

# GUERNSEY MUSIC SERVICE

## SAFEGUARDING AND CHILD PROTECTION POLICY

<b>Person responsible for Policy</b>	Tim Wright - Head of Guernsey Music Service
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<b>School Child Protection Officer (SCPO)</b>	<b>Deputy SCPOs</b>
Tim Wright	Neill Hadden Liz Green Carmen Craven-Grew Rachel Wright

<b>Safeguarding concerns about the conduct of a person working in school should be directed to</b>	
<b>Allegations:</b> Head of Service: Tim Wright or, in their absence Heads of Department: Neill Hadden Liz Green Carmen Craven-Grew Rachel Wright	In the event of a concern against the Head of Service: the Education Office's Lead Child Protection Officer: (ELCPO) – the Head of Inclusion and Services for Children & Schools, tel. 224000

### 1.0 Introduction

The welfare of a child is paramount. All children regardless of age, gender, culture, race, ability, sexual identity or religion have equal rights to protection, safeguarding and opportunities.

In this policy document:

- **Safeguarding and promoting the welfare of children** means<sup>1</sup>:
  - Protecting children from maltreatment
  - Preventing impairment of children’s mental and physical health or development
  - Ensuring that children grow up in circumstances consistent with the provision of safe and effective care, and
  - Taking action to enable all children to have the best outcomes
- **Child protection** is the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm
- **Child** is a person under the age of 18
- **A child ‘in need’** is as defined in Appendix 3
- **A child ‘at risk’** is as defined in Appendix 3.

## 1.1 Policy Statement

The Guernsey Music Service recognises that children can be some of the most vulnerable members of society. Safeguarding children is everyone’s responsibility, but education establishments and the people who work within them have particularly important roles to play. These include:

- Proactively working to prevent harm and abuse
- Responding to concerns if they arise and supporting the children involved
- Sharing information and cooperating with other agencies.

The Guernsey Music Service is committed to promoting and protecting children’s rights, as set out in the [United Nations Convention of the Rights of the Child \(UNCRC\)](#). The Guernsey Music Service is committed to safeguarding and promoting the welfare of all of its learners and takes a ‘whole-school’ approach, with this commitment woven through everything that it does. At all times, the best interests of the child must come first.

The Children (Guernsey and Alderney) Law 2008 requires all States employees (and everyone else working with children) to work together and share information to ensure children and young people get the services they need to achieve or maintain a reasonable standard of health or development. The Islands Safeguarding Children Partnership (ISCP)<sup>2</sup> has established extensive guidance (<http://iscp.gg>) to promote effective co-ordination and co-operation between agencies providing services to children and families, which must be followed by all people working in education establishments in Guernsey and Alderney, whether paid or unpaid.

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<sup>1</sup> This definition is based on that in England’s Department for Education’s Statutory Guidance document, ‘Keeping Children Safe in Education’

<sup>2</sup> A multi-agency committee with representatives from the public, private and voluntary sectors, which was given legal status in the Children (Guernsey and Alderney) Law, 2008

This policy has been written with reference to ISCP guidance and to good practice, as set out in English guidance document 'Keeping Children Safe in Education' (KCSIE). This policy sits alongside other policies that relate to specific areas of school life with safeguarding and wellbeing elements.

## 1.2 Policy Objectives

This policy is intended to:

- Ensure all members of staff (and volunteers) at The Guernsey Music Service are aware of their roles and responsibilities around safeguarding and protecting children from harm; know how to recognise abuse and know what to do if they have concerns
- Show how The Guernsey Music Service works with other agencies to keep children safe
- Highlight other policies that have a particular role in The Guernsey Music Service wider approach to keeping children safe
- Ensure that parents/carers are aware of school processes, roles and responsibilities.

## 1.3 Policy Application

This policy applies to:

- All staff (teaching and non-teaching, permanent and temporary, full-time and part-time)
- Casual supply workers in school
- School volunteers
- Other visitors (such as representatives of other agencies coming in to school to support education/children, and contractors).

It extends to school activities taking place outside of the normal school day, and to school activities taking place off-site.

## 1.4 Accountabilities

The Head of Service, Tim Wright, is accountable for the implementation of this policy within school, including ensuring information is presented, as appropriate, to the Education Office and the ISCP, so those bodies can maintain view of safeguarding practice.

