

# Heston

COMMUNITY  
SCHOOL



## SAFEGUARDING POLICY

This Policy is founded within our School ethos which provides a caring, friendly and safe environment for all members of our community.

Responsibility: Full Governing Body  
Updated: February 2018  
Next Review: February 2019

## Contents

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- Behaviour Policy
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- Educational Visits Policy
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- Health and Safety Policy
- Policy of the Education of Children in Care
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## **DESIGNATED SAFEGUARDING STAFF CONTACT DETAILS**

### **Designated Safeguarding Lead:**

Margot Currie

Contact Details: 020 8572 1931 [mcurrie@hestoncs.org](mailto:mcurrie@hestoncs.org)

### **Deputy Safeguarding Lead:**

Bethany Hart

Contact Details: 020 8572 1931 [bhart@hestoncs.org](mailto:bhart@hestoncs.org)

### **Safeguarding Officers:**

Michelle Stone [Year 7]

Contact Details: 020 8572 1931 [mstone@hestoncs.org](mailto:mstone@hestoncs.org)

**Natalie D’Lima** [Year 8]

Contact Details: 020 85721931 [nd'lima@hestoncs.org](mailto:nd'lima@hestoncs.org)

**Ingrid Hall** [Year 9]

Contact Details: 020 8572 1931 [ihall@hestoncs.org](mailto:ihall@hestoncs.org)

**Prav Bassi** [Year 10]

Contact Details: 020 8572 1931 [pbassi@hestoncs.org](mailto:pbassi@hestoncs.org)

**Ronald Regnier** [Year 11]

Contact Details: 020 8572 1931 [rregnier@hestoncs.org](mailto:rregnier@hestoncs.org)

**Mike O’Hagan** [Post 16]

Contact Details: 020 8572 1931 [mohagan@hestoncs.org](mailto:mohagan@hestoncs.org)

### **Child Protection Governor:**

Kuldip Sidhu

Contact Details: [kuldip.sidhu@hotmail.co.uk](mailto:kuldip.sidhu@hotmail.co.uk)

### **Headteacher:**

Ranjit Berdesha

Contact Details: 020 8572 1931 [rberdesha@hestoncs.org](mailto:rberdesha@hestoncs.org)

### **Responsibility for the Prevent Programme:**

Margot Currie

Contact Details: 020 8572 1931 [mcurrie@hestoncs.org](mailto:mcurrie@hestoncs.org)

### **Responsibility for E-Safety:**

Prav Bassi

Contact Details: 020 8572 1931 [pbassi@hestoncs.org](mailto:pbassi@hestoncs.org)



## **1.0 Safeguarding Statement**

- 1.1 Heston Community School is committed to ensuring that consistent and effective procedures are in place to fulfil its statutory obligation under Section 175 of the Education Act and existing documentation, including 'Keeping Children Safe in Education' [KCSIE], to safeguard and promote the welfare of the young people in its care and to work with other agencies to ensure appropriate arrangements are in place within the School to identify, assess and support students suffering from harm. This is outlined in greater detail in the Safeguarding Policy.
- 1.2 The School requests that all visitors adhere to the guidelines within the School's Safeguarding Policy.

## **2.0 Safeguarding Principles**

- 2.1 The School will ensure that the welfare of children is given paramount consideration when developing and delivering all school activities.
- 2.2 All children, regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection.
- 2.3 All staff have an equal responsibility to act on any suspicion or disclosure that may suggest a child is at risk of harm in accordance with this guidance.
- 2.4 All students and staff involved in Child Protection issues will receive appropriate support from the School's Senior Leadership Team who will follow this Policy guidance, ensuring that the School is following the guidelines set out in the Department for Education statutory guidance 'Keeping Children Safe in Education'.
- 2.5 It is the School's responsibility to safeguard and promote the welfare of children. Children who are and feel safe make more successful learners. We recognise our moral and statutory responsibility to safeguard and promote the welfare of all children. We endeavour to provide a safe and welcoming environment where children are respected and valued. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice.

## **3.0 Aims of the Safeguarding Policy**

- 3.1 The aims of the Policy are to:
  - Provide all staff with the necessary information to enable them to meet their statutory responsibilities to promote and safeguard the wellbeing of children
  - Ensure consistent good practice across the School
  - Demonstrate the School's commitment with regard to safeguarding children
  - Continuing to develop awareness in all staff of the need for Child Protection and their responsibilities in identifying potential abuse
  - Ensure that all staff are aware of and follow the Child Protection Referral Procedures within the School
  - Monitor children who have been identified as 'at risk'
  - Ensure that outside agencies are involved, where appropriate
  - Ensure that key concepts of Child Protection are integrated within the curriculum, especially via PSHE

- Create an environment where children feel secure, have their viewpoints valued, are encouraged to talk and are listened to
- Ensure students of all ages are protected from the possibility of exposure to radicalisation/extremism
- Provide an appropriate level of safeguarding training for parents/carers, staff, students and governors
- For all staff to adopt an 'It could happen here' approach to safeguarding.

## 4.0 Roles and Responsibilities

The following section outlines the safeguarding roles and responsibilities of individuals and groups within the School.

### 4.1 Governors

The Governing Body's responsibilities include:

- Ensuring all staff receive appropriate safeguarding training
- Ensuring all staff have read KCSIE Part 1
- Ensuring that an effective Child Protection Policy is in place, together with a Staff Behaviour Policy and appropriate protocols for children who go missing in education
- Appointing a Designated Safeguarding Lead who should undergo Child Protection training every two years
- Prioritising the welfare of children and young people and creating a culture where staff are confident to challenge senior leaders over any safeguarding concerns
- Making sure that children are taught about how to keep themselves safe, including online safety
- Ensure procedures are in place to make referrals to the Disclosure and Barring Service
- Ensure the School is following Safer Recruitment processes as per Part 3 of KCSIE
- Ensure any allegations of abuse against staff are dealt with as per Part 4 of KCSIE

In addition, the Governing Body must prevent people who pose a risk of harm from working with children by:

- Adhering to statutory responsibilities to check staff who work with children.
- Taking proportionate decisions on whether to ask for checks beyond that which is required.
- Ensuring that volunteers are appropriately supervised.
- Making sure that at least one person on any appointment panel has undertaken safer recruitment training.
- Ensuring there are procedures in place to handle allegations against members of staff and volunteers
- Making sure that there are procedures in place to handle allegations against other children.
- Putting in place appropriate safeguarding responses to children who go missing from education settings, particularly on repeat occasions.
- Governors are responsible for the approval of the Safeguarding Policy.

