the attention of school staff through the normal course of their interaction, and promotion of learning activities, with children.
3. Our school will notify the local authority to allow the local authority to check the arrangement is suitable and safe for the child.
4. We will ensure the Pan-Sussex Child Protection and Safeguarding Procedures regarding private fostering will be followed where private fostering is known or believed to be taking place. See <https://sussexchildprotection.procedures.org.uk/tkypho/children-in-specific-circumstances/children-living-away-from-home#s187>

8. ADDITIONAL SPECIFIC SAFEGUARDING ISSUES

8.1 Child Abduction and community safety incidents

1. Child abduction is the unauthorised removal or retention of a minor from a parent or anyone with legal responsibility for the child. Child abduction can be committed by parents or other family members; by people known but not related to the victim (such as neighbours, friends and acquaintances); and by strangers.
2. We recognise other community safety incidents in the vicinity of a school can raise concerns amongst children and parents, for example, people loitering nearby or unknown adults engaging children in conversation.
3. If we are informed about such an incident we will make contact with the police, by 999 if we believe someone is in immediate danger or a crime is being committed.
4. We recognise the benefits of working with the police and taking advice from WSCC press office if sharing concerns about specific incidents with parents.
5. As children get older and are granted more independence (for example, as they start walking to school on their own) it is important they are given practical advice on how to keep themselves safe. We will consider this in our RSHE curriculum, working with partners including the police where we can to enhance the universal taught curriculum.
6. It is important that lessons focus on building children's confidence and abilities rather than simply warning them about all strangers. We will consider this within our wider RSHE curriculum. Further information is available at:
 - <http://www.actionagainstabduction.org/>
 - <https://clevernevergoes.org/>

8.2 Children in the Court System

Criminal Court

1. Our school will do all we can in supporting any of our children / young people who are required to attend court to give evidence in criminal court. We recognise that maybe because crimes were committed against them or for crimes they have witnessed. There are two age appropriate guides to support children – 5-11 year olds, accessed [here](#) and 12-17 year olds accessed [here](#).
2. Our school will ensure our pupils have access to these booklets. They explain each step of the process and support and special measures that are available. There are diagrams illustrating the courtroom structure and the use of video links is explained.

Pre-trial Therapy

3. Our school will always do all we can to support our pupils, which includes providing counselling and other types of therapy. We are aware however that where the pupil is a witness in a criminal trial we must ensure relevant guidelines are followed, which can be found [here](#). In any such situation we will be guided by the police in respect of provision of any therapy before trial.

Family Court

4. Making child arrangements via the family courts following separation can be stressful and entrench conflict in families. This can be stressful for children. The Ministry of Justice has launched an online child arrangements information tool with clear and concise information on the dispute resolution service. Our school will make this available as it may be useful for some parents and carers. It can be accessed [here](#).

8.3 Children missing education

1. Children Missing Education are at greater risk of exploitation.

2. We will ensure our school understands the safeguarding duties we have when notifying the Local Authority when removing a child from our school roll at non-standard transition times.
3. The full details of our obligations are contained in Annex 4 below – a copy of the WSCC Children Missing Education Policy.
4. Our school will adopt the WSCC policy and guidance in respect of Children Missing Education.

8.4 Absence from school

1. Where children do not turn up for school, we will follow our school's attendance policy.
2. We will ensure we have more than one parent / carer contact number for each pupil.
3. Where a student has not attended and we are unable to contact any parent or carer we will consider the matter from a safeguarding perspective.
4. In particular we will consider if there are any existing child protection or safeguarding concerns for the child – if there are, we will notify the relevant agency of the absence immediately.
5. We will also consider if there are any other special circumstances, for example, child or parent disability that may make it difficult for them to make contact with health or other services if they needed to, especially in times of emergency.
6. If there any concerns our school will consider making a home visit and contacting the IFD.
7. If there are significant concerns, we will contact the police immediately.

8.5 Absence from school – revised School Attendance Guidance August 2020

1. Our school will follow the revised [Government Guidance](#) regarding attendance, which is in place from August 2020.
2. We recognise that from the start of the autumn term 2020 pupil attendance will be mandatory and the usual rules on attendance will apply, including:
 - parents' duty to ensure that their child of compulsory school age attends regularly at the school where the child is a registered pupil
 - schools' responsibilities to record attendance and follow up absence
 - the ability to issue sanctions, including fixed penalty notices, in line with local authorities' codes of conduct
3. The guidance also gives clear guidance on where not attending in Covid-19 related circumstances will apply.
4. Further advice and support can be found at Annex 2 below and by contacting Pupil Entitlement Investigation on:
Email - PEI@westsussex.gov.uk
Tel - 0330 222 8200

8.6 Elective Home Education (EHE)

1. As a school we recognise that many home educated children have an overwhelmingly positive learning experience. We would expect the parents' decision to home educate to be made with their child's best education at the heart of the decision. However, we also recognise this is not the case for all, and home education can mean some children are less visible to the services that are there to keep them safe and supported in line with their needs.

2. From September 2016 the Education (Pupil Registration) (England) Regulations 2006 were amended so that schools must inform their LA of all deletions from their admission register when a child is taken off roll.
3. Where a parent/carer has expressed their intention to remove a child from school with a view to educating at home, we recognise that KCSiE 2022 recommends that LAs, schools, and other key professionals work together to coordinate a meeting with parents/carers where possible. Ideally, this would be before a final decision has been made, to ensure the parents/carers have considered what is in the best interests of each child. This is particularly important where a child has SEND, is vulnerable, and/or has a social worker.
4. As a school we recognise that, on hearing of parents considering removing a child for EHE, schools are encouraged to make contact with the EHE team to discuss any concerns they may have.¹
5. Where the child is on a Child Protection / Child in Need or Early Help plan, we as a school recognise **we must**, at the earliest opportunity, inform the agencies involved in those plans and the EHE team, and look to hold a meeting with professionals and parents / carers to discuss any concerns and to ensure the parental decision is in the best interest of the child.
6. As a school we are also aware of DfE guidance for local authorities on Elective home education sets out the role and responsibilities of LAs and their powers to engage with parents in relation to EHE. Although this is primarily aimed at LAs, schools should also be familiar with this guidance.²

8.7 Child Criminal Exploitation (CCE) and Child Sexual Exploitation (CSE)

1. We recognise that both CCE and CSE are forms of abuse that occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into taking part in sexual or criminal activity, in exchange for something the victim needs or wants, and/or for the financial advantage or increased status of the perpetrator or facilitator and/or through violence or the threat of violence. CSE and CCE can affect children, both male and female and can include children who have been moved (commonly referred to as trafficking) for the purpose of exploitation.
2. We recognise changes in behaviour can indicate signs of abuse or exploitation and we will, as a school, always hear the voice of the child and establish what underlying causes there are for changes in or continued poor behaviour.
3. In some cases, the exploitation or abuse will be in exchange for something the victim needs or wants (for example, money, gifts or affection), and/or will be to the financial benefit or other advantage, such as increased status, of the perpetrator or facilitator.
4. Children can be exploited by adult males or females, as individuals or in groups. They may also be exploited by other children, who themselves may be experiencing exploitation – where this is the case, it is important that the child perpetrator is also recognised as a victim.
5. Whilst the age of the child may be a contributing factor for an imbalance of power, there are a range of other factors that could make a child more vulnerable to exploitation, including gender, sexual identity, cognitive ability, learning difficulties, communication ability, physical strength, status, and access to economic or other resources.
6. Some of the following can be indicators of both child criminal and sexual exploitation where children:
 - appear with unexplained gifts or new possessions
 - associate with other young people involved in exploitation
 - suffer from changes in emotional well-being

¹ The West Sussex County Council EHE Team can be contacted on - 0330 222 3300 / ehe@westsussex.gov.uk

² <https://www.gov.uk/government/publications/elective-home-education>

- misuse drugs and alcohol
 - go missing for periods of time or regularly come home late
 - regularly miss school or education or do not take part in education
7. Children may who have been exploited will need additional support to help maintain them in education.
 8. CSE can be a one-off occurrence or a series of incidents over time and range from opportunistic to complex organised abuse. It can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence. Some additional specific indicators are children who:
 - have older boyfriends or girlfriends
 - suffer from sexually transmitted infections
 - display sexual behaviours beyond expected sexual development
 - become pregnant
 9. Further information on signs of a child's involvement in sexual exploitation is available in Home Office guidance <https://www.gov.uk/government/publications/child-sexual-exploitation-definition-and-guide-for-practitioners>

8.8 Concerns a child is being exploited

1. If we have any concerns a child is being exploited we will take advice from IFD and complete the complex safeguarding child exploitation assessment form found
2. <https://www.westsussexscp.org.uk/professionals/child-exploitation-ce-including-child-sexual-exploitation-cse/child-exploitation-including-child-sexual-exploitation>

8.9 County Lines

1. We recognise 'County Lines' is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs using dedicated mobile phone lines or other form of "deal line". This activity can happen locally as well as across the UK – no specified distance of travel is required. Children and vulnerable adults are exploited to move, store and sell drugs and money. Offenders will often use coercion, intimidation, violence (including sexual violence) and weapons to ensure compliance of victims.
2. All our staff will recognise that children:
 - can be targeted and recruited into county lines in a number of locations including schools (mainstream and special), further and higher educational institutions, pupil referral units, children's homes and care homes
 - are also increasingly being targeted and recruited online using social media
 - can easily become trapped by this type of exploitation as county lines gangs can manufacture drug debts which need to be worked off or threaten serious violence and kidnap towards victims (and their families) if they attempt to leave the county lines network
3. A number of the indicators for CSE and CCE as detailed above may be applicable to where children are involved in county lines. Some additional specific indicators that may be present where a child is criminally exploited through involvement in county lines are children who:
 - go missing and are subsequently found in areas away from their home
 - have been the victim or perpetrator of serious violence (e.g., knife crime)
 - are involved in receiving requests for drugs via a phone line, moving drugs, handing over and collecting money for drugs
 - are exposed to techniques such as 'plugging', where drugs are concealed internally to avoid detection
 - are found in accommodation that they have no connection with, often called a 'trap house or cuckooing' or hotel room where there is drug activity
 - owe a 'debt bond' to their exploiters
 - have their bank accounts used to facilitate drug dealing

4. Further information on the signs of a child's involvement in county lines is available in guidance published by the [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/863323/HOCountyLinesGuidance - Sept2018.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/863323/HOCountyLinesGuidance_-_Sept2018.pdf)
5. If we are concerned that a child or young person is being exploited or being drawn into exploitation through county lines we will follow the guidance above.