The Head of Inclusion and Services for Children & Schools is the Lead Child Protection Officer within the Education Office (the ELCPO) and oversees safeguarding and child protection across schools and services, reporting to the Committee *for* Education, Sport and Culture (ESC).

## 1.5 Responsibilities

Specific responsibilities within Music Service are as follows. Some are talked about more, later in this document.

#### 1.5.1 All school staff (teaching and non-teaching), and volunteers

**All school staff and volunteers** are responsible for playing their part in safeguarding and promoting the welfare of children, including:

- Acting professionally at all times, in line with Codes of Conduct
- Endeavouring to ensure a safe environment in which children can learn. This includes acting to report/manage (as appropriate) any observed risks to health and safety posed by either the physical environment, or actions of adults or children
- Undertaking child protection and safeguarding training appropriate to their role
- Being familiar with this policy, and other policies and systems that are of particular relevance to safeguarding, as appropriate to their role
- Being aware of signs and indicators of abuse and neglect, as well as specific safeguarding issues
- Reporting, recording and passing any concerns or suspicions to the SCPO as soon as possible, no matter how trivial they may seem; not assuming that someone else will act instead
- Listening to children if they tell them about a safeguarding issue
- Maintaining an appropriate level of confidentiality
- Raising any concerns they may have about the school's safeguarding practice or about particular members of staff/volunteers
- Supporting any (ongoing) action that might be appropriate, including working in partnership with other agencies, with the aim of improving the child's situation.

#### 1.5.2 Headteacher: (Head of Service), Tim Wright

The Headteacher (Head of Service), is responsible for:

- Ensuring there is an effective school Safeguarding and Child Protection (S&CP) Policy, which is subject to annual review, and other related key policies and systems
- Ensuring that a senior member of school staff is designated as the lead for safeguarding and child protection within the school - the School Child Protection Officer (SCPO), with deputy SCPO (or deputies) as appropriate to ensure cover for absence or any out of hours/out of term activities, etc. It is good practice that these roles are explicit in the holder's job description, and the SCPO/deputy SCPO should be clear about what the role involves
- Ensuring the SCPO team has the time, funding, training and resources to do their duties properly
- Ensuring all staff, casual supply workers, volunteers and visitors (such as representatives of agencies coming in to school to support education/children at the Guernsey Music Service, and contractors) receive safeguarding and child protection induction, information and training appropriate to what they are doing in school

- Ensuring that volunteers and visitors, etc. are supervised as appropriate in school, in line with Education policy
- Ensuring opportunities are taken to make children aware about safeguarding and to develop the skills they need to recognise danger and know how and where to seek help.
- Ensuring effective pastoral care systems
- Ensuring that relevant staffing ratios are met as appropriate, which may in some circumstances require the school to undertake a risk assessment
- Acting as the 'Case Manager' if an allegation of abuse is made against another member of staff or volunteer, where appropriate
- Designating a teacher to lead on Special Educational Needs and Disabilities (SEND)
- Designating a teacher to promote the educational achievement of Looked After Children (LAC) and previously LAC and to lead on attendance/absence.

#### 1.5.3 The School Child Protection Officer (and Deputy SCPOs):

Mr Tim Wright (SCPO), Mr Neill Hadden, Mrs Liz Green, Miss Carmen Craven-Grew and Mrs Rachel Wright (Deputy SCPOs).

These names are published on the Music Centre Notice Boards and are available from this document which is published online via the Music Service website.

The SCPO (and in their absence the deputy SCPOs) is the lead for child protection and safeguarding at the Guernsey Music Service. They should always be available during school hours in term-time. If an urgent situation arises outside of term-time that requires direct input from school, they (or the Headteacher) may be contacted for assistance (for example, about providing a report or suitable attendance at an urgent meeting). Summary broad responsibilities are:

- Undertaking formal training appropriate to their role at least every two years, and refreshing knowledge at least annually. (The deputy SCPOs must be trained to the same level as the SCPO.)
- Ensuring the school's safeguarding policies are up-to-date, known and understood, and that staff and volunteers refresh training in line with ISCP requirements
- Managing cases of safeguarding and child protection concerns: Supporting staff with advice as necessary; referring cases to relevant agencies and sharing information as appropriate to the circumstances, and ensuring ongoing cooperation in cases
- Keeping thorough and secure child protection records.