A member of the Governing Body is required to take on the role of the Safeguarding Governor. The role of the Governor will include:

- Meetings with the Safeguarding Officers [including Prevent + E-Safety]
- Monitoring of incident logs

- Reporting to relevant Full Governor and Teaching and Learning Committee meetings
- Ensuring statutory requirements of the Policy are met, e.g. annual review.

## **4.2 Headteacher**

- The Headteacher has a duty of care for ensuring the safety of members of the School Community, though the day-to-day responsibility for Safeguarding will be delegated to the named officers
- The Headteacher and [at least] another member of the Strategy and Leadership Team should be aware of the procedures to be followed in the event of a serious allegation being made against a member of staff
- The Headteacher and Senior Leaders are responsible for ensuring that the Safeguarding Officers and other relevant staff receive suitable training to enable them to carry out their roles and to train other colleagues, as relevant
- The Headteacher and Senior Leaders will ensure that there is a system in place to allow for monitoring and support of those in school who carry out the internal monitoring role. This is to provide a safety net and also support to those colleagues who take on important monitoring roles
- The Senior Leadership Team will receive regular monitoring reports from the Safeguarding Officers.

## **4.3 Designated Safeguarding Lead**

- Take day to day responsibility for safeguarding issues and have a leading role in establishing and reviewing the School's Policies and related documents, including KCSIE, Part 1
- Ensure all staff know what to do if a child makes a disclosure
- Ensure that all staff are aware of the systems and procedures that support safeguarding and referrals to Children's Social Care
- Ensure all staff receive support, up-to-date information and training on issues of Child Protection, in September
- Ensure staff are aware of the Early Help Process and understand their role in identifying emerging problems
- Ensure that all staff and students can identify the Designated Officers for Safeguarding Children
- Provide training and advice for staff to raise awareness and confidence on child protection procedures and to ensure new staff are aware of these procedures
- Liaise with relevant bodies
- Refer promptly, all cases of suspected child abuse to the local Child Protection Advisers
- Maintain and update as necessary the Child Protection Monitoring List
- Attend Case Conferences, Review Meetings, Strategy Meetings or to nominate an appropriate member of staff to attend on his/her behalf
- Maintain records of Case Conferences and other sensitive information in a secure confidential file and to disseminate information about the child only on a 'need to know basis'
- Report to Governors.

## **5.0 Child Protection – School Procedures for Dealing with Disclosures of Abuse**

- It is the legal responsibility of every member of staff to be aware of the signs of abuse and neglect and to refer these concerns to the appropriate Safeguarding Lead for the Year Group or the Designated Safeguarding Lead who will decide

on the necessary course of action for any Child Protection concern in the School and will liaise with Children's Services and other relevant agencies, as appropriate

- All listed signs or symptoms of child abuse should be treated with caution as there could be a straightforward explanation for injuries or behaviour
- It is important to make a referral, in writing, so that concerns can be discussed and investigated
- When a child discloses information to a member of staff it is important that the child is informed that confidentiality cannot be guaranteed in respect of child protection issues
- The Safeguarding Flowchart [Appendix 2] illustrates the actions to be taken and by whom, where there are concerns about a child. If, at any point, there is a risk of immediate serious harm a referral should be made to Designated Safeguarding Lead who will contact Children's Social Care immediately
- In cases also involving an allegation of abuse against a member of staff, see Section 16 of this document and Part 4 of KCSIE
- **Any member of staff can make a direct referral to the Local Authority Duty Line if unhappy with the School's response to a concern or referral [Appendix 6]**
- **If the child is in imminent danger please refer to Margot Currie [DSL] or Ranjit Berdesha, [Headteacher]. Out of School hours, contact the police by dialling 999.**

5.1 If a child discloses Child Protection information, the protocols outlined below should be followed to support the child:

- Do reassure the child that they have done the right thing by telling you
- Stay calm and be available to listen
- Listen with the utmost care to what the child is saying
- Inform the child that you have a legal duty to pass this information on to the relevant member of staff
- Do not put words into the child's mouth and note the main points carefully
- Question normally without pressurising
- Do ask them what has happened but you do not need the full details
- Do ask them when the incident occurred, for example, in the last 24 hours, less than a week ago, a month ago or a year ago
- Do ask where the incident[s] took place
- Do ask for the complainant's name
- Do ask for the child/children's age[s]
- Do not ask leading questions
- Do not tell the person who is the subject of an allegation
- Do assure the child/student that you will report what they have told you to only those people who need to know
- Do not promise to keep it a secret. The information must be referred to the appropriate agencies
- Do not indicate to the student any clue that you might already have information about the situation
- Immediately inform the designated teacher for safeguarding children
- Do not discuss disclosures with colleagues; the information is to remain confidential
- Do make notes immediately after you have finished meeting with the student. Keep a full record – date, time, what the child did, said, etc. This should be completed as soon as possible and handed to the Designated Safeguarding Officer

- Do inform one of the Designated Safeguarding Officers as soon as possible. You will be required to complete a Child Protection Referral Form [see Appendix 4]
- Do complete a written transcript within 24 hours and pass this to one of the Child Protection Officers.

## **6.0 Monitoring and Record Keeping**

- 6.1 All incidents are reviewed, recorded and monitored and the views of the child are sought and understood. It is essential that accurate records be kept where there are concerns about the welfare of a child. These records are kept in secure, confidential files, which are separate from the child's School Records. The files are stored securely, in locked filing cabinets in a locked room. The key to the filing cabinet is kept in an envelope in the school safe.
- 6.2 The Child Protection Files are to be kept secure for 7 years following a student leaving the School. If a student transfers to another school a copy of the Child Protection File should be kept; the original should be sent securely to the new school and a record of receipt sought.
- 6.3 The School keeps updated a central record of students, subject to CP plans, CIN and also students considered to be vulnerable.
- 6.4 Staff must keep the Designated Safeguarding Officers informed of:
- Poor attendance and punctuality [*see the Attendance Policy for full details*]
  - Concerns regarding appearance/dress
  - Changed or unusual behaviour
  - Concerns regarding health and emotional well-being
  - Deterioration in educational progress
  - Discussions with parents/carers about concerns relating to their child
  - Concerns about home conditions or situations
  - Concerns about student on student abuse [including serious bullying and cyber-bullying]
  - Concerns about extremism and radicalisation.
- 6.5 When there is suspicion of significant harm to a child and a referral is made, as much information as possible should be given about the nature of the suspicions, the child and the family.
- 6.6 The School keeps a record of the referrals made to the Local Authority Duty Line.