8.10 Modern Slavery and the National Referral Mechanism

1. We recognise modern slavery encompasses human trafficking and slavery, servitude and forced or compulsory labour. Exploitation can take many forms, including: sexual exploitation, forced labour, slavery, servitude, forced criminality and the removal of organs.
2. We recognise that modern slavery affects all members of society and could be happening in our community.
3. Where we have any concerns modern slavery is happening we will contact the police and / or IFD.
4. We recognise we can obtain further information on the signs that someone may be a victim of modern slavery, the support available to victims and how to refer them to the NRM is available in the Modern Slavery Statutory Guidance. <https://www.gov.uk/government/collections/modern-slavery>

8.11 Serious Violence

1. All staff in our school will be aware of the indicators which may signal that children are at risk from, or involved with serious violent crime. We will be aware that indicators such as increased absence, a change of friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in well-being, or signs of assault or injuries. In addition, unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs.
2. We understand that such cases are often difficult to identify. As a school we will do all we can to hear the voice of the child, enabling all our children to share concerns, worries or feel enabled to ask for help.
3. Where we are concerned that a child at our school may be involved in serious violence or at risk of exploitation we will complete the child exploitation risk assessment found at <https://www.westsussexscps.org.uk/professionals/child-exploitation-ce-including-child-sexual-exploitation-cse/child-exploitation-including-child-sexual-exploitation>
4. If there are any concerns a child is at risk of serious violence, we will contact IFD for advice.
5. If we are concerned that the child is at risk of imminent serious violence, we will call the police on 999.

8.12 Contextual Safeguarding Networks

1. Recent developments in building contextual safeguarding network can significantly increase the support to young people at risk of exploitation. This network looks at different aspects of potential abuse which is committed outside the home. More information can be found in the Pan-Sussex Child Protection and Safeguarding Procedures can be found at <https://sussexchildprotection.procedures.org.uk/tkyqxo/children-in-specific-circumstances/exploitation>

2. Further advice and guidance can be found by visiting https://westsussex.local-offer.org/information_pages/599-contextual-safeguarding

8.13 Cybercrime

1. We recognise cybercrime is criminal activity committed using computers and/or the internet. It is broadly categorised as either 'cyber-enabled' (crimes that can happen off-line but are enabled at scale and at speed on-line) or 'cyber dependent' (crimes that can be committed only by using a computer). Cyber-dependent crimes include:
 - unauthorised access to computers (illegal 'hacking'), for example accessing a school's computer network to look for test paper answers or change grades awarded.
 - denial of service (Dos or DDoS) attacks or 'booting'. These are attempts to make a computer, network or website unavailable by overwhelming it with internet traffic from multiple sources; and,
 - making, supplying or obtaining malware (malicious software) such as viruses, spyware, ransomware, botnets and remote access Trojans with the intent to commit further offences, including those above.
2. We recognise that children with particular skill and interest in computing and technology may inadvertently or deliberately stray into cyber-dependent crime.
3. If there are concerns about a child in this area, the DSL (or deputy), we will consider a referral to IFD.
4. We will also consider referring into the Cyber Choices programme. (A nationwide police programme supported by the Home Office and led by the National Crime Agency, working with regional and local policing. It aims to intervene where young people are at risk of committing, or being drawn into, low level cyber-dependent offences and divert them to a more positive use of their skills and interests.)
5. Note that Cyber Choices does not currently cover 'cyber-enabled' crime such as fraud, purchasing of illegal drugs on-line and child sexual abuse and exploitation, nor other areas of concern such as on-line bullying or general on-line safety.
6. Additional advice can be found at:
 - National Crime Agency <https://nationalcrimeagency.gov.uk/what-we-do/crime-threats/cyber-crime/cyberchoices>
 - National Cyber Security Centre <https://www.ncsc.gov.uk/>

8.14 Domestic Abuse

1. Our school recognises the definition of domestic abuse to be any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:
 - psychological
 - physical
 - sexual
 - financial
 - emotional
2. As outlined in KCSiE 2022 and above, domestic abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. That abuse can be, but is not limited to, psychological, physical, sexual, financial or emotional. Children can be victims of domestic abuse. They may see, hear, or experience the effects of abuse at home and/or suffer domestic abuse in their own intimate relationships (teenage relationship abuse). All of which can

have a detrimental and long-term impact on their health, well-being, development, and ability to learn.

3. Exposure to domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result. Domestic abuse affecting young people can also occur within their personal relationships, as well as in the context of their home life.
4. Any concerns regarding domestic abuse will be considered by the DSL or deputy and advice and guidance obtained from IFD.
5. As outlined in KCSiE 2022, Operation Encompass helps police and schools work together and enables the school to support the child as soon as possible. Our school has joined the Operation Encompass scheme with Sussex Police.
6. Our school is aware of and will use where necessary the Operation Encompass National Teachers Helpline 0204 513 9990 in order to support our children if we receive an Operation Encompass notification.
7. Our school is aware that IFD can also provide support.
8. We are aware that further information can also be obtained from
 - <https://www.operationencompass.org/>
 - [NSPCC - lockdown and domestic abuse](#),
 - [Refuge - effects on children](#) and
 - [SafeLives: young people and domestic abuse](#)

8.15 Homelessness

1. Our school recognises that being homeless or being at risk of becoming homeless presents a real risk to a child's welfare.
2. Indicators that a family may be at risk of homelessness include household debt, rent arrears, domestic abuse and anti-social behaviour, as well as the family being asked to leave a property. Whilst referrals and or discussion with the Local Housing Authority should be progressed as appropriate, this does not, and should not, replace a referral into children's social care where a child has been harmed or is at risk of harm.
3. The Homelessness Reduction Act 2017 places a new legal duty on English councils so that everyone who is homeless or at risk of homelessness will have access to meaningful help including an assessment of their needs and circumstances, the development of a personalised housing plan, and work to help them retain their accommodation or find a new place to live.
4. The following factsheets usefully summarise the new duties: Homeless Reduction Act Factsheets can be found at <https://www.gov.uk/government/publications/homelessness-reduction-bill-policy-factsheets>
5. The new duties shift focus to early intervention and encourage those at risk to seek support as soon as possible before they are facing a homelessness crisis.
6. In most cases school and college staff will be considering homelessness in the context of children who live with their families, and intervention will be on that basis. However, it should also be recognised in some cases that 16 and 17 year olds could be living independently from their parents or guardians, for example through their exclusion from the family home, and will require a different level of intervention and support. Children's services will be the lead agency for these young people and the DSL or deputy should ensure appropriate referrals are made based on the child's circumstances.

7. The department and the Ministry of Housing, Communities and Local Government have published joint statutory guidance on the provision of accommodation for 16 and 17 year olds who may be homeless and / or require accommodation available [here](#)

8.16 So-called Honour Based Violence (HBV) – including Female Genital Mutilation (FGM) and Forced Marriage

1. So-called 'honour-based' violence (HBV) encompasses incidents or crimes which have been committed to protect or defend the honour of the family and/or the community, including female genital mutilation (FGM), forced marriage, and practices such as breast ironing. Abuse committed in the context of preserving "honour" often involves a wider network of family or community pressure and can include multiple perpetrators. It is important to be aware of these dynamic and additional risk factors when deciding what form of safeguarding action to take. All forms of HBV are abuse (regardless of the motivation) and should be handled and escalated as such. Professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a child being at risk of HBV, or already having suffered HBV.
2. For schools and colleges who may use children and / or other family members to translate information to parents and carers – **THIS MUST NOT BE DONE IF THERE ARE CONCERNS** about so called honour-based violence.
3. If staff have a concern regarding a child that might be at risk of HBV or who has suffered from HBV, they should speak to the DSL or deputy who will in turn contact the IFD.

8.17 Female Genital Mutilation (FGM)

All schools and colleges have a legal obligation to report acts of Female Genital Mutilation.

1. Female Genital Mutilation (FGM) comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse with long-lasting harmful consequences.
2. Professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a girl being at risk of FGM, or already having suffered FGM.
3. From 31 October 2015, regulated health and social care professionals and teachers in England and Wales must report 'known' cases of FGM in under 18's which they identify in the course of their professional work to the police.
4. The Home Office has published procedural information on the duty to help health and social care professionals, teachers and the police understand: the legal requirements placed upon them, a suggested process to follow, and an overview of the action which may be taken if they fail to comply with the duty. It also aims to give the police an understanding of the duty and the next steps upon receiving a report.
5. Guidance can be obtained here;
 - [Home Office: Mandatory Reporting of FGM – procedure information](#)
 - [FGM Mandatory Reporting Fact Sheet](#)
 - [FGM Reporting Flowchart for under 18's](#)

8.18 Forced Marriage

1. Forcing a person into a marriage is a crime in England and Wales. A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats or any other form of coercion is used to cause a person to enter into a marriage. Threats can be physical or emotional and psychological. A lack of full and free consent can be where a person does not consent or where they cannot consent (if they have learning disabilities, for example).

