



Keeping Children Safe in Education 2016

Role of Governors

Safeguarding – expectation

- Section 175 of the Education Act 2002 requires school governing bodies, local education authorities and further education institutions to make arrangements to safeguard and promote the welfare of children.
- Such arrangements will have to have regard to any statutory guidance issued by the Secretary of State.
- The Education (Independent School Standards) Regulations 2014 apply the same duty to proprietors of Independent Schools (which include Academies/free schools).

Governing Body Responsibilities



Governing Body Responsibilities

The Governing Body **must** ensure that:

Governing bodies and proprietors (in Part two, unless otherwise stated, this includes management committees) must ensure that they comply with their duties under legislation. They must have regard to this guidance to ensure that the policies, procedures and training in their schools or colleges are effective and comply with the law at all times.



Questions

Keeping Children Safe In Education 2016

- Do you comply with statutory safeguarding procedures?
- Is your policy compliant ?
- Are procedures in place?

Governing Body Responsibilities

The Governing Body **should** ensure that:

- all staff have read and **understood** Part One of *Keeping Children Safe in Education*
- The school contributes to inter-agency working in line with statutory guidance *Working Together to Safeguard Children 2015*
- Their safeguarding arrangements take into account the procedures and practice of the local authority and LSCB
- The school has a child protection policy and procedures and a staff code of conduct which are given to all staff on induction, reviewed annually and made available publicly e.g. on the school website

Governing Body Responsibilities

The Governing Body **should** ensure that:

- They appoint a member of the school's leadership team who is designated to take lead responsibility for dealing with child protection issues
- DSL to have appropriate authority and be given time, funding, training, resources, support etc. to fulfil role – training updated every 2 years; cover always available for this role
- The headteacher and all staff members undergo child protection training which is updated regularly, in line with LSCB guidance

Governing Body's Responsibilities

The Governing Body does **not**:

- Have a role in dealing with individual cases
- Have a right to know the details of individual cases (unless it is in relation to an allegation against the Headteacher, in which case the Chair of Governors should lead on this matter)

Responsibility and Understanding

- The changes reinforce the importance of Part One as a starting point for all staff in schools and colleges to read and understand
- School to ensure the mechanisms are in place to ensure staff understand
- Increasing the focus on the importance of a child centred and coordinated approach to safeguarding
- Emphasising further the role that individual staff play in safeguarding and the fact it is everyone's responsibility
- Highlighting the importance of data sharing



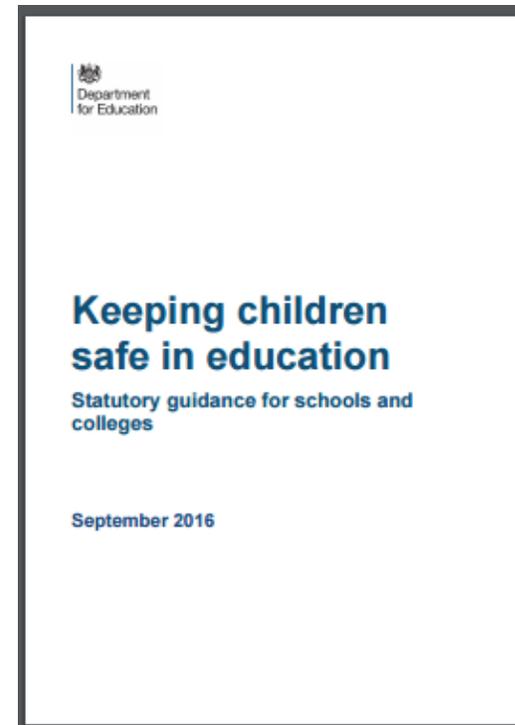
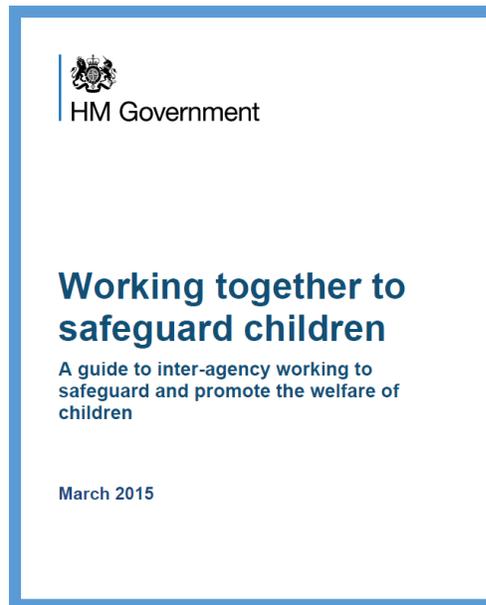
Responsibility and Understanding