## **7.0 Extended School and Off-Site Arrangements**

- 7.1 Where extended school activities are provided by and managed by the School, our own Safeguarding and Child Protection Policy and Procedures apply. If other organisations provide services or activities on our site the School will check that they have appropriate procedures in place, including Safer Recruitment Procedures. When our children attend off-site activities, the School will check that effective Child Protection arrangements are in place.

## **8.0 Attendance**

- 8.1 A minimum standard of safety must be afforded to children not attending school particularly in terms of the following groups:
- Children who are registered with schools and who are or go missing from school and give rise to concern about their welfare. [These children may be classified as missing, whereabouts unknown].
  - Children who are poor attendees at school or who have interrupted school attendance Full details of procedures are covered in the Attendance Policy.

## **9.0 Staff Training**

- 9.1 It is important that all staff have training to enable them to recognise the possible signs of abuse and neglect and to know what to do if they have a concern.
- 9.2 All staff receive annual training at the start of the Autumn Term and staff new to the school will receive training during their Induction. All staff are expected to familiarise themselves with the Department for Education's latest guidance: 'Keeping Children Safe in Education'.
- 9.3 All staff are required to sign the School's Safeguarding Pledge annually, confirming their commitment to and understanding of the School's expectations regarding Safeguarding. [Appendix 3]
- 9.4 Governors receive training during their Induction and thereafter training is updated every three years. Training for the Safeguarding Governor and Deputy Safeguarding Governor is updated every two years.
- 9.5 During the course of the year Designated Safeguarding Staff and other staff will also be involved in providing training sessions for staff covering areas such as Prevent, E-Safety and Female Genital Mutilation.
- 9.6 All supply/temporary staff will be expected to be familiar with this policy before they start work at this School.

## **10.0 Visitors to the School**

- 10.1 This is covered in a separate Visitors' Policy.

## **11.0 Contractors**

- 11.1 All Contractors are required to report to the Premises Staff on their arrival. They should be wearing an ID badge at all times. Staff should feel confident to challenge anyone in school without an ID badge on display.
- 11.2 All employees of School appointed contractors are required to have DBS clearance. Contractors will be informed of this by the Premises Team when quotes are submitted for work.

## **12.0 Child Protection Guidance for Staff**

### **12.1 Child Abuse can be categorised into four distinct types**

#### **Physical Abuse**

- Violence, particularly pre-planned
- Forcing others to use drugs or alcohol

#### **Emotional Abuse**

- Blackmail or extortion
- Threats and intimidation

#### **Sexual Abuse**

- Indecent exposure, indecent touching or serious sexual assaults
- Forcing others to watch pornography or take part in sexting

#### **Neglect**

- Ongoing failure to meet a child's basic physical needs e.g. food, adequate clothing, shelter, health care, inadequate supervision or not protected from physical or emotional harm

### **12.2 Safeguarding can involve a range of potential issues [See Appendix 1]:**

- Child Sexual Exploitation [CSE]
- Child Criminal Exploitation [CCE]
- Bullying, including Cyberbullying [e.g. text message, on social networking sites] and prejudice-based bullying
- Domestic Violence [DV]
- Drugs/Substance Misuse
- Fabricated or Induced Illness [FII]
- Faith Abuse
- Female Genital Mutilation [FGM]
- Forced Marriage
- Gangs and Youth Violence
- Gender Based Violence/Violence Against Women and Girls [VAWG]
- 'Honour-based' Violence
- Mental Health
- Private Fostering
- Racist, Disability, and Homophobic or Transphobic Abuse
- Radicalisation and Extremist Behaviour
- Sexting
- Sexual Harassment Between Children
- Sexual Exploitation
- Sexual Violence
- Teenage Relationship Abuse
- Trafficking

### **13.0 Signs that may signal the presence of child abuse or Neglect**

#### **13.1 The Child**

- Shows sudden changes in behaviour or school performance
- Has not received help for physical or medical problems brought to the parents' attention
- Has learning problems [or difficulty concentrating] that cannot be attributed to specific physical or psychological causes
- Is always watchful, as though preparing for something bad to happen

- Lacks adult supervision
- Is overly compliant, passive, or withdrawn
- Comes to School or other activities early, stays late, and does not want to go home

### 13.2 The Parent

- Shows little concern for the child
- Denies the existence of—or blames the child for—the child's problems in school or at home
- Asks teachers or other caregivers to use harsh physical discipline if the child misbehaves
- Sees the child as entirely bad, worthless, or burdensome
- Demands a level of physical or academic performance the child cannot achieve
- Looks primarily to the child for care, attention, and satisfaction of emotional needs

### 13.3 The Parent and the Child

- Rarely touch or look at each other
- Consider their relationship entirely negative
- State that they do not like each other

### 13.4 Types of Abuse

The following are some signs often associated with particular types of child abuse and neglect: physical abuse, neglect, sexual abuse and emotional abuse. It is important to note, however, that these types of abuse are more typically found in combination than alone. A physically abused child, for example, is often emotionally abused as well, and a sexually abused child also may be neglected.

### 13.5 Signs of Physical Abuse

Consider the possibility of physical abuse when the child:

- Has unexplained burns, bites, bruises, broken bones, or black eyes
- Has fading bruises or other marks noticeable after an absence from school
- Seems frightened of the parents and protests or cries when it is time to go home
- Shrinks at the approach of adults
- Reports injury by a parent or another adult caregiver

**Consider the possibility of physical abuse when the parent or other adult caregiver**

- Offers conflicting, unconvincing, or no explanation for the child's injury
- Describes the child as 'evil', or in some other very negative way
- Uses harsh physical discipline with the child
- Has a history of abuse as a child

### 13.6 Signs of Neglect

Consider the possibility of neglect when the child:

- Is frequently absent from school
- Begs or steals food or money
- Lacks needed medical or dental care, immunizations, or glasses
- Is consistently dirty and has severe body odour
- Lacks sufficient clothing for the weather
- Abuses alcohol or other drugs
- States that there is no one at home to provide care

### **Consider the possibility of neglect when the parent or other adult caregiver**

- Appears to be indifferent to the child
- Seems apathetic or depressed
- Behaves irrationally or in a bizarre manner
- Is abusing alcohol or other drugs

### **13.7 Signs of Sexual Abuse**

Consider the possibility of sexual abuse when the child:

- Has difficulty walking or sitting
- Suddenly refuses to change for gym or to participate in physical activities
- Reports nightmares or bedwetting
- Experiences a sudden change in appetite
- Demonstrates bizarre, sophisticated, or unusual sexual knowledge or behaviour
- Becomes pregnant or contracts a sexually transmitted infection, particularly under age 14
- Runs away
- Reports sexual abuse by a parent or another adult caregiver