A more detailed guide can be seen at Appendix 5.

## 2.0 Safe Recruitment

The appointment of school staff – teaching and non-teaching – follows the States of Guernsey's recruitment processes and procedures, including vetting checks appropriate to the role (DBS etc.) The records of all staff working in school are held centrally, updated as appropriate by central and school staff and relevant details feature on a single central register.

Staff working in a States of Guernsey central Education role that involves frequent presence on school sites, for example school Support services, Music Service, Education Estates team, etc. will have been appropriately vetted for their role at the time of appointment and do not need to be supervised while on school sites. The same is true of other States of Guernsey staff employed in a professional role working with children (such as School Nurses, Social Workers, etc.). Regardless of their role on-site, visiting officers must observe normal sign-in etc. procedures with the school office and any concerns encountered while on site should be raised with the School SCPO team.

Other adults who may work at school, for example:

- External Providers and Support Agencies that visit to help with curriculum delivery or otherwise support education/children
- Volunteers
- Contractors

should be vetted and supervised, appropriate to what they are doing and the contact they will have with children, in line with States of Guernsey and Education policies (Vetting; External Providers and Support Agencies).

**Any person who has not been vetted must not be left unsupervised with children.**

A risk assessment should be carried out when deciding whether to seek an enhanced DBS check for supervised volunteers.

## 3.0 Induction and Training

### 3.1 Induction

#### 3.1.1 School Staff

All new staff (part-time and full-time) should receive an induction that covers:

- The school Safeguarding and Child Protection policy (including SCPO role and identity)
- The Guernsey Music Service learner Behaviour policy
- The relevant Code of Conduct
- The States of Guernsey's Whistleblowing policy
- Relevant safety and welfare information[e.g. medical policies, accident reporting, fire]

- Safeguarding training appropriate to role
- Online Safety policy and training, appropriate to role
- Explanation of the safeguarding response to children who go missing from education

Staff should sign to confirm that they have received and understood all of the above, with records kept for the staff file.

### 3.1.2 Casual Supply Workers, Volunteers and Other Visitors

A proportionate and risk-based approach should be taken in respect of the induction information provided to short-term temporary (casual supply) workers, volunteers and other visitors (for example, representatives of other agencies coming into school to support education/children, contractors). This should consider what the person will be doing, frequency of the activity and the amount of contact with children. As a minimum, they must receive sufficient information to be aware of the school's commitment to safeguarding children and know to raise any safeguarding concerns they may encounter while in school.

## 3.2 Training (including regular updates)

Staff, casual supply workers and volunteers are required to undertake safeguarding and child protection training suited to their role at induction and then at regular intervals. Minimum training level and frequency is set by the [ISCP](#). Relevant 'online safety' training should also be undertaken, appropriate to individual role.

The SCPO/deputy should:

- Update their 'formal' training every two years
- Update knowledge and skills regularly (at least annually), for example, meeting with other safeguarding personnel, reading bulletins etc.
- Attend the Island SCPO meetings
- Provide regular updates to staff/volunteers.

All other staff/relevant volunteers should:

- Update their 'formal' training every three years
- Receive regular safeguarding and child protection updates (from the SCPO and/or others, as appropriate), at least annually. This includes re-reading this policy annually (confirmed by staff signature).

Training completion for staff and volunteers should be recorded, and monitored by the SCPO who should ensure it is renewed when needed.

## 4.0 Recognising issues

All staff should:

- Observe the behaviour and demeanour of learners for changes that may indicate a safeguarding concern
- Be aware that safeguarding incidents and/or behaviours can be associated with factors outside the school and/or occur between children outside of school. All staff, especially the SCPO (and deputy), should consider whether children are at risk of abuse or exploitation in situations outside their families.
- Be aware that technology is a significant component in many safeguarding and wellbeing issues. In many cases abuse will take place online and in daily life at the same time

The SCPO should have a clear understanding of the ISCP's [Care and Support Framework](#).