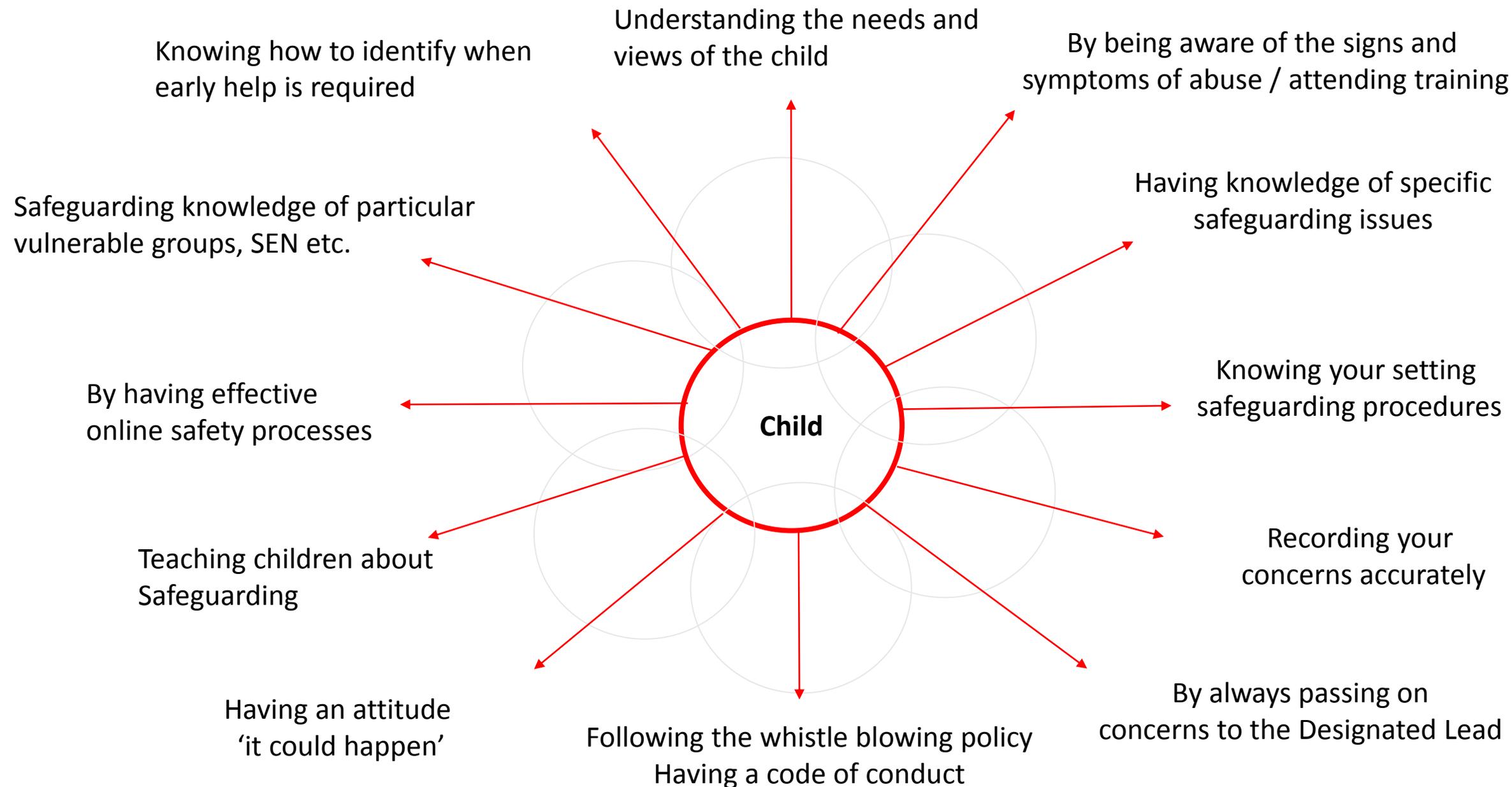
- We must act in the **best interests** of the child at all times.
- Safeguarding and promoting the welfare of children is **everyone's responsibility**.
- In order to fulfil this responsibility effectively, all professionals should make sure their approach is **child centred**.
- Interagency working: No single professional can have a full picture of a child's needs and circumstances.
- If children and families are to receive the right help at the right time, everyone who comes into contact with them has a role to play **in identifying concerns, sharing information and taking prompt action**
- How to identify signs of abuse and what to do if you suspect a child is abused
- The types of abuse including specific safeguarding issues including: Children Missing Education, Female Genital Mutilation, Prevent
- What to do if you are concerned about a staff member (Whistleblowing)
- Staff code of conduct