### **Consider the possibility of sexual abuse when the parent or other adult caregiver**

- Is unduly protective of the child or severely limits the child's contact with other children, especially of the opposite sex
- Is secretive and isolated
- Is jealous or controlling with family members

### **13.8 Signs of Emotional Maltreatment**

Consider the possibility of emotional maltreatment when the child:

- Shows extremes in behaviour, such as overly compliant or demanding behaviour, extreme passivity, or aggression
- Is either inappropriately adult [parenting other children, for example] or inappropriately infantile [frequently rocking or head-banging, for example]
- Is delayed in physical or emotional development
- Has attempted suicide
- Reports a lack of attachment to the parent

Consider the possibility of emotional maltreatment when the parent or other adult carer

- Constantly blames, belittles, or berates the child
- Is unconcerned about the child and refuses to consider offers of help for the child's problems
- Overtly rejects the child

### **13.9 Grave Concern/At Risk**

These different types of abuse require different approaches. A child suffering from physical abuse may be in immediate and serious danger. Action should, therefore, be taken immediately. With other forms of abuse there is a need to ensure that adequate information is gathered. There is also a need to make sure that grounds for suspicion, have been adequately investigated and recorded. The need to collate information must be balanced against the need for urgent action. If there are reasonable grounds for suspicion then a decision to monitor the situation should only be taken after consultation. A situation that should cause particular concern is that of a child who fails to thrive without any obvious reason. In such a situation a medical investigation will be required to consider the causes.

## **14.0 Female Genital Mutilation [FGM]**

- 14.1 Teachers have a statutory duty to report to the police where they discover that Female Genital Mutilation [FGM] appears to have been carried out on a girl under 18.
- 14.2 Such concerns should be reported to the Child Protection Officers.

## **15.0 Allegations against Staff**

- 15.1 Any allegation of abuse made against a teacher, other member of staff or volunteer should be dealt with very quickly and fairly, providing effective protection for the child and, at the same time, providing effective support to the person subject to the allegation.
- 15.2 All staff should be aware of the School's expectations and the Staff Code of Conduct. Guidance about Safeguarding and Child Protection, including E-Safety, is provided at induction and the annual Safeguarding training; policies are available in the Shared Area as well as on the School Website.
- 15.3 If an allegation is made by a student against a member of staff, or information is received which suggests that a person may be unsuitable to work with children, the member of staff receiving the allegation or who is aware of the information, will immediately inform the Headteacher.
- 15.4 The Headteacher on all such occasions will discuss the content of the allegation with the 'Designated Officer' (DO) at the Local Authority.
- 15.5 If the allegation is against the Headteacher it should be taken directly to the Chair of Governors. The School follows the DfE Guidance 2016 'Keeping Children Safe in Education' on allegations of abuse against staff as well as the guidance provided in Section 16 of The Sexual Offences Act [2003].
- 15.6 When concerned about the welfare of a child, staff members should always act in the interests of the child.

## **16.0 Inappropriate Relationships**

- 16.1 The Sexual Offences Act 2003 states that sexual relationships with under 16s are against the law. It is also an offence for an adult to have a sexual relationship with someone under 18 if the adult occupies a 'position of trust' in relation to that young person. This covers, for example, relationships between members of school or college staff and students. It applies as long as the young person is under 18, even if they are over the age of legal consent.
- 16.2 The Sexual Offences Act [2003] covers sexual activity with a child, causing or inciting a child to engage in sexual activity, engaging in sexual activity in the presence of a child as well as causing a child to watch a sexual act.

## **17.0 Physical Intervention**

- 17.1 We acknowledge that staff must only ever use physical intervention as a last resort. It should only be used to prevent personal injury to the child, other children or an adult, to prevent serious damage to property or in what would reasonably be regarded as exceptional circumstances.
- 17.2 Such events should be recorded and signed by a witness.
- 17.3 Staff who are likely to need to use physical intervention will be appropriately trained.
- 17.4 We understand that physical intervention of a nature which causes injury or distress to a child may be considered under child protection or disciplinary procedures.
- 17.5 We recognise that touch is appropriate in the context of working with children, and all staff have been given 'Safer Culture' guidance to ensure they are clear about their professional boundary.

## **18.0 Monitoring and Evaluation of Child Protection**

- 18.1 The Designated Safeguarding Governor and Designated Safeguarding Lead on SLT will be responsible for ensuring that this policy is monitored and evaluated regularly. This will be undertaken through formal audits of incidents and a yearly review which will be presented to the Head Teacher and reported to the Governing Body. In addition, a bi-annual external review will be carried out.

## **19.0 Whistleblowing**

- 19.1 Staff who are concerned about the conduct of a colleague towards a child are undoubtedly placed in a difficult situation. They may worry that they have misunderstood the situation and wonder whether a report could jeopardise their colleague's career. All staff must remember that the welfare of the child is paramount. The school's whistleblowing code enables staff to raise concerns or allegations in confidence and for a sensitive enquiry to take place.

## **20.0 Information Sharing**

- 20.1 Sharing information is an intrinsic part of any frontline practitioners' job when working with children and young people. The decisions about how much information to share, with whom and when, can have a profound impact on individuals' lives. It could ensure that an individual receives the right services at the right time and prevent a need from becoming more acute and difficult to meet. At the other end of the spectrum it could be the difference between life and death. Poor or non-existent information sharing is a factor repeatedly flagged up as an issue in Serious Case Reviews carried out following the death of, or serious injury to, a child. [Appendix 7]
- 20.2 Fears about sharing information cannot be allowed to stand in the way of the need to safeguard and promote the welfare of children at risk of abuse or neglect. No practitioner should assume that someone else will pass on information which may be critical to keeping a child safe.

- 20.3 Children may disclose abuse, in which case the decision to share information is clear. In other cases, for example, neglect, the indicators may be more subtle and appear over time. In these cases, decisions about what information to share, and when, will be more difficult to judge. Everyone should be aware of the potential for children to be sexually exploited for money, power or status and individuals should adopt an open and inquiring mind to what could be underlying reasons for behaviour changes in children of all ages.
- 20.4 If there are concerns about a child's welfare, it is essential to share the information with the Safeguarding leads.

## **APPENDICES**

### **APPENDIX 1**

#### **Specific Safeguarding Issues**

[Please note that this is not a definitive list; other concerns could arise at any time.]

#### **BULLYING INCLUDING CYBERBULLYING**

The rapid development of and widespread access to technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. The wider search powers included in the Education Act [2011] give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images [or files] on electronic devices, including mobile phones.