#### 4.1 Awareness that some children are potentially more vulnerable

There is potential for any child to need support, but staff should be particularly alert to issues or concerns in a child who:

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• Is disabled and has specific additional needs</li> <li>• Has special educational needs</li> <li>• Has mental health needs</li> <li>• Has physical health issues</li> <li>• Is a young carer</li> <li>• Is showing signs of being drawn in to anti-social or criminal behaviour</li> <li>• Is misusing drugs or alcohol</li> <li>• Is frequently missing/goes missing from home/care or education</li> <li>• Has experienced recent trauma, for example, bereavement</li> <li>• Is at risk of modern slavery, trafficking or exploitation</li> <li>• Is at risk of being radicalised or exploited</li> <li>• Is at risk of honour-based abuse</li> <li>• Is involved in sharing nude/semi-nude images</li> </ul> | <ul style="list-style-type: none"> <li>• Is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues, family member in prison or affected by parental offending, and domestic abuse</li> <li>• Has a social worker</li> <li>• Is a 'Looked After Child'</li> <li>• Has returned home to their family from care</li> <li>• Is a privately fostered child – see section 10.11. (This includes learners from Alderney, Sark and Herm who are living with a Guernsey host under the Term-Time Host scheme)</li> <li>• Is undertaking an Alternative Provision education package</li> </ul> |
|--|---|

Staff should also be aware that adverse childhood experiences (ACEs) can have a lasting impact on a child's development, well-being, mental health and behaviour, including into adulthood.



## 4.2 4.2 Early Help

It is better to provide support as soon as a problem emerges in a child's life to try to prevent it from escalating – this is known as 'Early Help'. Staff should try to identify emerging needs as soon as possible. In some cases it will be appropriate for the Guernsey Music Service to coordinate 'Early Help' directly, liaising with other relevant services/agencies, and creating a 'Team-around the child' (TAC) where appropriate. However, if there is any suggestion or suspicion of abuse, the full referral pathway set out in sections 5.1/2 must be followed, including referral to the Multi-Agency Support Hub (MASH), or the child's social worker, if they already have one.

## 4.3 Recognising Abuse

**Staff should assume that any safeguarding issue could happen here. If a staff member has concerns but is unsure, they should always speak to the SCPO.**

### 4.3.1 Abuse and Neglect

**Abuse** is a form of maltreatment of a child, and may involve inflicting harm or failing to act to prevent harm. Categories of abuse include: physical, emotional and sexual. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place in person, online, or a combination (technology may be used to facilitate in-person abuse). Children may be abused by an adult/adults or by another child/children.

**Neglect** is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development.

Abuse, neglect, and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases, multiple issues will overlap.

**Appendix 1** provides an introduction to the different forms of abuse and neglect, including possible indicators, which all staff should read and be aware of.

Staff should be aware that children with special educational needs and disabilities (SEND) and/or physical health issues can face additional safeguarding challenges and additional barriers can exist when recognising abuse and neglect in this group of children. These can include:

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability or medical condition, without further exploration
- Being more prone to peer group isolation than other children
- Being reliant on personal and intimate care

- The potential for children with SEN and disabilities being disproportionately impacted by behaviours such as bullying, without outward signs
- Communication barriers and difficulties in overcoming these barriers.

Additional ISCP guidance can be found at <http://iscp.gg/Protecting-children-with-disabilities-from-abuse>.

Children with SEND should receive additional monitoring and pastoral support.

#### 4.4 Specific Safeguarding Issues

**Appendix 2** contains information about specific forms of abuse and safeguarding issues that all staff should read and be aware of. Please note that this appendix reflects issues listed in KCSIE and in some circumstances there may currently be little concern about an issue in Guernsey. However, the starting point should be that it **could** happen here.

## 5.0 Taking Action

Safeguarding or child protection concerns may arise as a result of:

- Staff/volunteer observations
- Information shared by a child (see section 5.3.)
- Other information

**Anyone having concerns must act on them as soon as possible, and not assume that someone else will do so instead.** You should not let other considerations, like the fear of damaging relationships with others, get in the way of protecting children. You should view raising a concern as the beginning of a process of enquiry, not as an accusation.

It is not the role of the concerned person to investigate suspected abuse themselves, but rather to share information appropriately and support children as part of a wider response. The course of action to take depends on the circumstances:

1. **Child not in immediate danger:** Record and refer to the SCPO – see section 5.1
2. **Child in immediate danger** or a serious crime is in progress/imminent: Make direct referral to MASH/Police unless the SCPO is immediately available – see 5.2
3. **Concern relates to the behaviour of an adult working in school, or school safeguarding practice:** Refer to the Headteacher/Head of Service (or the Education LCPO if the concern is about the Headteacher/Head of Service) – see 5.4.