2. Nevertheless, some communities use religion and culture as a way to coerce a person into marriage. We recognise our school can play an important role in safeguarding children from forced marriage.
3. The Forced Marriage Unit has published [Statutory Guidance Multi-agency Force Marriage Guidance](#) pages 32-35 of which focus on the role of schools and colleges.
4. School and college staff who have concerns about a forced marriage should contact the DSL or deputy who should contact IFD for further advice. Specialist advice can also be obtained from the Forced Marriage Unit on 020 7008 0151 or email fmfu@fco.gov.uk

8.19 Preventing Radicalisation

1. As part of our **safeguarding** training our school will train all staff at least annually in respect of preventing radicalisation.
2. We recognise children are vulnerable to extremist ideology and radicalisation. Similar to protecting children from other forms of harms and abuse, protecting children from this risk should be a part of a schools' or colleges' safeguarding approach.
3. Extremism is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.
4. Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.
5. Terrorism is an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.
6. There is no single way of identifying whether a child is likely to be susceptible to an extremist ideology. Background factors combined with specific influences such as family and friends may contribute to a child's vulnerability. Similarly, radicalisation can occur through many different methods (such as social media or the internet) and settings (such as within the home).
7. However, it is possible to protect vulnerable people from extremist ideology and intervene to prevent those at risk of radicalisation being radicalised. As with other safeguarding risks, staff should be alert to changes in children's behaviour, which could indicate that they may be in need of help or protection. Staff should use their judgement in identifying children who might be at risk of radicalisation and act proportionately which may include the designated safeguarding lead (or deputy) making a Prevent referral.

8.20 The Prevent Duty

1. The school's DSL (and any deputies) should be aware of local procedures for making a Prevent referral and that our school is subject to a duty under section 26 of the Counter Terrorism and Security Act 2015 (the CTSA 2015), in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism". This is known as the PREVENT Duty.
2. The PREVENT Duty will be seen as part of schools' and colleges' wider safeguarding obligations.
3. Our DSL's and other senior leaders will familiarise themselves with the revised Prevent Duty Guidance <https://www.gov.uk/government/publications/prevent-duty-guidance> especially paragraphs 57-76, which are specifically concerned with schools and childcare.

4. The guidance is set out in terms of four general themes: risk assessment, working in partnership, staff training, and IT policies.
5. There is additional guidance: [Prevent duty guidance: for further education institutions in England and Wales](#) that applies to colleges.
6. We recognise that further information can be obtained from [WSCC Preventing Extremism](#) and also KCSiE 2022.

8.21 Channel Programme – for those at risk of radicalisation

1. Our school recognises Channel is a voluntary, confidential support programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism.
2. Prevent referrals may be passed to a multi-agency Channel Panel, which will discuss the individual referred to determine whether they are vulnerable to being drawn into terrorism and consider the appropriate support required. A representative from the school may be asked to attend the Channel Panel to help with this assessment. An individual's engagement with the programme is entirely voluntary at all stages.
3. Our school DSL and senior staff will understand when it is appropriate to make a referral to the Channel programme.
4. Further information is available here:
 - [Prevent and Channel Duty – A Toolkit for Schools](#)
 - [Channel Guidance](#)
 - [Making a Channel Referral in West Sussex](#)
 - [Prevent Channel Referral Form](#)
5. Further advice and guidance regarding the Prevent duty and preventing radicalisation and violent extremism can be accessed on the W Sussex Service for Schools website, accessed <https://schools.westsussex.gov.uk/Services/3601>

8.22 Allegations against other pupils which are safeguarding issues

1. Occasionally, allegations may be made against a pupil by other pupils in the school which are of a safeguarding nature. Safeguarding issues raised in this way may include physical abuse emotional abuse, sexual abuse and sexual exploitation.
2. Professionals must decide in the circumstances of each case whether or not behaviour directed at another child should be categorised as abusive or not.
3. Examples of safeguarding issues against a student could include:

Physical abuse

 - violence, particularly pre-planned
 - forcing others to use drugs or alcohol

Emotional abuse

 - blackmail or extortion
 - threats and intimidation (including racist or homophobic/religious remarks, cyber-bullying)
 - isolating an individual from social activities
 - exploiting any situation which may compel another student to do or not do something against their wishes, for example, sexting

Sexual abuse

 - indecent exposure, any form of sexual assault, or encouraging others to engage in such activity

- forcing others to watch pornography or taking part in 'sexting'

Sexual Exploitation

- encouraging other children to engage in inappropriate sexual behaviour
- photographing or videoing other children performing indecent acts

8.23 Procedures

1. If there is a safeguarding concern, the DSL should be informed.
2. A factual record should be made of the allegation, but no attempt at that stage should be made to investigate the circumstances (though further discussion with the alleged victim/perpetrator may be required by the school if further assessment required prior to safeguarding decision).
3. The DSL should contact the IFD to discuss the case where appropriate.
4. The DSL (or deputy) will follow through the outcomes of the discussion and make a referral when appropriate.
5. If the allegation indicates that a potential criminal offence has taken place, school will consult with the police and IFD.
6. Parents of both the perpetrator and the alleged victim should be informed and kept updated on the progress of the referral, unless to do so would place the alleged victim at risk, and/or jeopardise a police investigation. If unsure, advice should be sought from the IFD.
7. The DSL will make a record of the concern and a copy will be kept on both pupils' files.
8. Where neither Children's Social Care nor the police progress an investigation, a thorough investigation should take place using the school's normal disciplinary procedures.
9. In situations where the school considers a safeguarding concern remains present, a risk assessment should be prepared along with a preventative plan. The plan should be monitored, and a date set for a follow up review with everyone concerned. The plan should reflect both the physical and emotional safety of all pupils concerned

8.24 Children with family member in prison

1. Our school is aware of the additional challenges faced by children who have a parent/carer sent to prison. We recognise that this could well be an adverse childhood experience and we also recognise such children are at risk of poor outcomes including poverty, stigma, isolation and poor mental health.
2. NICCO provides information designed to support professionals working with offenders and their children, to help mitigate negative consequences for those children. Our school will work in accordance with that guidance, found [here](#), in supporting children in our school who have a parent or carer in prison.

8.25 Other aspects of risk

1. In addition to the information contained above, additional information is provided on the following areas;
 - Bullying, including cyberbullying.
2. Our school has an anti-bullying strategy which is used by all staff. National guidance on anti-bullying can be found [here](#). In addition, support for victims of significant bullying can be provided by the local Early Help hub and by visiting [Your Space](#).

9. SEXUAL VIOLENCE AND SEXUAL HARASSMENT between children in schools

9.1 General considerations

1. We are familiar with the guidance and information contained in Part 5 KCSiE 2023 and also DfE guidance https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/999239/SVSH_2022.pdf which has been produced to assist schools and colleges to manage cases of sexual violence and harassment between pupils.
2. We recognise that more information on how to respond to cases is contained within the school's Safeguarding Handbook.
3. At our school we believe that all children have a right to attend school and learn in a safe environment. Children should be free from harm by adults in the school and other pupils.
4. We recognise that some pupils will sometimes negatively affect the learning and wellbeing of others and their behaviour will be dealt with under the school's behaviour policy or anti-bullying policy in the first instance.
5. However, we recognise that some allegations may be of such a serious nature that they may raise safeguarding concerns.
6. **All staff** should recognise that children are capable of abusing their peers. All our staff should be clear about our school policy and procedures with regard to child on child abuse.
7. We recognise the importance of an ambitious broad and balanced curriculum which develops students understanding of consent, acceptable behaviour, keeping themselves safe and healthy relationships.
8. We will ensure that, in our school, our policy will include procedures to minimise the risk of child on child abuse.
9. We recognise and will ensure that systems should be in place (and they should be well promoted, easily understood and easily accessible) for children to confidently report abuse, knowing their concerns will be treated seriously.
10. We understand that schools and colleges not recognising, acknowledging or understanding the scale of harassment and abuse and/or downplaying some behaviours related to abuse can lead to a culture of unacceptable behaviour, an unsafe environment and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it. We will ensure we have a positive cultural of challenge and reporting in our school.
11. We recognise that children may not find it easy to tell staff about their abuse verbally. We understand children can show signs or act in ways that they hope adults will notice and react to. In some cases, the victim may not make a direct report. For example, a friend may make a report, or a member of school or college staff may overhear a conversation that suggests a child has been harmed or a child's own behaviour might indicate that something is wrong. As per this policy, if staff have any concerns about a child's welfare, they should act on them immediately rather than wait to be told.
12. As always when concerned about the welfare of a child, all our staff should act in the best interests of the child. In all cases, schools and colleges should follow general safeguarding principles as set out throughout this policy. Immediate consideration should be given as to how best to support and protect the victim and the alleged perpetrator(s) (and any other children involved/impacted).

13. The starting point regarding any report should always be that there is a zero-tolerance approach to sexual violence and sexual harassment, and it is never acceptable, and it will not be tolerated. It is especially important not to pass off any sexual violence or sexual harassment as “banter”, “just having a laugh”, “part of growing up” or “boys being boys” as this can lead to a culture of unacceptable behaviours and an unsafe environment for children.
14. Our school recognises sexual violence and sexual harassment can occur between two children of **any** age and sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.
15. Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment. Sexual violence and sexual harassment exist on a continuum and may overlap, they can occur online and offline (both physical and verbal) and are never acceptable.
16. It is important that **all** victims are taken seriously and offered appropriate support. Staff should be aware that some groups are potentially more at risk. Evidence shows girls, children with SEND and LGBT children are at greater risk.

9.2 Our staff will recognise the importance of:

1. Making clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up.
2. Not tolerating or dismissing sexual violence or sexual harassment as “banter”, “part of growing up”, “just having a laugh” or “boys being boys”.
3. Challenging behaviours (potentially criminal in nature), such as grabbing bottoms, breasts and genitalia, flicking bras and lifting up skirts. Dismissing or tolerating such behaviours risks normalising them.
4. Recognition of the gendered nature of child on child abuse (i.e., that it is more likely that girls will be victims and boys’ perpetrators), but that all child on child abuse is unacceptable and will be taken seriously.
5. The different forms child on child abuse can take, such as: bullying (including cyber-bullying).
6. Sexual violence and sexual harassment (which is covered in more detail below).
7. Consensual and non-consensual sharing of nude and semi-nude images and/or videos (also known as sexting or youth produced sexual imagery) also covered below.
8. Causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party.
9. Upskirting, which typically involves taking a picture under a person’s clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm.
10. Initiation/hazing type violence and rituals.