#### **CHILD CRIMINAL EXPLOITATION [CCE]**

'County Lines' is the police term for urban gangs supplying drugs to suburban areas and market and coastal towns using dedicated mobile phone lines or "deal lines". It involves child criminal exploitation, as gangs use children and vulnerable people to move drugs and money. Gangs establish a base in the market location, typically by taking over the homes of local vulnerable adults by force or coercion in a practice referred to as 'cuckooing'.

County lines is a major, cross-cutting issue involving drugs, violence, gangs, safeguarding, criminal and sexual exploitation, modern slavery, and missing persons; and the response to tackle it involves the police, the National Crime Agency, a wide range of government departments, local government agencies and VCS (voluntary and community sector) organisations. County lines activity and the associated violence, drug dealing and exploitation has a devastating impact on young people, vulnerable adults and local communities.

#### **CHILD SEXUAL EXPLOITATION [CSE]**

Child sexual exploitation involves exploitative situations, contexts and relationships where young people receive something [for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection] as a result of engaging in sexual activities. Sexual

exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops. Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyberbullying and grooming. However, it is also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.

## **ORGANISED EXPLOITATION AND TRAFFICKING**

Victims are trafficked through criminal networks, often between towns and cities, and forced or coerced into sex with multiple men. Those being exploited may also be used to recruit new victims.

## **FEMALE GENITAL MUTILATION [FGM] - MANDATORY DUTY TO REPORT**

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. There is a range of potential indicators that a child or young person may be at risk of FGM, which individually may not indicate risk but if there are two or more indicators present this could signal a risk to the child or young person. Victims of FGM are likely to come from a community that is known to practise FGM. Professionals should note that girls at risk of FGM may not yet be aware of the practice or that it may be conducted on them, so sensitivity should always be shown when approaching the subject. Staff should activate local safeguarding procedures if they suspect a child is a victim or is a potential victim of FGM.

## **CONTROLLING BEHAVIOUR**

Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

## **COERCIVE BEHAVIOUR**

Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim. This is not a legal definition.

## **DOMESTIC VIOLENCE**

Domestic violence and abuse relate to 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

## **DRUGS**

As part of the statutory duty on schools to promote students' wellbeing, schools have a clear role to play in preventing drug misuse as part of their pastoral responsibilities.

'Drugs' refers to substance abuse and all drugs including so-called legal highs, medicines, volatile substances, alcohol, tobacco and illegal drugs.

## **FABRICATED OR INDUCED ILLNESS [FII]**

Fabricated or induced illness is a rare and potentially dangerous form of abuse. It can also be known as:

- Munchausen' Syndrome
- Fabricated Illness by Proxy
- Factitious Illness by Proxy
- Illness Induction Syndrome

FII is the systematic fabrication or induction of illness in a child or young person, causing them to be seen as ill. This can be done in three main ways [which are not mutually exclusive]:

- Fabrication of symptoms (including fabrication of past medical history) or exaggeration of symptoms
- Falsification of hospital charts, including manipulation of test results to result in misdiagnosis
- Deliberate Induction of illness, for example, by poisoning the child or young person

Clinical evidence indicates that cases of FII are usually carried out by a female carer, usually the child's mother. However, it is important to remember that there have been cases where a child's father, foster parent, grandparent, guardian or a healthcare professional were responsible.

## **FAITH ABUSE**

This includes belief in concepts of witchcraft and spirit possession, demons or the devil acting through children or leading them astray [traditionally seen in some Christian beliefs], the evil eye or djinns [traditionally known in some Islamic faith contexts] and dakini [in the Hindu context], ritual or multi murders where the killing of children is believed to bring supernatural benefits or the use of their body parts is believed to produce potent magical remedies and use of belief in magic or witchcraft to create fear in children to make them more compliant when they are being trafficked for domestic slavery or sexual exploitation. This is not an exhaustive list and there will be other examples where children have been harmed when adults think that their actions have brought bad fortune, such as telephoning a wrong number which is believed by some to allow malevolent spirits to enter the home.

## **FORCED MARRIAGE**

A forced marriage is where one or both people do not [or in cases of people with learning disabilities, cannot] consent to the marriage and pressure or abuse is used. It is an appalling and indefensible practice and is recognised in the UK as a form of violence against women and men, domestic/child abuse and a serious abuse of human rights.

The pressure put on people to marry against their will can be physical (including threats, actual physical violence and sexual violence) or emotional and psychological [for example,

when someone is made to feel like they are bringing shame on their family]. Financial abuse [taking your wages or not giving you any money] can also be a factor.

## **GANGS AND YOUTH VIOLENCE**

The vast majority of young people and education establishments will not be affected by serious violence or gangs. However, where these problems do occur there will almost certainly be a significant impact. Schools have a duty and a responsibility to protect their pupils and students. It is also well established that success in learning is one of the most powerful indicators in the prevention of youth crime.

- Dealing with violence also helps attainment.
- While students generally see educational establishments as safe places, even low levels of youth violence can have a disproportionate impact on any educational establishment.

Schools and colleges are places where important interventions can take place to prevent violent behaviour, including more serious violence such as young people carrying a knife, and violence that takes place in the community.

## **GENDER-BASED VIOLENCE/VIOLENCE AGAINST WOMEN AND GIRLS [VAWG]**

Violence against Women and Girls [VAWG] has been defined by the United Nations [UN] as 'any act of gender-based violence that is directed at a woman because she is a woman or acts of violence which are suffered disproportionately by women.' This includes physical, sexual and economic abuse, violence or sexual exploitation. VAWG includes violence that is targeted at women or girls because of their gender or affects women and girls disproportionately. The strands of VAWG as outlined by the government are:

- Domestic Violence and Abuse
- Rape and Sexual Violence
- Prostitution and Trafficking
- Sexual Exploitation
- Female Genital Mutilation [FGM]
- Forced Marriage
- Honour Based Violence
- Stalking and Harassment

## **HONOUR BASED VIOLENCE**

So-called 'honour-based' violence (HBV) encompasses 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. All forms of so called HBV are abuse (regardless of the motivation) and should be handled and escalated as such. If in any doubt, staff should speak to the Designated Safeguarding Lead. 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.

## **LOOKED AFTER CHILDREN**

Looked After Children [LAC] are one of the most vulnerable groups in society. The majority of Looked After Children have suffered abuse or neglect and it is nationally recognised that there is considerable educational underachievement when compared to their peers, which can result in poor exam success rates in comparison with the general population with few Looked After Children progressing to Higher Education and following progression pathways that will lead to future economic success and well-being.