Scenarios 1 and 2 are also summarised in the flow chart below:

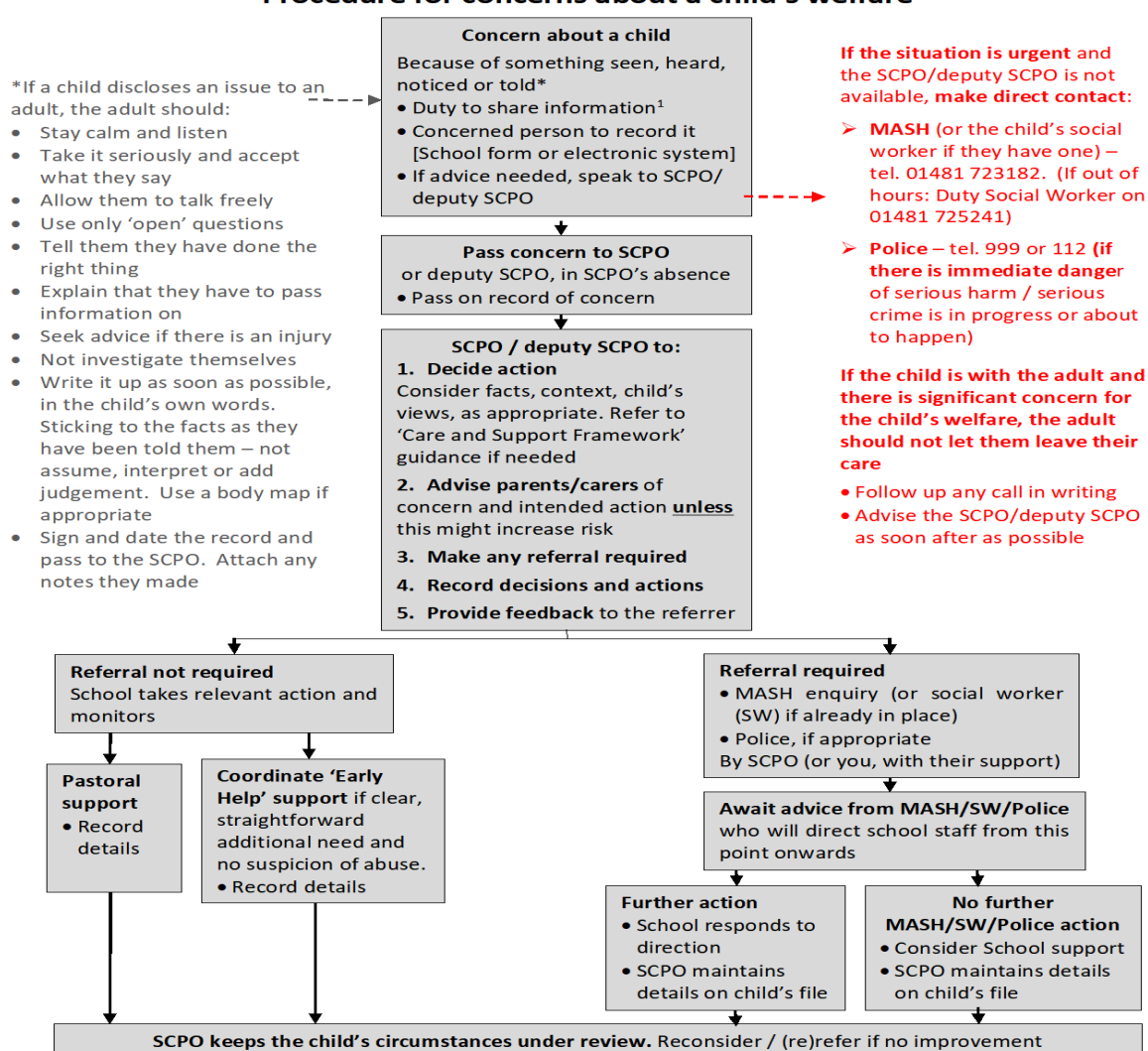
Wherever a referral is made to MASH/social worker or the Police etc., school staff should participate as fully as may be needed in any subsequent discussions, meetings and support plans.

Any disagreement with another agency should follow ISCP guidance

<http://iscp.gg/article/118107/Resolution-of-Professional-Disagreements---Escalation-Policy>.