9.3 Preventing child on child abuse

As a school we will:

1. Provide a developmentally appropriate education syllabus which develops pupils understanding of consent, acceptable behaviour, keeping themselves safe and healthy relationships.
2. Have systems in place for any pupil to raise concerns with staff, knowing that they will be listened to, believed and valued.

3. Deliver targeted work on assertiveness and keeping safe to those children identified as being at risk.
4. Develop robust risk assessments and providing targeted work for pupils identified as being a potential risk to other pupils.
5. Provide clarity on how allegations of child on child abuse will be recorded, investigated and dealt with.
6. Have clear processes as to how victims, perpetrators and any other child affected by child on child abuse will be supported.
7. Provide a clear statement that abuse is abuse and should never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”.
8. Recognise the gendered nature of child on child abuse (i.e., that it is more likely that girls will be victims and boys’ perpetrators), but that all child on child abuse is unacceptable and will be taken seriously.

9.4 Sexual violence – rape and sexual assault, including by penetration

1. We recognise it is important that our staff are aware of sexual violence and the fact children can, and sometimes do, abuse their peers in this way. When referring to sexual violence we are referring to sexual offences under the Sexual Offences Act.
 - **Rape:** A person (A) commits an offence of rape if: he intentionally penetrates the vagina, anus or mouth of another person (B) with his penis, B does not consent to the penetration and A does not reasonably believe that B consents.
 - **Assault by Penetration:** A person (A) commits an offence if: s/he intentionally penetrates the vagina or anus of another person (B) with a part of her/his body or anything else, the penetration is sexual, B does not consent to the penetration and A does not reasonably believe that B consents.
 - **Sexual Assault:** A person (A) commits an offence of sexual assault if: s/he intentionally touches another person (B), the touching is sexual, B does not consent to the touching and A does not reasonably believe that B consents.

9.5 What is consent?

1. Consent is about having the freedom and capacity to choose. Consent to sexual activity may be given to one sort of sexual activity but not another, e.g., to vaginal but not anal sex or penetration with conditions, such as wearing a condom. Consent can be withdrawn at any time during sexual activity and each time activity occurs. Someone consents to vaginal, anal or oral penetration only if s/he agrees by choice to that penetration and has the freedom and capacity to make that choice.

9.6 Sexual harassment

1. When referring to sexual harassment we mean ‘unwanted conduct of a sexual nature’ that can occur online and offline. When we reference sexual harassment, we do so in the context of child-on-child sexual harassment. Sexual harassment is likely to: violate a child’s dignity, and/or make them feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment.
2. Whilst not intended to be an exhaustive list, sexual harassment can include:

- Sexual comments, such as: telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names
- Sexual “jokes” or taunting
- Physical behaviour, such as: deliberately brushing against someone, interfering with someone’s clothes (schools and colleges should be considering when any of this crosses a line into sexual violence – it is important to talk to and consider the experience of the victim) and displaying pictures, photos or drawings of a sexual nature
- Online sexual harassment. This may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence³. It may include:
 - non-consensual sharing of sexual images and videos
 - sexualised online bullying
 - unwanted sexual comments and messages, including, on social media and
 - sexual exploitation; coercion and threats

9.7 Upskirting

1. Our school recognises that upskirting is a criminal offence and we will take any allegations of such behaviour very seriously.
2. Upskirting typically involves taking a picture up or under a person’s clothing without them knowing. The picture is taken with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm.
3. When an allegation of upskirting is brought to our attention we will respond as we would for any other disclosure of potential abuse.
4. We will follow the principles as set out in responding to reports of sexual violence and harassment above and will take advice from IFD on how to progress any allegation of upskirting.
5. Where any suspect for a case of upskirting is identified as being a pupil at our school we will initially be guided by police but will always seek to support that pupil in accordance with the principles set out below.

9.8 Sharing nude and semi-nude images

1. We recognise the guidance issued in December 2020 by the Dept for Digital, Culture, Media and Sport and the UK Council for Internet Safety published guidance Sharing nudes and semi nudes: advice for education settings working with children and young people⁴.
2. This guidance separates incidents of those under 18 sharing nude or semi-nude images into two broad areas: 1 – aggravated and 2 – experimental.
3. Aggravated can be sub-categorised into the following areas:
 - an adult is involved
 - youth only and there is an intent to harm – for example used to threaten or exploitation
 - youth only and reckless misuse – for example sharing images widely without consent but no intent to harm
4. Experimental can be sub-categorised into
 - where images have been shared within a romantic context
 - where young people share images of themselves with others for sexual attention⁵
 - another reason

³ Project DESHAME provides useful research advice and resources regarding online sexual harassment – found [here](#)

⁴<https://www.gov.uk/government/publications/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people>

⁵ The guidance identifies sexual attention seeking. The phrase ‘sexual attention seeking’ is taken directly from the typology however it is important to note that incidents within this category can be a part of normal childhood. A child or young person should not be blamed for taking and sharing their image

5. Response

- We will have a thorough understanding of the guidance and assess each case on its own merits. Where aggravating factors may be present, the matter should be referred to police on 101 and IFD.
- Where there are no clear aggravating factors the school will consider whether a safeguarding referral to IFD should still be made, taking advice from IFD where appropriate.

9.9 Part 5 Keeping Children Safe in Education

1. We recognise Part 5 of KCSiE contains helpful information and guidance, which we will refer to when managing cases of child sexual violence and harassment. (Part 5 KCSiE is attached at Annex 6)

9.10 Responding to reports of sexual violence and sexual harassment

1. We recognise it is essential that all victims are reassured that they are being taken seriously, regardless of how long it has taken them to come forward, and that they will be supported and kept safe. Abuse that occurs online or outside of the school or college should not be downplayed and should be treated equally seriously. A victim should never be given the impression that they are creating a problem by reporting sexual violence or sexual harassment. Nor should a victim ever be made to feel ashamed for making a report. It is important to explain that the law is in place to protect children and young people rather than criminalise them, and this should be explained in such a way that avoids alarming or distressing them.
2. Annex 7, *Briefing Note: Sexual violence & harassment between children in schools & colleges* outlines key considerations for schools and colleges. The briefing note contains information on how to respond and refer to reports of sexual violence and sexual harassment, safety plans, and how to support all the children and young people involved.
3. We recognise that this briefing note sets out the local context and outlines when schools should contact the police and the IFD. We will use this briefing note when responding to any reports of sexual violence and sexual harassment.
4. As set out above, we as a school recognise sexual violence and sexual abuse can happen anywhere, and all staff working with children are advised to maintain an attitude of 'it could happen here' and should be aware of and respond appropriately to all reports and concerns about sexual violence and/or sexual harassment both online and offline, including those that have happened outside of the school.
5. The DSL (or deputy) is likely to have a complete safeguarding picture and be the most appropriate person to advise on the initial response by the school or college. Important considerations will include:
 - a) The wishes of the victim in terms of how they want to proceed. This is especially important in the context of sexual violence and sexual harassment. Victims should be given as much control as is reasonably possible over decisions regarding how any investigation will be progressed and any support that they will be offered. This will however need to be balanced with the school's duty and responsibilities to protect other children.
 - b) The nature of the alleged incident(s), including whether a crime may have been committed and/or whether harmful sexual behaviour (HSB) has been displayed.
 - c) The ages of the children involved.
 - d) The developmental stages of the children involved.

- e) Any power imbalance between the children. For example, is/are the alleged perpetrator(s) significantly older, more mature, confident and well-known social standing? Does the victim have a disability or learning difficulty?
 - f) If the alleged incident is a one-off or a sustained pattern of abuse (sexual abuse can be accompanied by other forms of abuse and a sustained pattern may not just be of a sexual nature).
 - g) That sexual violence and sexual harassment can take place within intimate personal relationships between children.
 - h) Importance of understanding intra familial harms and any necessary support for siblings following incidents.
 - i) Are there ongoing risks to the victim, other children, adult students or school staff.
 - j) Other related issues and wider context, including any links to child sexual exploitation and child criminal exploitation
6. We recognise If a report is determined to be unsubstantiated, unfounded, false or malicious, the DSL should consider whether the child and/or the person who has made the allegation is in need of help or may have been abused by someone else and this is a cry for help. In such circumstances, a referral to children's social care may be appropriate.
7. If a report is shown to be deliberately invented or malicious, we will, whilst supporting all young people involved, consider if any action should be taken as per our behaviour policy.

10. ALLEGATIONS AGAINST STAFF RECORDS

1. Any records generated in respect of an allegation must be kept securely, accessed only by those who require to do so for legitimate investigation / safeguarding / review purposes.
2. Any records must be kept separate from any other personal file relating to that staff member.
3. Any records must not be kept in any child's child protection file.

11. MANAGING PROFESSIONAL DIFFERENCES & CONCERNS

1. We recognise that, on occasions, we may disagree with a safeguarding decision made by another safeguarding professional or agency. Our school recognises that we must challenge such decisions and recognises such challenge as a vital tool in keeping children safe.
2. On occasions there may be differences of opinion between professionals in response to a specific safeguarding matter, for example, from the view of the school, Children's Social Care closing a case too early or removing a child from a child protection plan too soon.

Professional Differences and Concerns Protocol

3. In such circumstances, the DSL will assess the impact of such a decision on the child(ren) and where concerns remain, the DSL will engage the Managing Professional Differences and Concerns protocol which can be found on the West Sussex Safeguarding Children Website, [Professional disagreements and concerns](#).
4. As a governing body we will monitor the use of this protocol in keeping our children safe.

ANNEX 1 – KCSiE 2022 Annex C – Role of the DSL

For details of the role of the Designated Safeguarding Lead, see the following

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1080047/KCSiE_2022_revised.pdf

ANNEX 2 – WSCC CHILDREN MISSING EDUCATION POLICY

Children Missing Education

This policy and guidance is specifically for West Sussex schools and colleges and details how they must notify the Local Authority when they remove a child from the school roll at a non-standard transition point.

It also explains how schools and colleges must notify the Local Authority when adding a child to the school roll at non-standard transition points.