Under the Children Act 1989, a child is looked after by a local authority if he or she is in their care or provided with accommodation for more than 24 hours by the authority. They fall into four main groups:

- Children who are accommodated under a voluntary agreement with their parents (Section 20)
- Children who are the subjects of a care order (Section 31) or interim care order (Section 38)
- Children who are the subjects of emergency orders for their protection (Sections 44 and 46)
- Children who are compulsorily accommodated – this includes children remanded to the local authority or subject to a criminal justice supervision order with a residence requirement (Section 21)

The term 'in care' refers only to children who are subject to a care order by the courts under Section 31 of the Children Act 1989 – they may live with foster carers, in a Children's Home, in a residential school, with relatives or with parents under supervision. Children who are cared for on a voluntary basis are 'accommodated' by the local authority under Section 20 of the Children Act – they may live in foster care, in a Children's home or in a residential school. All these groups are said to be 'Looked After Children' [LAC]. They may be looked after by our local authority or may be in the care of another authority but living in ours.

## **MENTAL HEALTH**

At least one in four of the population will experience a mental health problem at some point, and around half of people with lifetime mental health problems experience their first symptoms by the age of 14. The issues can relate to the child themselves, to their family, or to their community or life events. A student's behaviour - whether it is disruptive, withdrawn, anxious, depressed or otherwise - may be related to an unmet mental health need.

Only medical professionals will make a formal diagnosis of a mental health condition. Schools, however, are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be suffering from a mental health problem or be at risk of developing one. This may include withdrawn pupils whose needs may otherwise go unrecognised.

## **STUDENT WELL-BEING**

Students need support at critical periods in their school career. Staff must be vigilant regarding stress and any related mental health issues for pupils, self-harm and any other concerns relating to a student's well-being. All such concerns must be reported following the school's child protection procedures.

Heston Community School offers a counselling service for all students at the School from Year 7 through to Year 13. The service is available throughout term time. Students can refer themselves for counselling or staff can make a referral through the Learning Coordinator. Students must consent to counselling.

The main aims of the counselling service are:

- To make on-site counselling accessible to all students from Year 7 through to Year 13
- To improve students' mental health and emotional wellbeing
- To enhance students' capacity to engage with studying and learning by supporting them with difficulties they may be experiencing
- Identifying students' additional needs and connecting them with more specialised external services when required
- A range of issues can be explored in sessions such as anger, bereavement, stress and anxiety, bullying, self-harm, family, depression and self-worth. The support students get from counselling can improve the way they deal with and recover from their experience, as well as providing them with new internal tools to tackle future difficulties.

## **PRIVATE FOSTERING**

A private fostering arrangement is essentially one that is made privately [that is to say without the involvement of a Local Authority] for the care of a child under the age of 16 [under 18, if disabled] by someone other than a parent or close relative with the intention that it should last for 28 days or more. Private foster carers may be from the extended family, such as a cousin or great aunt. However, a person who is a relative under the Children Act [1989] ie a grandparent, brother, sister, uncle or aunt (whether of the full or half blood or by marriage) or step-parent will not be a private foster carer. A private foster carer may be a friend of the family, the parent of a friend of the child, or someone previously unknown to the child's family who is willing to privately foster a child. The period for which the child is cared for and accommodated by the private foster carer should be continuous, but that continuity is not broken by the occasional short break. Exemptions to this definition are set out in Schedule 8 to the Children Act [1989]. Private fostering arrangements can be a positive response from within the community to difficulties experienced by families. Nonetheless, privately fostered children remain a diverse and potentially vulnerable group and private fostering arrangements must be reported to children's services by the school.

## **RADICALISATION**

Protecting our students from the risk of radicalisation, should be seen in the wider context of safeguarding. The aim of the Prevent is to stop people becoming or supporting terrorists, by challenging the spread of terrorist ideology, supporting vulnerable individuals, and working to safeguard children and young adults, providing early intervention to protect and divert away from being drawn into terrorist activity.

## **SEXTING**

Sexting is when someone sends or receives a sexually explicit text, image or video on their mobile phone, usually in a text message. This can lead to 'sextortion' which is a form of sexual exploitation that employs non-physical forms of coercion to extort sexual favours from the victim. 'Sextortion' refers to the broad category of sexual exploitation in which abuse of power is the means of coercion as well as the category of sexual exploitation in which threatened release of sexual images or information is the means of coercion.

## **SEXUAL HARASSMENT AND SEXUAL VIOLENCE**

Sexual harassment refers to 'unwanted conduct of a sexual nature' that can occur online and offline and 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.

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, which might include: non-consensual sharing of sexual images and videos and sharing sexual images and videos (both often referred to as sexting); inappropriate sexual comments on social media; exploitation; coercion and threats. Online sexual harassment may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence

Sexual harassment creates an atmosphere that, if not challenged, can normalise inappropriate behaviours and provide an environment that may lead to sexual violence.

### **TEENAGE RELATIONSHIP ABUSE**

Any incident or pattern of incidents of controlling, coercive or 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. This can encompass but is not limited to the following types of abuse:

- Psychological
- Physical
- Sexual
- Financial
- Emotional

Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour. Coercive behaviour is: an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.