Safeguarding Framework

Legal Duty: Section 175/157 Education Act 2002



Staff ensuring a child centred approach



Early Help

- Early help is emphasised in the KCSIE 2016
- All staff have a role in identifying vulnerable learners
- Be able to identify and know the difference between:
 1. Safeguarding
 2. Immediate Danger
 3. Risk of harm
- In order to identify we must also understand the difference between safeguarding & child protection.
- All staff should have an awareness of the referral process and what their role might be

Safeguarding and Child Protection

'Safeguarding' is:

- Protecting children from maltreatment
- Preventing impairment of health or development
- Ensuring children grow up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best possible outcomes

'Child Protection' is:

- A part of safeguarding and promoting welfare
- Refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm

Group Discussion

How can you gather evidence to demonstrate staff understand KCSIE?



Evidence Gathering Examples

- Data collected for the Governors reports
- Documenting the range of staff completing 'cause for concerns'
- Range of categories
- Case study examples (students)
- Good practice examples / staff making suggestions
- Course evaluations
- Quiz / Surveys
- Testing
- Governor Audits
- Walk the job / observations



Training

Governing bodies and proprietors should ensure that all staff members undergo safeguarding and child protection training at induction.

The training should be regularly updated and include online safety training.

All staff:

- Annual
- Regular updates

Designated Safeguarding Lead

- Via 'regular training at appropriate intervals as and when required'
- At the very least annually
- And time to read new information (DSL Networks)



Questions

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- Have staff received appropriate training?
- Do all staff members receive regular safeguarding and child protection updates?

Online safety

- The use of technology has become a significant component of many safeguarding issues
- An effective approach to online safety empowers a school (or college) to protect and educate the whole school community in their use of technology
- It is essential that children are safeguarded from potentially illegal, harmful and inappropriate online material
- Governing bodies should ensure appropriate filtering and monitoring systems are in place

Teaching safeguarding

- Governing bodies **should ensure** children are taught about safeguarding , including online, through teaching & learning opportunities as part of providing a **broad and balanced curriculum**



Keeping Children Safe In Education 2016

- Can you evidence that children are taught about safeguarding, including online, through teaching and learning opportunities, as part of providing a broad and balanced curriculum?
- What information/support do the school provide for parents/carers?



www.pegi.info

What is on an 18 certificate game

- Car high jacking
- Bondage
- Fetish
- Robbery
- Murder
- Torture
- Full Sex
- Prostitution
- Sex act performed on them
- Animals having sex
- Violence
- Use of sex toys
- Strip clubs
- Setting a women alight after sex act
- Slitting throats



Games are rated 18-years and over if there is a "gross" level of violence likely to make the viewer feel a sense of revulsion.



What's the potential impact of 18 Certificate Games?



Questions

Safer recruitment

The Governing Body should prevent people who pose a risk of harm from working with children

- The school or college should have recruitment and selection policies and procedures in place
- There is a statutory responsibility to check staff who work with children and maintain a record of checks (Single Central Record)
- At least one person on an appointment panel to have undertaken safer recruitment training
- Agencies should provide written confirmation that their staff have undergone the relevant checks
- Volunteers who regularly look after children should also undergo relevant checks
- All Governors need an Enhanced Disclosure Barring Service check (DBS)
- Concerns about independent school proprietors must go straight to the Local Authority Designed Officer (LADO)

Single central record

Schools and colleges must keep a single central record, referred to in the regulations as the register. The single central record must cover the following people:

- all staff (including supply staff, and teacher trainees on salaried routes) who work at the school.

The information that must be recorded in respect of staff members (including teacher trainees on salaried routes) is whether the following checks have been carried out or certificates obtained, and the date on which each check was completed/certificate obtained:

- an identity check;
- a barred list check;
- an enhanced DBS check/certificate;
- a prohibition from teaching check;
- a section 128 check (for management positions as set out in paragraph 99 for independent schools (including academies and free schools));
- further checks on people who have lived or worked outside the UK; this would include recording checks for those European Economic Area (EEA) teacher sanctions and restrictions described in paragraph
- a check of professional qualifications; and
- a check to establish the person's right to work in the United Kingdom.