1. Statutory Guidance

Several significant updates were made in 2016 – please click here for Children Missing Education [latest statutory guidance](#).

2. The Nominated Person for WSCC

The nominated officer for Children Missing Education in West Sussex is Ellie Evans, Assistant Director for Compliance and Pupil Entitlement. 03302 223582 / ellie.evans@westsussex.gov.uk

3. Overview

3.1 All children, regardless of their circumstances, are entitled to a full-time education which is suitable to their age, ability, aptitude and any special educational needs they may have. Local authorities have a duty to establish, as far as it is possible to do so, the identity of children of compulsory school age who are missing education (not on a school roll or in any other suitable provision) in their area.

3.2 Children missing education are children of compulsory school age who are not registered pupils at a school and are not receiving suitable education otherwise than at a school. Children missing education are at significant risk of underachieving, being victims of harm, exploitation or radicalisation, and becoming NEET (not in education, employment or training) later in life.

3.3 The law requires all schools to have an admission register and, except for schools where all pupils are boarders, an attendance register. All pupils must be placed on both registers.

3.4 This policy outlines what schools and colleges must do when they either remove a child from or add a child to, the school roll at non-standard transition points.

3.5 For those children who are removed from the school roll under one of the 15 specific criteria listed at **5** below, the school must notify the Local Authority using the process at **6** below as soon as possible.

3.6 The Local Authority Children Missing Education Team will then make enquiries and establish whether the child is in receipt of other suitable education provision or is to be regarded as a Child Missing Education.

3.7 Poor attendance or Children Missing Education: Children Missing Education specifically relates to children who are not on a school roll or receiving suitable education elsewhere. Schools and colleges must be very clear not to confuse this with children who may be missing out on education through either poor attendance or truanting. For poor attendance and truanting issues, contact should be made in the first instance with Pupil Entitlement Investigations: 0330 228200 / educationwelfare.duty@west.sussex.gov.uk; or if the school and college consider the child with poor

attendance or who is truanting to be at risk then contact should be made with MASH or for urgent cases, the police.

4. Safeguarding

Information in this policy is intended to support normal school safeguarding practice. Schools MUST follow the normal route of contacting MASH on 01403 229900 where they have safeguarding concerns about any child. If those concerns are urgent, then schools should call the police.

5. Removal from Roll at NON-STANDARD TRANSITION POINTS – when and how to notify the Local Authority

All schools (including academies, free schools and independent schools) must notify their Local Authority when they are about to remove a pupil's name from the school admission register under any of the fifteen grounds listed in the table below⁶.

Table of Grounds for Removal from school roll at non-standard transition point

1	8(1)(a) - where the pupil is registered at the school in accordance with the requirements of a school attendance order, that another school is substituted by the local authority for that named in the order or the order is revoked by the local authority on the ground that arrangements have been made for the child to receive efficient full-time education suitable to his/her age, ability and aptitude otherwise than at school.
2	8(1)(b) - except where it has been agreed by the proprietor that the pupil should be registered at more than one school, in a case not falling within sub-paragraph (a) or regulation 9, that s/he has been registered as a pupil at another school.
3	8(1)(c) - where a pupil is registered at more than one school, and in a case not falling within sub-paragraph (j) or (m) or regulation 9, that s/he has ceased to attend the school and the proprietor of any other school at which s/he is registered has given consent to the deletion.
4	8(1)(d) - in a case not falling within sub-paragraph (a) of this paragraph, that s/he has ceased to attend the school and the proprietor has received written notification from the parent that the pupil is receiving education otherwise than at school.
5	8(1)(e) - except in the case of a boarder, that s/he has ceased to attend the school and no longer ordinarily resides at a place which is a reasonable distance from the school at which s/he is registered
6	8(1)(f) - in the case of a pupil granted leave of absence in accordance with regulation 7(1A), that <ul style="list-style-type: none"> (i) the pupil has failed to attend the school within the ten school days immediately following the expiry of the period for which such leave was granted; (ii) the proprietor does not have reasonable grounds to believe that the pupil is unable to attend the school by reason of sickness or any unavoidable cause; and (iii) The proprietor and the local authority have failed, after jointly making reasonable enquiries, to ascertain where the pupil is. Please note schools cannot unilaterally make the decision at point (iii). This MUST be done in consultation with the Local Authority Children Missing Education Team.
7	8(1)(g) - that s/he is certified by the school medical officer as unlikely to be in a fit state of health to attend school before ceasing to be of compulsory school age, and neither s/he nor her/his parent has indicated to the school the intention to continue to attend the school after ceasing to be of compulsory school age.
8	8(1)(h) - that s/he has been continuously absent from the school for a period of not less than twenty school days and — <ul style="list-style-type: none"> (i) at no time was her/his absence during that period authorised by the proprietor in accordance with regulation 6(2); (ii) the proprietor does not have reasonable grounds to believe that the pupil is unable to attend the school by reason of sickness or any unavoidable cause; and

⁶ Section 8 The Education (Pupil Registration) (England) Regulations 2006.

	(iii) The proprietor of the school and the local authority have failed, after jointly making reasonable enquiries, to ascertain where the pupil is. Please note schools cannot unilaterally make the decision at point (iii). This MUST be done in consultation with the Local Authority Children Missing Education Team.
9	8(1)(i) - that s/he is detained in pursuance of a final order made by a court or of an order of recall made by a court or the Secretary of State, that order being for a period of not less than four months, and the proprietor does not have reasonable grounds to believe that the pupil will return to the school at the end of that period
10	8(1) (j) - that the pupil has died.
11	8(1)(k) - that the pupil will cease to be of compulsory school age before the school next meets and (i) the relevant person has indicated that the pupil will cease to attend the school; or (ii) The pupil does not meet the academic entry requirements for admission to the school's sixth form.
12	(1)(l) - in the case of a pupil at a school other than a maintained school, an Academy, a city technology college or a city college for the technology of the arts, that s/he has ceased to be a pupil of the school.
13	8(1)(m) - that s/he has been permanently excluded from the school.
14	8(1)(n) - where the pupil has been admitted to the school to receive nursery education, that s/he has not on completing such education transferred to a reception, or higher, class at the school.
15	8(1)(o) where— (iii) the pupil is a boarder at a maintained school or an Academy; (iv) charges for board and lodging are payable by the parent of the pupil; and (v) Those charges remain unpaid by the pupil's parent at the end of the school term to which they relate.

6. Notifying the Local Authority when removing a child from roll at non-standard transition point

The Local Authority **must** be notified when a school is to delete a pupil from its register under any of the above circumstances. This should be done **as soon as** the grounds for deletion are met, but **no later than** deleting the pupil's name from the register. It is essential that schools comply with this duty so that local authorities can, as part of their statutory obligations, identify and track children missing education until they are back in school or receiving suitable education elsewhere.

When **schools or colleges** are removing a child from the school or college roll in the above circumstances, the Local Authority **MUST** be informed using the following on line form [WSCC RFR form](#).

The Local Authority will always welcome contact from schools and colleges with the Children Missing Education Team before a child is removed from roll.

7. Notifying the Local Authority when on-rolling at non-standard transition point

All schools must notify the Local Authority **within five days** of adding a pupil's name to the admission register at a non-standard transition point. The notification must include all the details contained in the admission register for the new pupil. In such circumstances the Local Authority should be notified by completing the following [Form](#).

8. Further advice: The Nominated Contact for Children Missing Education in West Sussex is Sara Hughes, Senior Investigating Officer, Children Missing Education: 0330 2222059 / sara.hughes@westsussex.gov.uk

ANNEX 3 – RECORDING FORM

Child's name:			
Date and time:		DOB	
Name and role of person raising concern:			

Details of concern (where? when? what? who? behaviours? use child's words)

Actions taken			
Date	Person taking action	Action taken	Outcome of action

Name:

Designation:

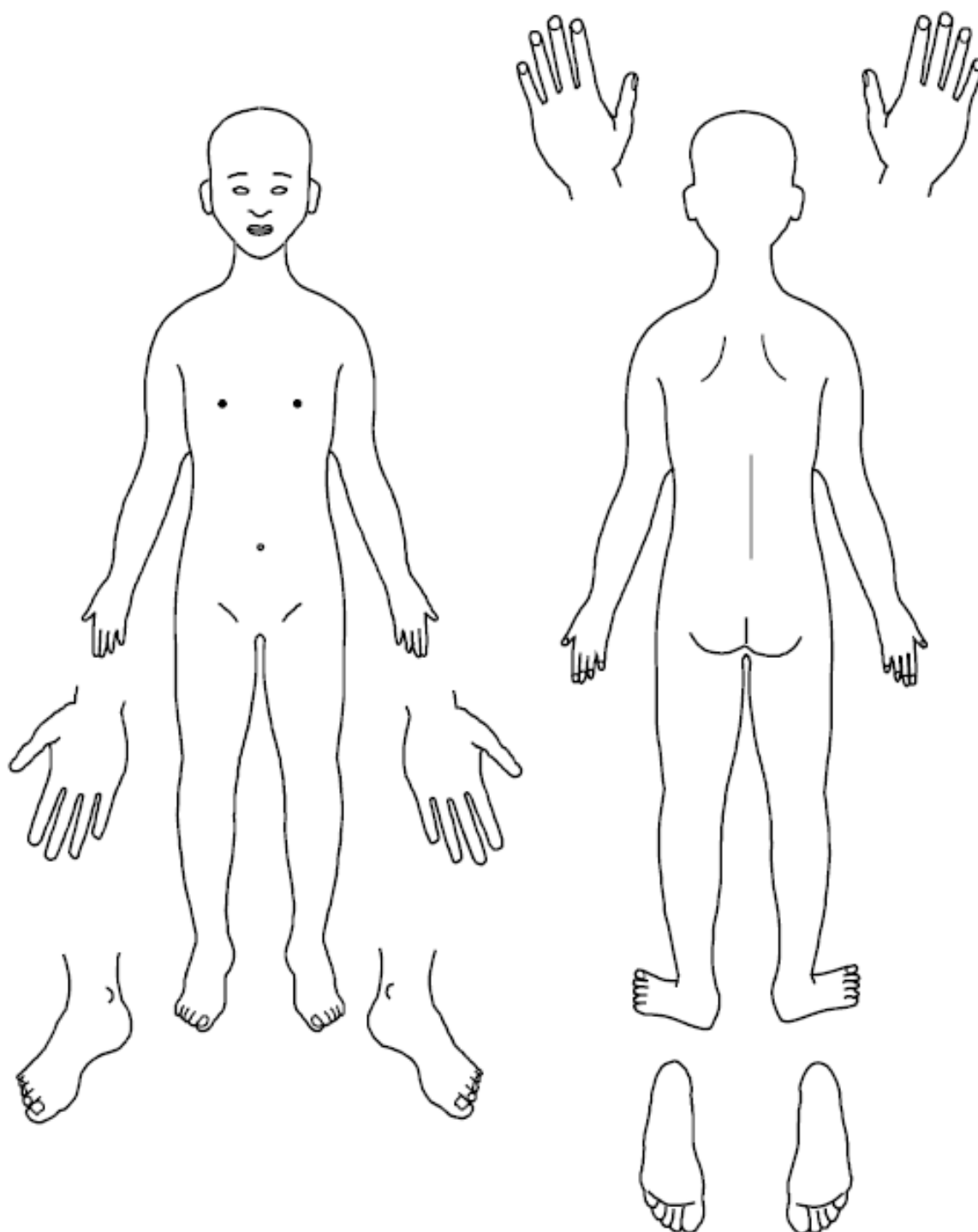
Copied to:

ANNEX 4 – SPECIMEN CHRONOLOGY

Date	Details	Current year group / class	Current Social Worker & Contact number	Entry made by
?????	(This would include brief details of concerns raised in previous settings)			
	Action:			
	Action:			
	Action:			
	Action:			
	Action:			

ANNEX 5 – SKIN / BODY MAP

Skin / body map



Name of Child: _____

Date of birth: _____ Date of recording: _____

Name of completer: _____



Any additional information:

ANNEX 6 – KCSiE Part 5: Sexual Violence & Sexual Harassment

Keeping Children Safe in Education 2021, Part five, Child on child sexual violence and sexual harassment

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1014057/KCSiE_2021_September.pdf

ANNEX 7 – WSCC Briefing Note: Sexual Violence and Sexual Harassment between children in schools and colleges

Safeguarding in Education

Dear colleagues,

Keeping Children Safe in Education 2021⁷, Sexual violence and sexual harassment between children in schools and colleges (Guidance Sept 2021)⁸ and Working Together to Safeguard Children 2018⁹ provide statutory safeguarding guidance for schools and colleges in how to recognise and respond to safeguarding concerns. Pan Sussex Child Protection & Safeguarding Procedures¹⁰ are for the use of all professionals to recognise and respond effectively to safeguarding concerns.

If, within your setting, you receive a disclosure of sexual assault you must, as soon as possible, contact the police on 101 and West Sussex Children Services via the Integrated Front Door (IFD) on 01403 229900.

Where any person is in immediate danger, or you believe a serious sexual assault has just occurred, you must contact the police on 999.

Where there is a safeguarding concern about a person working or volunteering with children and young people you must contact the WSCC Local Authority Designated Officer (LADO) also via the IFD.

This briefing, produced by the West Sussex County Council's Safeguarding in Education team, is generated in support of the statutory guidance outlined above and Pan Sussex Procedures, it is not a substitute or replacement.

This briefing considers some of the wider issues and is intended to enable school leaders and governors in West Sussex schools to review current practice and consider where there are development opportunities, including the recommendations from the Ofsted review at part 1 below.

The content of the briefing can be used within your child protection policy to outline your settings response to sexual violence and harassment between children in your setting.

If you have any questions regarding the content of this briefing please contact the Safeguarding in Education Team on 0330 222 4030 or safeguarding.education@westsussex.gov.uk who will be happy to assist.

Ofsted review of sexual abuse in schools and colleges

On 10 June 2021 Ofsted published a review of sexual abuse in schools and colleges.¹¹

In conducting the review Ofsted spoke to approximately 900 children who reported significant levels of both contact and on-line abuse and harassment.

⁷https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1007260/Keeping_children_safe_in_education_2021.pdf

⁸<https://www.gov.uk/government/publications/sexual-violence-and-sexual-harassment-between-children-in-schools-and-colleges>

⁹<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

¹⁰<https://sussexchildprotection.procedures.org.uk/>

¹¹<https://www.gov.uk/government/publications/review-of-sexual-abuse-in-schools-and-colleges/review-of-sexual-abuse-in-schools-and-colleges>

The review also highlights a difference in perception between staff and young people regarding the prevalence, with the review reporting: [In the focus groups,] many children and young people talked about teachers not 'knowing the reality' of their lives or being 'out of date'. In general, they reported much higher incidences of sexual harassment, online sexual abuse and bullying behaviours than teachers and leaders tended to be aware of.

The review also highlighted good practice where staff and leaders' perceptions aligned more closely with that of the pupils and appeared to be the case in schools where the topic has been – and continues to be – openly discussed and challenged, and where records of incidents are kept and analysed.

1.1 Recommendations from the Ofsted review for school and college leaders

School and college leaders should create a culture where sexual harassment and online sexual abuse are not tolerated, and where they identify issues and intervene early to better protect children and young people.

In order to do this, they should assume that sexual harassment and online sexual abuse are happening in their setting, even when there are no specific reports, and put in place a whole-school approach to address them.

This should include:

- *a carefully sequenced RSHE curriculum, based on the Department for Education's (DfE's) statutory guidance, that specifically includes sexual harassment and sexual violence, including online. This should include time for open discussion of topics that children and young people tell us they find particularly difficult, such as consent and the sending of 'nudes'¹²*
- *high-quality training for teachers delivering RSHE*
- *routine record-keeping and analysis of sexual harassment and sexual violence, including online, to identify patterns and intervene early to prevent abuse*
- *a behavioural approach, including sanctions when appropriate, to reinforce a culture where sexual harassment and online sexual abuse are not tolerated*
- *working closely with LSPs in the area where the school or college is located so they are aware of the range of support available to children and young people who are victims or who perpetrate harmful sexual behaviour*
- *support for designated safeguarding leads (DSLs), such as protected time in timetables to engage with LSPs and*
- *training to ensure that all staff (and governors, where relevant) are able to:*
 - i. better understand the definitions of sexual harassment and sexual violence, including online sexual abuse*
 - ii. identify early signs of child on child sexual abuse*
 - iii. consistently uphold standards in their responses to sexual harassment and online sexual abuse*

1.2 Ongoing support

You may be experienced in managing sexual abuse in your setting and have a clear view of where your setting is currently when considered against the recommendations above.

The Safeguarding in Education Team are available on 0330 222 4030 or email safeguarding.education@westsussex.gov.uk.

¹² Further guidance for RSHE curriculum please see section 5 below

1.3 Training

The latest DSL network considered this subject, and a recording of that session is available on the safeguarding in education pages on West Sussex Service for Schools site. The safeguarding in education resources pages on West Sussex Service for Schools holds further training material. In addition, the model safeguarding training generated for all schools, annually in September, will include reference to this briefing document.

Managing newly reported sexual assault and harassment disclosures, including sharing of images

2.1 New Disclosures

All complaints / disclosures of sexual harm will be discussed with the young person and parents before referrals are made to the police / Integrated Front Door unless by doing so generates an immediate safeguarding risk or could hamper a police investigation.

Please take advice from the police or Integrated Front Door before speaking to any other young people who may be involved, especially any alleged perpetrator, or their parents / carers.

Where your setting receives a complaint from a young person regarding a rape or sexual assault, including assault by penetration, or 'upskirting', local guidance is that your setting must contact Sussex Police on 101 as soon as possible. Where there is information to suggest any person is in immediate danger or that there is a possibility that forensic evidence will be lost, then the local guidelines are to call Sussex Police immediately via 999.

2.2 Referral to the Integrated Front Door following a referral to police

Once the matter has been referred to the police, local guidance is that your setting must also refer

the matter into the Integrated Front Door: Tel 01403 229900 | email: WSChildrenservices@westsussex.gov.uk

2.3 Third party reports

An example of this might be that your setting is made aware that a possible sexual assault has taken place, but you are unable to speak to the young people involved, for example, because they have not attended school that day, or they have declined to speak with you.

In such cases school should take advice from the police by contacting 101 or 999 if anyone is believed to be in immediate danger.

2.4 Young people under 16 who are engaging in sexual activity, but neither is making any allegations of sexual assault

The criminal justice system does not seek to criminalise young people who, although under 16, but older than 12, are willingly engaging in sexual activity. In such cases it is important to establish from the young people involved if any coercion or manipulation is occurring or whether there is a significant gap in age, maturity or learning ability. Where there is clear coercion or manipulation, clear disparity in age or learning ability, then the school should contact the police on 101, or 999 if an emergency or where forensic evidence may be lost.

After obtaining information from the young people involved, if it is unclear if there is any coercion / manipulation or significant gap in age, maturity or learning ability,

then the school should take advice from their local police neighbourhood youth officer as to how to proceed.

Irrespective of whether there is any coercion or manipulation, a referral should be made to the Integrated Front Door (IFD).

2.5 Children under 13

Any information regarding children under 13 engaging in sexual activity must be referred to the police and IFD as soon as possible.

2.6 Children under 10

Children under 10 cannot be charged with any crimes as they are regarded in law as being too young to understand the implications of their actions however in such circumstances a referral must be made to the Integrated Front Door.

2.7 Harmful Sexual Behaviour

Where children engage in sexual behaviours which may be harmful, schools and colleges should take guidance from the pan-Sussex Child Protection Procedures, part 8.13,

Schools and colleges must consider referring the matter for advice from the Integrated Front Door when they have a potential case of harmful sexual behavior.

2.8 Sharing nude and semi-nude images: advice for education settings

In December 2020 the Dept for Digital, Culture, Media and Sport and the UK Council for Internet Safety published guidance Sharing nudes and semi nudes: advice for education settings working with children and young people¹³.