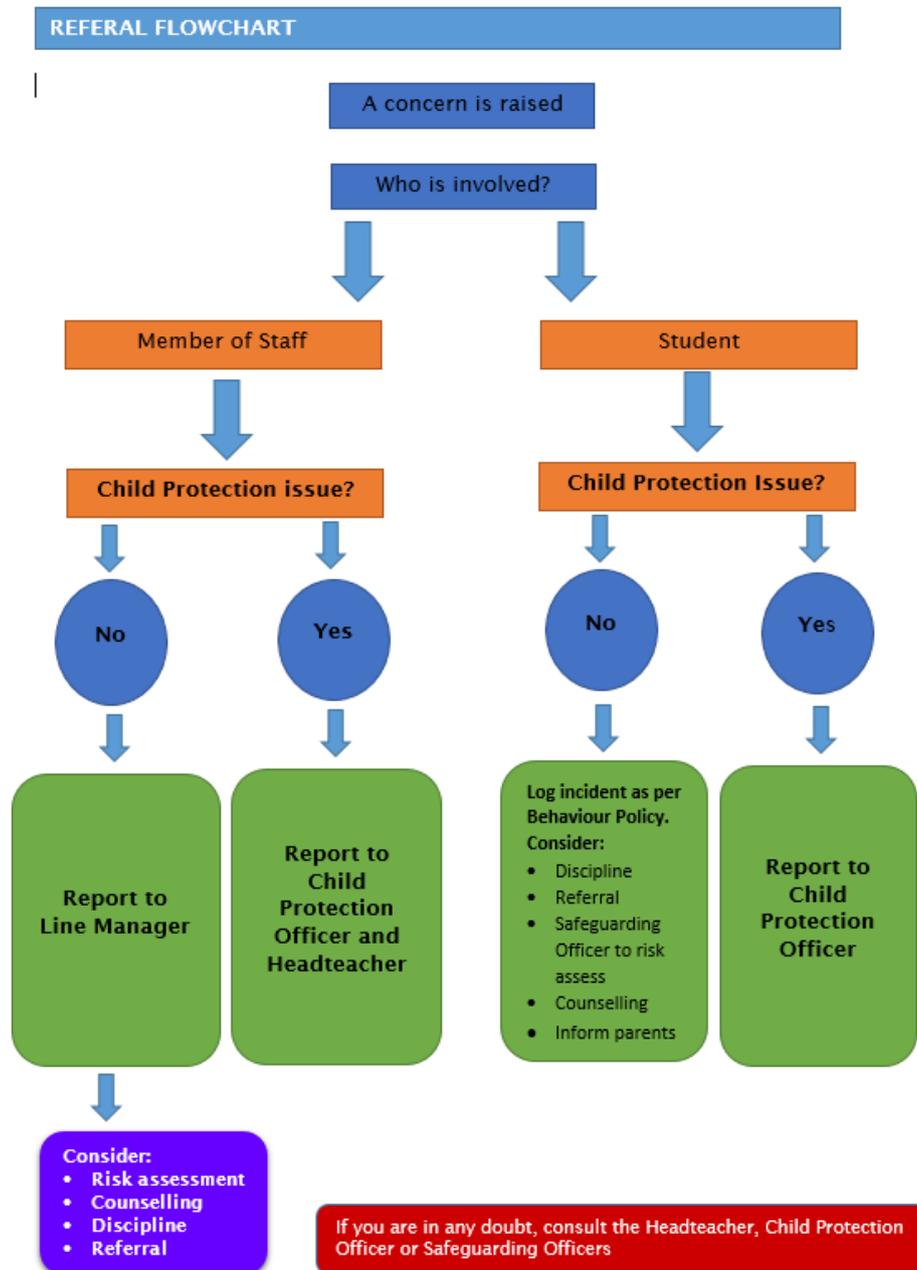
Where there are concerns or it is known that there is violence present in a teenage relationship it will be dealt with as a CP concern.

### **TRAFFICKING**

Children may be trafficked for many reasons, including sexual exploitation, domestic servitude, labour, benefit fraud and involvement in criminal activity such as pick-pocketing, theft and working with drugs. There is evidence that some children are trafficked through numerous countries before arriving in the UK. There are many legitimate reasons why children are brought to the UK, such as economic migration with their family, education, re-joining their family or fleeing a war-torn country. Some children will have travelled with their parents or carers. However, a number of children arrive in the UK accompanied by adults who are either not related to them or in circumstances which raise child protection concerns. For example, there may be little evidence of any pre-existing relationship between the child and the accompanying adult or even no knowledge about the person who will care for the child. There may be unsatisfactory accommodation in the UK, or

perhaps no evidence of parental permission for the child to travel to the UK or stay with the sponsor. These irregularities may be the only indication that the child could be a victim of trafficking.

## APPENDIX 2



## CONTACT NUMBERS

Hounslow Duty Line: 020 8583 6600/ 020 8583 3200 (Option 1)  
 Duty Manager [East]: 020 8583 4573

SAAM DUTY DESK [First point of contact for the Designated Officer [DO]]  
 Contact Details: 020 8583 5730

## APPENDIX 3



### SAFEGUARDING PLEDGE HESTON COMMUNITY SCHOOL

At Heston Community School it is paramount to our core values that we ensure that all children feel safe and secure and that any suspicion of abuse or neglect, of whatever nature, is promptly and appropriately responded to. To this end the School provides Child Protection and Safeguarding training to ensure all staff are aware of their responsibilities in terms of safeguarding and the routes of referral they need to use if they have any suspicion that a child's safety is at risk.

**We require all staff to confirm that they have received this training and they are clear about their responsibilities to ensure the safety of all students.**

Please read and then confirm by signature that you have attended this training session and that you would know what to do if you were concerned about a student's welfare or safety

I confirm that as a member of staff at Heston Community School:	Initial
<ul style="list-style-type: none"> <li>I have attended a training session on safeguarding, including e-safety, as part of my induction/at the start of the Academic Year</li> </ul>	
<ul style="list-style-type: none"> <li>I am fully aware of the procedures for passing on any concerns about student welfare and safety to the Designated Safeguarding Leads</li> </ul>	
<ul style="list-style-type: none"> <li>I will pass on any concerns or issues immediately so that the student's welfare and safety may be addressed</li> </ul>	
<ul style="list-style-type: none"> <li>With regard to my own conduct I will act in a professional manner towards students and will not take any actions that could be seen as a breach of safeguarding in regard to my treatment of and interaction with students in accordance with the School's Code of Conduct</li> </ul>	
<ul style="list-style-type: none"> <li>I have read the management of allegations procedure and am clear that I must pass on any concerns immediately to the Headteacher</li> </ul>	
<ul style="list-style-type: none"> <li>I know where to find the appropriate policies on Student Welfare and Safeguarding procedures on the School website. I have read these and will follow the procedures as required</li> </ul>	
<ul style="list-style-type: none"> <li>I will make the School aware of any criminal convictions which have arisen since my most recent DBS check and recognise that the failure to declare any conviction may result in dismissal</li> </ul>	
<ul style="list-style-type: none"> <li>I have completed and returned my personal data sheet and will advise the School of any changes in personal circumstances [e.g. Address change/name change] as they occur.</li> </ul>	
<ul style="list-style-type: none"> <li>I have read Keeping Children Safe in Education [updated September 2016]</li> </ul>	

#### CONFIRMATION

**I confirm that I have read and agree to work in accordance with the above principles and procedures.**

**Signed:** \_\_\_\_\_ **Print Name:**

\_\_\_\_\_

**Date:**

This sheet must be handed in and a record will be kept.  
**APPENDIX 4**



**SAFEGUARDING REFERRAL FORM**

<b>Student name</b>			
<b>Date and Time</b>		<b>DOB</b>	
<b>Member of staff noting concern</b>			

<p><b>CONCERN [Please describe as fully as possible]</b></p>
--

<b>ACTIONS TAKEN</b>			
<b>Date</b>	<b>Person taking action</b>	<b>Action</b>	<b>Signature</b>

*Please pass this form to the Designated Safeguarding Lead when completed*

**Date Feedback Given:**

**Person Giving Feedback:**

## APPENDIX 5

### STATEMENT TO STUDENTS IN THE SCHOOL PLANNER

#### Child Protection – Feeling Safe

[A copy of the information included in the Student Planner]

Every young person has the right to feel safe in School, at home, in the community and on the phone and internet. Sometimes however, someone you know or a stranger may do or say something either to you or to a friend which you feel is wrong and may even be against the law. This could be something which makes you or a friend feel unsafe physically, emotionally or sexually.