Questions

Keeping Children Safe In Education 2016

- Is the single central record up to date?
- Have key staff/governors received the appropriate training?

Designated Safeguarding Lead(DSL)

- DSL should be a member of the Senior Leadership Team
- Increased emphasis ensuring they have a job description
- The DSL and/or a deputy should always be available to staff during school hours to discuss any safeguarding concerns
- In some schools the DSL may not be the person carrying out the day to day duties.
- The new guidance makes it clear that the DSL can not delegate their overall responsibilities to others

“Whilst the activities of the designated safeguarding lead can be delegated to appropriately trained deputies, the ultimate lead responsibility for child protection, as remains with the designated safeguarding lead; this lead responsibility should not be delegated





Questions

Keeping Children Safe In Education 2016

- Do you know which staff are the Designated Safeguarding Leads?
- Have they received the appropriate training?
- Are there suitable cover arrangements?

Expectations of staff – Code of conduct

- All staff members should be aware of systems within their school or college which support safeguarding and these should be explained to them as part of staff induction. This should include:
 - the child protection policy;
 - the staff behaviour policy (sometimes called a **code of conduct**);and
- the role of the designated safeguarding lead.



The Daily Embarrassment



- Alge-bra anyone? Embarrassing moment male teacher is caught browsing photographs of women in lingerie online after he forgot to turn off the projector
- Video shows teacher browsing for lingerie on eBay during a math lesson
- Teacher didn't realise that he'd left his laptop connected to the projector
- A student in the classroom captured the video and posted it online

Areas to consider to stay safe

- **Social Networking**
- **Social Contact**
- **Communication with Children**
- **Usage of Work Mobiles**
- **Safe internet usage**
- **Remain Visible**
- **1:1 Situations**
- **Trips / Consent**
- **First Aid**
- **Professional conduct**
- **Home visits**
- **Infatuations / Crushes**
- **Physical Touch**
- **Dress & Appearance**
- **Confidentiality**
- **Giving & Receiving Gifts**
- **Sexual Conduct**
- **Behaviour Management**
- **Physical intervention**
- **Photography & Videos**
- **Recording Information**
- **Transporting pupils**
- **Administration of First Aid**
- **Intimate and personal care**

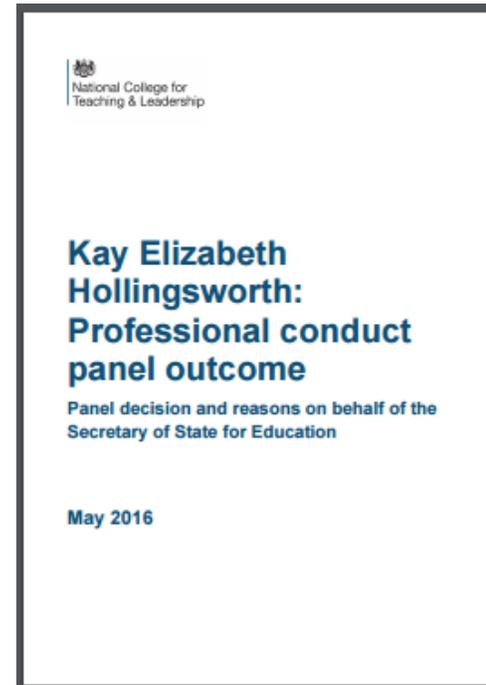


Code of Conduct

Teacher misconduct cases are now published on the DFE website:

Personal information is published in the report

Teacher:	Kay Elizabeth Hollingsworth
Teacher ref number:	0638829
Teacher date of birth:	19 June 1985
NCTL case reference:	0014526
Date of determination:	23 May 2016
Former employer:	Notley Green Primary School, Essex



Case Example

B. Allegations

The panel considered the allegations set out in the notice of meeting dated 4 April 2016.

It was alleged that Miss Hollingsworth was guilty of unacceptable professional conduct and/or conduct that may bring the profession into disrepute in that whilst employed at Notley Green Primary School Miss Hollingsworth:

1. Failed to maintain professional boundaries with pupils in that she:
 - a. engaged in inappropriate communication using social media with one or more pupils; and
 - b. sent inappropriate messages via social media, which included conversations of a sexual nature, to one or more pupils.