This guidance separates incidents of those under 18 sharing nude or semi-nude images into two broad areas: 1 - aggravated and 2 - experimental.

Aggravated can be sub-categorised into the following areas:

- An adult is involved,
- Youth only and there is an intent to harm – for example used to threaten or exploitation, Youth only and reckless misuse – for example sharing images widely without consent but no intent to harm.

Experimental can be sub-categorised into

- Where images have been shared within a romantic context
- Where young people share images of themselves with others for sexual attention¹⁴
- Another reason

Response

Education settings should have a thorough understanding of the guidance and assess each case on its own merits. Where aggravating factors may be present, the matter should be referred to police on 101 and IFD.

¹³<https://www.gov.uk/government/publications/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people>

¹⁴ The guidance identifies sexual attention seeking. The phrase 'sexual attention seeking' is taken directly from the typology however it is important to note that incidents within this category can be a part of normal childhood. A child or young person should not be blamed for taking and sharing their image.

Where there are no clear aggravating factors settings should consider whether a safeguarding referral to IFD should still be made, taking advice from IFD where appropriate.

2.9 Consultation, Assessment and Treatment Service

The Consultation, Assessment and Treatment Service (CATS) is a multidisciplinary psychological service working with children and young people up to 18 years of age who have engaged in, or are alleged to have engaged in, harmful sexual behaviour (HSB). CATS is a Sussex Partnership NHS Trust service, commissioned by West Sussex Children's Social Care to undertake specialist assessments and therapeutic interventions with children and their families. CATS also work closely with, and provide consultation to, the professional network around the child and family, to ensure a robust multi-agency response to safeguarding, to facilitate an understanding of the child's HSB and to support the child to move forward safely.

When Harmful Sexual Behaviour has been identified a referral to CATS should be made by the allocated social worker following a discussion with the parents / carers. Whilst CATS are only able to accept referrals from social services telephone advice can be sought from the service by any professional by contacting the CATS' office on 01403 223268.

It is important to note that any safeguarding concern should be first reported to the police and the Integrated Front Door, as outlined above, before contacting CATs for advice.

Schools should not wait for the outcome (or even the start of) a police or social services investigation and should seek to implement immediate safeguarding measures to safeguard others, and prevent further allegations of HSB, please see the CATS school safety plan, at Appendix A, to support with this.

2.10 School Safety Plans for any harmful sexual behaviour, sexual violence or sexual harassment

CATS have generated a school safety plan, (Appendix A) which should be used as soon as possible to implement safeguarding measures to support all young people involved.

The safety plan should not wait until the outcome of any police or children services investigation, however there are specific considerations about what can and cannot be shared with the young person when there is a police investigation school. Please see the safety plan for more information.

National advice & guidance - including NSPCC helpline for those affected

To support your setting in responding to child on child sexual violence and harassment, you should be aware of the following guidance and resources:

- *Keeping Children Safe in Education 2021, especially part 5, child on child sexual assault and harassment*
- *Working Together to Safeguard Children, 2018¹⁵*
- *Sexual violence and sexual harassment between children in schools and colleges (sept 2021)*
- ***New guidance regarding sexting*** *has been issued by the Dept for Digital, Media, Culture and Sport, in December 2020. This guidance is titled Sharing nudes and semi-nudes: advice for education settings working with children and young people and identifies aggravated and experimental situations and provides guidance on how each should be dealt with. (See Sec 2.8 above.)*

- *Relationships Education, Relationships and Sex Education (RSE) and Health Education, Statutory Guidance*¹⁶
- *Pan Sussex Child Protection & Safeguarding Procedures, specifically part 8.10, Children who Harm Other Children*¹⁷ and 8.40 Sexually Active Children
- *NSPCC – Protecting children from child on child sexual abuse*¹⁸ which shares information of recognizing, responding and prevention amongst other areas.
- *NSPCC helpline for people who have experienced sexual abuse in an education setting which is available for young people and adults, and for anyone who works or volunteers in a school setting and needs support and guidance*¹⁹ The Report Abuse in Education helpline can be reached on 0800 136 663, on Monday to Friday 8am - 10pm, or 9am - 6pm at weekends. It can also be contacted by email at help@nspcc.org.uk

Child Protection & Safeguarding Policy / Training of staff

Policy

This briefing is for guidance for schools in West Sussex. Further statutory guidance within Keeping Children Safe in Education 2021 has been issued by the DfE. This statutory guidance should be incorporated into your child protection and safeguarding policy.

Policy on school website

It is recommended that any updated policy is made accessible to the public on your school's external webpages as soon as possible

Staff training

It is recommended that all your staff, including volunteers, receive regular safeguarding training throughout the year, which could include updates on this area. It is recommended that you can evidence the impact of any training for any subsequent Ofsted inspections.

[West Sussex Service for Schools](#) hosts a DSL Digital Library and hosts short presentations on specific issues, for example, Online Sexual Harm Reduction Guides, Sexual Health Services in West Sussex amongst many others.

Review of previous incidents in your school / setting

1. Review previous allegations

It is recommended that you review any previous peer on peer sexual assault / harassment / bullying allegations involving children and young people still attending your setting. This is to ensure support has been, and where relevant, continues to be provided to all young people involved and that all safeguarding concerns have been considered and referrals made to the police and Children's Social Care where relevant.

It is also recommended that your review of previous matters considers incidents that may not be exclusively related to sexual assault / harassment / bullying but has potential elements of such behaviour. For example, criminal exploitation can frequently have significant elements of sexual assault and coercion to engage in sexual activity, often as part of initiation or hazing activities.

¹⁶ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/908013/Relationships_Education_Relationships_and_Sex_Education_RSE_and_Health_Education.pdf

¹⁷ <https://sussexchildprotection.procedures.org.uk/kyplx/children-in-specific-circumstances/children-who-harm-other-children>

¹⁸ <https://learning.nspcc.org.uk/child-abuse-and-neglect/child-on-child-sexual-abuse#heading-top>

¹⁹ <https://learning.nspcc.org.uk/news/2021/april/sexual-abuse-in-education-helpline-launched>

2. Those under investigation by the police

It is recommended for those matters which are still under investigation by the police, that you ensure there are regular updates recorded within the relevant children and young person's child protection files, especially where there is any change in risk and up to date risk assessments.

3. Safety plans

It is recommended that you use a safety plan to identify how your setting is supporting the young people involved and managing any on-going risk. An example safety plan is attached below at Appendix A and also located within the Safeguarding in Education, Specific Areas of Safeguarding section on West Sussex Service for Schools²⁰. It is recommended that any safety plan is regularly reviewed with the child, parents, and where appropriate, other relevant agencies.

4. File sharing

It is recommended that where a young person, who may pose a safeguarding risk to another person, has moved to another educational setting²¹ you review whether sufficient information has been shared with that new setting to enable them to manage any potential risk.

Maximising the opportunities to teach safeguarding to your children and young people

Statutory Status

The RSE & Health Education became statutory from September 2020, with schools starting to teach from it by at least the start of the summer term 2021, if not before. The DfE are clear that the development of the new curriculum should be an 'iterative process' where pupil need is at its heart during the academic years 20-21 and 21- 22.

A fully considered and embedded RSHE curriculum tailored to the specific needs of your pupils is fundamental to children developing healthy relationships with their peers.

There is a lot of guidance available to schools, both from the DfE and other providers²².

WSCC Education for Safeguarding – E4S

Over the last two years, WSCC has developed Education for Safeguarding or E4S. E4S is a whole school approach to developing a needs based RSHE curriculum via an interactive platform. The approach is based on four cornerstones – Relationship / Sex Education, Digital & Media Literacy, Personal Health & Wellbeing and Emotional Health & Wellbeing. Using E4S will enable you to generate a bespoke curriculum for your specific setting and maximise the opportunities for you to teach your pupils about relationships and other aspects of the RSHE curriculum. E4S meets all of the statutory elements of RSHE and ensures that all areas of the DfE guidance are fully met within your setting.

For further information about E4S please visit

<https://www.e4swsccalpha.co.uk/learning>

²⁰ <https://schools.westsussex.gov.uk/>

²¹ Up to and including to year 13.

²² <https://www.gov.uk/government/publications/relationships-education-relationships-and-sex-education-rse-and-health-education>

Communications

With parents / carers and staff

The general issue of safeguarding is no doubt one that you will want to talk about regularly with your staff, pupils and parents/carers and engage them in the conversation about how to stay safe.

While your school retains responsibility for your communications, the WSCC Communications and Engagement Team is happy to offer advice on this and is available to review a letter on this topic, if that is helpful, using the below contact details.

It is important to stress that no child or young person should be identifiable in any communications, including where there is a risk they could be identified even without naming them. Depending on the circumstances, certain legal protections may also be in place to prevent identification in the media, but these do not always prevent information circulating on social media. If you are unsure, or would like further guidance, the WSCC Communications & Engagement Team is happy to offer advice. Please note that media representatives do not have the right to enter school grounds without permission.

Media Enquiries

While schools retain the responsibility for managing enquiries from the media, should you be contacted by a journalist, or if your setting is identified in any social media platform connected with or similar to Everyone's Invited, it is recommended that you make contact with WSCC's Communications & Engagement Team by emailing pressoffice@westsussex.gov.uk or calling [033 022 28090](tel:03302228090). Press officer staff are available to support you with how to respond appropriately.

If the enquiry relates to an active police investigation, then the police will take the lead in any press statements / content of any messages to parents. Once again, it is recommended that you contact WSCC Communications & Engagement Team who will liaise with their police counterpart before any press statements are given.

ANNEX 8 – CHILD ON CHILD SCHOOL SAFETY PLAN



Assessment and Treatment
Service

1st Floor, New Park House

North Street, Horsham.