If you feel someone is doing or saying something to you or a friend that is wrong, or that makes you feel uncomfortable, you should tell an adult in School about this as soon as you can. You should do this even if you have been told to keep it a secret. You could tell your Tutor, your Learning Coordinator or any member of staff that you feel comfortable talking to about this.

All members of staff in School have a special responsibility to make sure that young people are safe and have received training. **Ms Currie** is the school's **Designated Safeguarding Lead**. You can talk to her directly, if you would prefer. Staff will listen carefully to what you tell them. They will also explain clearly to you what they will need to do to make sure that you, or the young person you are worried about, will be safe.

#### OTHER AGENCIES WHERE YOU CAN REPORT CONCERNS

- **Child Line** Phone: 08001111 or go to the website at [www.childline.org.uk](http://www.childline.org.uk)

*If you're being bullied online, or want to speak to someone right now, call Childline - no worry is too big or too small.*

- **CEOP (Child Exploitation and On-Line Protection)** CEOP works with child protection partners across the UK and overseas to identify the main threats to children and coordinates activity against these threats to bring offenders to account. CEOP protects children from harm online and offline.

*If you are in immediate danger, please call the police on 999 straight away. Please also tell a trusted adult.*

## APPENDIX 6

### Hounslow Child and Family Assessment / Notification Form



## **APPENDIX 7**

### **Information Sharing Advice**

#### **THE PRINCIPLES**

The principles set out below are intended to help practitioners working with children, young people, parents and carers share information between organisations. Practitioners should use their judgement when making decisions on what information to share and when and should follow organisation procedures or consult with their manager if in doubt. The most important consideration is whether sharing information is likely to safeguard and protect a child.

#### **NECESSARY AND PROPORTIONATE**

When taking decisions about what information to share, you should consider how much information you need to release. The Data Protection Act [1998] requires you to consider the impact of disclosing information on the information subject and any third parties. Any information shared must be proportionate to the need and level of risk.

#### **RELEVANT**

Only information that is relevant to the purposes should be shared with those who need it. This allows others to do their job effectively and make sound decisions.

#### **ADEQUATE**

Information should be adequate for its purpose. Information should be of the right quality to ensure that it can be understood and relied upon.

#### **ACCURATE**

Information should be accurate and up to date and should clearly distinguish between fact and opinion. If the information is historical then this should be explained.

#### **TIMELY**

Information should be shared in a timely fashion to reduce the risk of harm. Timeliness is key in emergency situations and it may not be appropriate to seek consent for information sharing if it could cause delays and therefore harm to a child. Practitioners should ensure that sufficient information is shared, as well as consider the urgency with which to share it.

#### **SECURE**

Wherever possible, information should be shared in an appropriate, secure way. Practitioners must always follow their organisation's policy on security for handling personal information.

## **RECORD**

Information sharing decisions should be recorded whether or not the decision is taken to share. If the decision is to share, reasons should be cited including what information has been shared and with whom, in line with organisational procedures. If the decision is not to share, it is good practice to record the reasons for this decision and discuss them with the requester. In line with each organisation's own retention policy, the information should not be kept any longer than is necessary. In some circumstances this may be indefinitely, but if this is the case there should be a review process.

## **WHEN AND HOW TO SHARE INFORMATION**

When asked to share information, you should consider the following questions to help you decide if and when to share. If the decision is taken to share, you should consider how best to effectively share the information. A flowchart follows the text.

### **WHEN**

Is there a clear and legitimate purpose for sharing information?

- Yes – See next question
- No – Do not share

### **DOES THE INFORMATION ENABLE AN INDIVIDUAL TO BE IDENTIFIED?**

- Yes – See next question
- No – You can share but should consider how

### **IS THE INFORMATION CONFIDENTIAL?**

- Yes – See next question
- No – You can share but should consider how

### **DO YOU HAVE CONSENT?**

- Yes – You can share but should consider how
- No – See next question

### **IS THERE ANOTHER REASON TO SHARE INFORMATION SUCH AS TO FULFIL A PUBLIC FUNCTION OR TO PROTECT THE VITAL INTERESTS OF THE INFORMATION SUBJECT?**

- Yes – You can share but should consider how
- No – Do not share

### **HOW**

- Identify how much information to share
- Distinguish fact from opinion
- Ensure that you are giving the right information to the right individual
- Ensure where possible that you are sharing the information securely
- Inform the individual that the information has been shared if they were not aware of this, as long as this would not create or increase risk of harm

All information sharing decisions and reasons must be recorded. If at any stage you are unsure about how or when to share information, you should seek advice and ensure that

the outcome of the discussion is recorded. If there are concerns that a child is suffering or likely to suffer harm, then follow the relevant procedures, without delay.

### **The Seven Golden Rules for Sharing Information**

Sharing information is an intrinsic part of any frontline practitioners' job when working with children and young people:

1. The Data Protection Act [1998] and Human Rights Law are not barriers to justified information sharing, but provide a framework to ensure that personal information about living individuals is shared appropriately.
2. Be open and honest with the individual [and/or their family where appropriate] from the outset about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so.
3. Seek advice from other practitioners if you are in any doubt about sharing the information concerned, without disclosing the identity of the individual where possible.
4. Share with informed consent where appropriate and, where possible, respect the wishes of those who do not consent to share confidential information. You may still share information without consent if, in your judgement, there is good reason to do so, such as where safety may be at risk. You will need to base your judgement on the facts of the case. When you are sharing or requesting personal information from someone, be certain of the basis upon which you are doing so. Where you have consent, be mindful that an individual might not expect information to be shared.
5. Consider safety and wellbeing: Base your information sharing decisions on considerations of the safety and wellbeing of the individual and others who may be affected by their actions.
6. Necessary, proportionate, relevant, adequate, accurate, timely and secure: Ensure that the information you share is necessary for the purpose for which you are sharing it, is shared only with those individuals who need to have it, is accurate and up-to-date, is shared in a timely fashion, and is shared securely.
7. Keep a record of your decision and the reasons for it – whether it is to share information or not. If you decide to share, then record what you have shared, with whom and for what purpose.

**Source** – 'Information Sharing - Advice for practitioners providing safeguarding services to children, young people, parents and carers' [March 2015] Reference: DFE-00128-2015