The panel was therefore satisfied that this allegation was proven.

NSPCC Whistle blowing Helpline



When to call

- If you have any concerns about a child in your workplace you should raise this with your employer or organisational safeguarding lead in the first instance.

You should call the Whistleblowing Advice Line if:

- your organisation doesn't have clear safeguarding procedures to follow
- you think your concern won't be dealt with properly or may be covered-up
- you've raised a concern but it hasn't been acted upon
- you're worried about being treated unfairly.
- You can call about an incident that happened in the past, is happening now or you believe may happen in the future.

What to expect when you call

- One of the call handlers will connect you with a trained practitioner.

They will discuss your concerns with you and:

- talk you through the whistleblowing process
- take details of your concern
- explain the protection available to you if you need it
- get relevant agencies and authorities to take action on your concern.
- You don't have to tell us who you are if you don't want to - you can remain anonymous. If you do give us your name and contact details you can ask us not to share these with other agencies.

NSPCC helpline: [0808 800 5000](tel:08088005000)

Download your poster



Questions

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- Have staff received a code of conduct?
- Have you got a whistleblowing policy?
- How do you know staff understand their role?

Attendance

A child going missing from education is a potential indicator of abuse or neglect and such children are at risk of being victims of harm, exploitation or radicalisation.

- Schools should put in place appropriate safeguarding policies, procedures and responses for children who go missing from education, particularly on repeat occasions.
- School should have a copy of the latest guidance 'Children Missing Education'
- Attendance should be regularly monitored, particularly for pupils who are persistently absent or missing



Questions

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- What strategies are used to improve attendance?
- Do you monitor vulnerable groups?

What are the key challenges for schools within the Safeguarding agenda

Challenges/issues

- Lack of understanding from other agencies about schools role/resources
- Services are not easily accessible
- Some families need intensive and long term support
- Significant reductions in services

Ofsted Framework



Ofsted's new focus for 2017-18



- Over the summer the inspectors have been trained to focus on what schools are doing to identify children potentially at risk of real harm
- How these children are being helped
- How they manage accusations and other serious problems with staff
- Keeping children safe from serious harm should always be your primary concern



Inspections

- Prevent
- Racist incidents
- CSE
- Focus on how children feel
- Evidence the school's work
- Curriculum
- Governance
- Anti bullying including homophobic bullying