School Safety Plan:

Assessment and Treatment Service (ATS)²³

The ATS is a specialist team in West Sussex working with young people who present with Harmful Sexual Behaviours (HSB). Hackett (2014) defines HSB as *“sexual behaviours expressed by children and young people under the age of 18 years old that are developmentally inappropriate, may be harmful towards others, or be abusive towards another child, young person or adult.”*

Any incident of HSB toward another child should be considered within a broader child protection context and schools should refer to the Keeping Safe in Education (DfE, 2018) guidance and follow local safeguarding policies, which will include a referral to IFD (Multi Agency Safeguarding Hub). However, schools should not wait for the outcome (or even the start of) a police or social services investigation and should seek to implement immediate safeguarding measures to safeguard others and prevent further allegations of HSB.

The ATS School Safety Plan is intended to support this initial safeguarding process and facilitate discussions around potential risk within the school setting, regardless of whether the HSB occurred within the home, school or community context. These initial safeguarding measures should be considered to be in the best interests of those involved and should not be perceived to be a judgement of guilt of the alleged but should be implemented regardless of whether the young person admits or denies.

Ideally, the young person should be provided with the opportunity to contribute to their own safety plan, and the steps that they can take to avoid any further allegations of HSB. If the **child is aged under 10** they are below the age of criminal responsibility and therefore the plan can be completed fully prior to the strategy meeting and should be shared with the child as soon as possible.

When the allegation of HSB is against **a young person 10 years and over** the Designated Safeguarding Lead (DSL) should complete and implement as much of the plan as possible without sharing it with the young person. The DSL will need to liaise with the police at the strategy meeting regarding any ongoing police investigations and what information can and cannot be shared with the young person and at what stage. Although a police investigation may prevent school staff in the short term from discussing the HSB directly with the young person, a School Safety Plan will still need to be put in place to ensure robust safeguarding of others which is of paramount importance.

²³ © Dr J Willis, Dr J Holder, Dr D Pearse, Ms J Bull (Assessment and Treatment Service)

The DSL may need to consider how to implement an interim plan that ensures the safety of others and the young person without the need to communicate the plan to the young person.

Careful consideration should be given to how to communicate the safety plan with the young people involved including the victim(s) and their parents. To facilitate this, please find a *Summary of the School Safety Plan* provided at the end. It will be important that the Safety Plan is reviewed regularly to ensure that it is effective and remains appropriate.

The ATS Safety Plan should also consider strengths alongside risk and building the young person's strengths and protective factors as they mitigate the level of risk. This will also be an important aspect of the plan moving forward.

School Safety Plan: Assessment and Treatment Service (ATS)

Name of young person:

Date of Birth:

School:

Designated Safeguarding Lead:

Date safety plan agreed:

Date of review:

ANNEX 9 – CHILD PROTECTION FILE TRANSFER RECORD & RECEIPT

PART 1 – Transfer Record

To be completed by the establishment sending the files

Name of child	
DOB	
Establishment sending CP files	
Address of establishment	
Method of delivery	BY HAND SECURE POST ELECTRONICALLY
Date sent/ delivered	
Name of DSL at sending establishment	
Name of staff member <u>sending</u> CP file	
Name of staff member CP file <u>being sent to</u>	
Name of DSL at receiving establishment	
SIGNATURE of person sending	

Transferring establishment:

- Please ensure that the child protection file is passed to the Designated Safeguarding Lead at the receiving school using a secure method of delivery with Part 1 of this form completed.
- ALL CP files should be sent securely and separately from all other files being transferred.
- If a CP file contains active concerns regarding the pupil a conversation between DSLs at the sending and receiving establishments should also take place.

PART 2 – Receipt of CP file proforma

To be completed by receiving school or college

Name of establishment receiving file	
Address	
Date received	
Name of member of staff receiving file	
Signature of receipt of file	
Date of confirmation of receipt sent to previous establishment	
Signature of person sending confirmation of receipt	

Receiving Establishment:

- Part 2 should be completed and returned to the Designated Safeguarding Lead at the sending establishment as named in Part 1.
- You are advised to keep a copy for your own reference.
- If a CP file contains active concerns regarding the pupil, a conversation between DSL's at the sending and receiving establishments should also take place.

ANNEX 10 – WARNHAM SCHOOL COVID-19 ARRANGEMENTS

During Partial School Closure (COVID-19):

- Two members of staff will remain on site for those children of critical workers.
- DSLs will either be on site or easily contactable by phone at all times when children are on site.
- There will always be at least one First Aid trained member of staff on site.
- All usual expectations regarding safeguarding checks regarding people coming into the school premises still apply.
- It is essential that unsuitable people are not allowed to enter the children's workforce and / or gain access to children.
- Children should continue to be protected when they are online.
- If anyone in a school or college has a safeguarding concern about any child they should continue to act and act immediately in accordance with our usual procedures.
- DSLs to continue to consult with Social Workers as necessary.
- A list of vulnerable children has been created by the SENDCo and DSLs which outlines contact arrangements for each of these families.
- Staff are not to contact children directly from their own personal email accounts, all contact should be carried out via the school systems for communication.
- Online safety systems in school are to be used as normal throughout the partial closure period.
- Staff rota details will highlight who has safeguarding and first aid responsibilities each day.
- Schools do not need to complete their usual day-to-day attendance processes to follow up on non-attendance (but simply complete the DfE Sign In record of attendance and submit confirmation to WSCC).
- While providing for children of critical workers and vulnerable children on site any signs of negative mental health should be reported so that the school can make provision for these children as necessary – staff should handover concerns to DSLs immediately.
- Our appropriate internet filters and monitoring systems are still in place and serviced by JSPC remotely to ensure online safety – normal reporting procedures should be followed if any concerns come to light regarding online safety.
- Distance Learning arrangements to be roughly in line for all classes and set centrally from school via the SLT. These are not to include direct online contact between staff and pupils but can include contact between staff and parents.
- Ensure staff are made aware of the Employee Assistance Programme due to the potential impact of the closure on mental health, and of the need to consider support for any parents' or pupils' mental health at this time too.

If clustering with another school/institution:

- A member of SLT from one establishment must remain onsite.
- DSL coverage should be maintained separately for each school – this could be via the phone or video link.
- If this is not possible then DSL responsibilities may be shared with another school or institution (who should be available to be contacted via phone or online video).
- The staff and pupils from each establishment are to remain separated in different areas of the building. E.g. Warnham CE Primary in the KS1 part of the building and the other institution in the KS2 part of the building.
- Break-times, lunchtimes and use of the hall/playground to be staggered to keep the groups of staff and children separated to lessen the chance of transfer of the virus.
- Cleaners to be responsible for disinfecting/cleaning down high touch surfaces at the end of each day (or throughout the day as they see fit).
- Ensure that staff redeployed to our school read our staff code of conduct and sign to say that they've understood it and will adhere to it.
- Ensure that each vulnerable child has an easily transferable record regarding why they are vulnerable, a copy of their EHCP and/or CIN plan, the name of their social worker and contact

details.

- Ensure there is a record kept of which staff are on-site daily.
- Ensure the SCR is up to date with any relocated staff/volunteers and that the checks have been made.

Safeguarding and Remote/Live Teaching:

- Ensure school's Google drive is only visible to users of the school.
- Ensure class teachers disable pupil comments in the 'Stream' on Google Classroom. (Children will still be able to respond to feedback from their teacher regarding submitted work, they will just be unable to post on the 'Stream' page).
- Ensure that admin disables 'Google Chat' function for all to avoid potential bullying or distractions from learning.

Teachers using Google Meet or recording via Loom or YouTube must ensure they:

- Use a professional work account (not private YouTube accounts with playlists etc)
- Ensure videos are unlisted e.g. only emailed parents have access to the links (on YouTube set the audience as 'made for kids' to ensure adverts and comments are disabled)
- Sit against a neutral background
- Avoid recording in their bedroom where possible (if that's not possible, use a neutral background)
- Dress like they would for school
- Double check that any other tabs they have open in their browser would be appropriate for a child to see, if they're sharing their screen
- Use professional language
- Record any Google Meets for safeguarding records

Families using Google Meet must be asked to:

- Be in a shared space in their house, rather than in their bedroom. No pyjamas!
- Ask parents who'll also be there to be mindful that other children might see or hear them and anything in the background.
- Ask parents if it is OK to make a recording for safeguarding purposes.

Teachers phoning families, must ensure they:

- Do this through parents' phones only and make sure parents are aware and agree
- Call in school hours as much as possible
- Keep a record of the date and time of each call
- Have a parent present at the child's end, and have the phone on speaker phone
- If using personal phone, dial 141 to ensure number is withheld
- Where possible, let parents know they will be receiving a call as they may not answer a withheld number
- Teachers should not video call families but use and record from Google Meet instead

ANNEX 11 – Policies that support the safeguarding framework in our school

POLICY	In place Y / N	Next review due
Acceptable Use	Y	June 2024
Anti-bullying	Y	July 2024
Asthma	Y	January 2024
Attendance & Absence	Y	November 2024
Behaviour Management	Y	May 2024
Complaints	Y	September 2023
Confidential Reporting	Y	March 2025
Curriculum – policies on Teaching & Learning / PSHE (including RSHE) / Drugs & Alcohol Education	Y	September 2023
Driving	Y	March 2025
Emergency Plan	Y	May 2024
Emergency Situations	Y	October 2024
Equality / Anti-discrimination	Y	September 2023
E-safety	Y	September 2023
Fire Evacuation Procedure	Y	July 2024
Fire Safety	Y	January 2024
First Aid	Y	January 2024
Health & Safety	Y	May 2024
Inclusion	Y	March 2024
Intimate Care	Y	January 2024
Learning outside the Classroom	Y	March 2026
Lettings	Y	March 2026
Lockdown & Site Security	Y	September 2023
Medicines	Y	January 2024
Photographic Images	Y	September 2023
Recording	Y	March 2025
Remote Education	Y	March 2024
Safer Recruitment	Y	September 2023
Safeguarding & Child Protection	Y	September 2023
Social Media	Y	September 2023
Staff Behaviour / Code of Conduct	Y	October 2024
Use of force and restraint	Y	March 2025
Visitors	Y	October 2024
Zero Tolerance	Y	November 2024