Key lines of enquiry in recent inspections

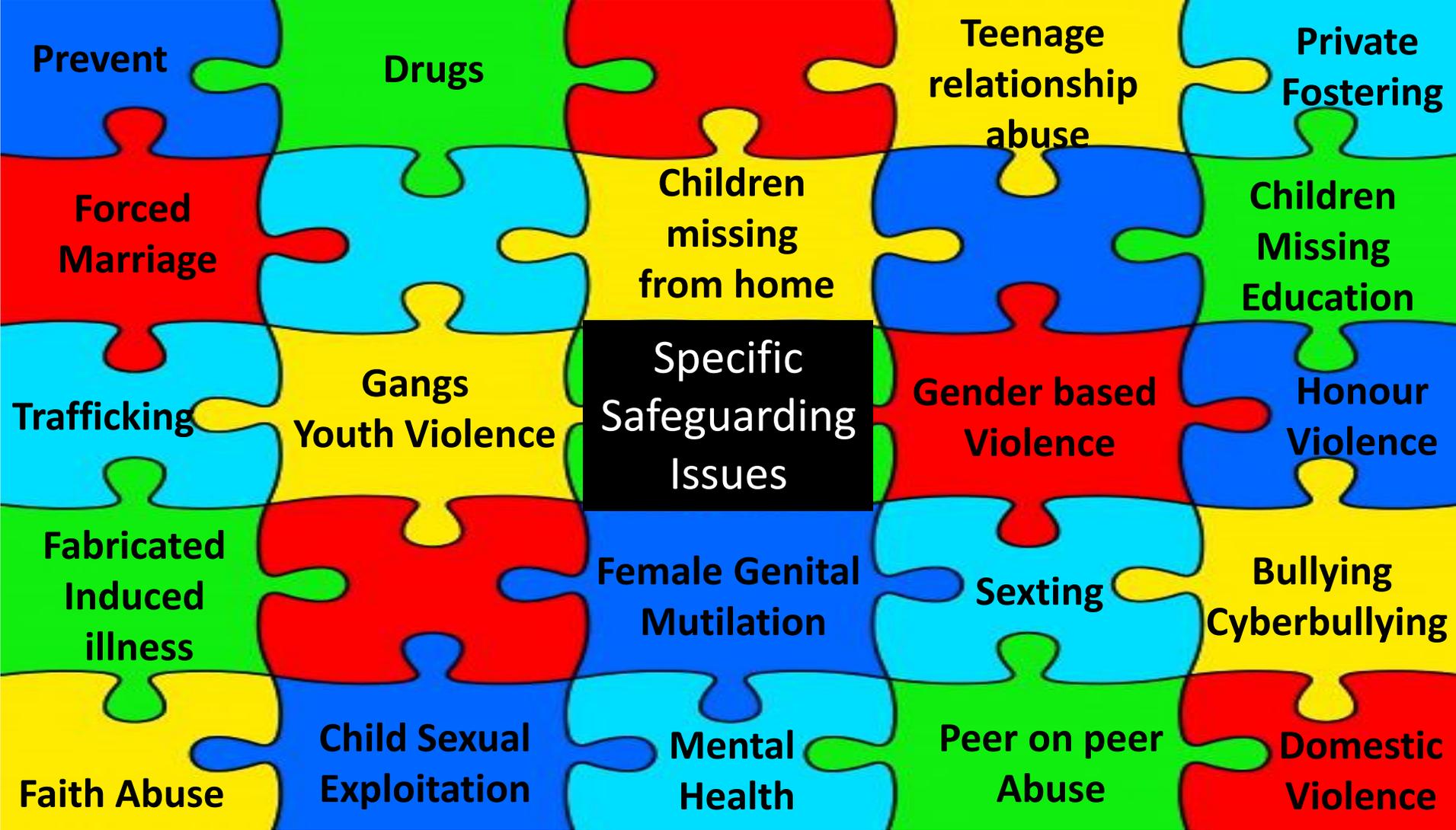
- Single central record—appears to be more scrutiny than previous years
- Whistleblowing—staff have been asked about having knowledge
- Reporting allegations against staff—staff need to be reminded that allegations should be reported to the Head Teacher
- Policy requires updating
- Culture of Safeguarding

Developing a safeguarding culture



Specific Safeguarding Issues

For further information please refer to
Keeping Children Safe in Education 2016 (page 12)



Safeguarding Culture

- School Ethos
- Robust policy
- Support & guidance for pupils
- Work with parents
- Vigilance & recognition
- Monitoring
- Provide training
- Contribute to inter agency work
- Use of curriculum
- Consider risk factors
- Awareness of procedures
- Information to parents and pupils

Governor Focus: Staff Awareness

School Details	
School:	Governor(s):
Date:	Time:

Section 1: SCHOOL VISIT

Observation:

Detailed Account: Please note here details of how you carried out the observation, i.e. walk around school, 1:1 appointments. Include what went well and even better if. Please select staff with differing levels of seniority and include non-teaching staff.

Governor Prompts

Focus: Staff awareness – select a range of staff and ask them the following questions

Question	Yes	No	Answer/Evidence
Are you aware of the document Keeping Children Safe and have you read part 1?			
Do you know who your designated staff are?			
Have you received training on identifying concerns about our pupils? What areas did the session cover?			As covered: 1. 2. 3. 4. 5.
Are you aware of what to do if you receive information about an allegation on a colleague? Are you aware of the school's whistleblowing policy?			
If the allegation was against the Head teacher what would you do?			
Are you aware of the prevent agenda?			
Have you received a code of conduct in relation to your role? Have you confirmed that you have received and understood it?			

Available on our website

Section 2: ACTION PLAN

Action	By Whom	By When

Section 3: REPORTING

Suggested Actions	Date
Shared findings of visit with Head Teacher / Designated Person	
Shared report of visit in Governors meeting	
Signature of person completing plan:	Date:
Signature of Designated Person / Head Teacher	Date:

Topics include:

Curriculum, Designated Person Role, Parent View, Policies, Prevent, Pupil View, Safer Recruitment, Staff Awareness

Annual Safeguarding Report

Purpose of annual report:

- 1.To enable the governing body to monitor compliance with the requirements of 'Keeping Children Safe in Education'
- 2.To identify areas for improvement

Annual report constitutes:

- Key Personnel
- Summary of Safeguarding Training
- Policies and other documents relating to safeguarding
- Quantitative data

Thank you for listening!

‘Coming soon - Keeping Children in
Education 2018’