If there are concerns about a learner who has recently joined the school, the SCPO/deputy SCPO should ensure they check transition information. In some cases this may include making confidential contact with the SCPO at the previous school. If the learner has moved from an Early Years provider, contact may be made direct with the provider's named Safeguarding Lead, or through the States Early Years Team, as appropriate.

### Procedure for concerns about a child's welfare



#### At all times:

- The best interests of the child must come first
- Maintain appropriate confidentiality – Only involve people that need to know
- Ensure records are factual, accurate, relevant, up-to-date, secure and auditable
- Anyone who has genuine concern that appropriate action has not been taken, can make a referral themselves

<sup>1</sup> Under section 27 of the Children (Guernsey and Alderney) Law 2008, it is the duty of every States employee, and anyone else who is working with a child, to share information where they believe that child is in need or at risk

## 5.1 Child Not in Immediate Danger

- The person who has the concern should record it in line with school procedure and pass it to the SCPO/deputy SCPO as soon as possible.
- Advice may be sought from the SCPO/deputy SCPO, but the details of the concern should be recorded in writing. (See section 7.0 on records).
- The SCPO/deputy SCPO should consider the course of action to take:
  - At all times the child's best interests must come first
  - If the SCPO/deputy SCPO themselves need advice about whether a referral is appropriate, they can have an initial discussion with MASH on a 'no names' basis <http://iscp.gg/article/118043/Advice-if-you-are-unsure>
  - Wherever possible and appropriate, the child's views should be sought and taken into account when determining what action to take
  - Concerns about a learner should ordinarily be discussed with parents/carers. However, if the SCPO/deputy SCPO believes notifying parents/carers could increase risk, advice should first be sought from MASH. If a decision is made not to discuss concerns with the parents/carers, this should be recorded, with an explanation for the decision
  - If concerns are discussed with parents/carers but they do not consent to a referral that school thinks is appropriate, this must be made clear to MASH.
- Action may be:
  - Managing support for the child internally via the school's pastoral systems
  - Coordination of 'Early Help' support (if straightforward, no suspicion of abuse)
  - A referral to the MASH - Online enquiry form found [here](#). As much information as possible should be provided, and the record of concern should be attached to the form. (Or, if the child has a social worker, they should be contacted directly). Where a referral is appropriate, the SCPO should make it themselves, or support the concerned person to do so.
- If the concerned person believes that a referral is appropriate but is not made, they should discuss this with the SCPO. If necessary, they can consider making a referral themselves. The SCPO must be informed of any direct referral as soon as possible.
- All concerns, actions, decisions and reasons should be recorded. Information should be held in a confidential file held by the SCPO.

## 5.2 Child in Immediate Danger

If there is:

- Concern that a child is being mistreated and at risk of harm - Contact must be made with the MASH team as soon as possible on 01481 223182 or, if the matter is urgent and outside of office hours, the duty social worker on 01481 222222
- **Concern that there is immediate danger - call the Police on 999 or 112 without delay**

- **Danger to life or**
  - **Risk of serious injury or**
  - **A serious crime is in progress or about to happen.**
- Anybody can make a referral. If the severity of the situation means that a concerned person has to make a referral direct, rather than go through the SCPO, they must tell the SCPO as soon after as possible.
  - Consent to share information is **not** needed if a child is suffering, or at risk of, serious harm.
  - If the child is with the adult and there is significant concern for the child's welfare, the adult should not let the child leave their care.
  - Telephone enquiries must be followed up in writing, and the SCPO must be advised as soon as possible.

### 5.3 What to Do if a Child Shares Information of Concern

If a child shares information about a safeguarding issue, the adult (staff member/volunteer) should:

<b>Receive</b> <ul style="list-style-type: none"> <li>• Stay calm</li> <li>• Listen</li> <li>• Don't show shock</li> <li>• Accept what the child says</li> <li>• Find a comfortable place to talk</li> </ul>	<b>Reassure</b> <ul style="list-style-type: none"> <li>• Tell the child they have done the right thing</li> <li>• Never promise to keep a secret</li> <li>• Tell the child that they have to pass information on</li> <li>• Alleviate any feelings of guilt</li> <li>• Acknowledge the difficulty of telling</li> <li>• Empathise</li> </ul>
<b>React</b> <ul style="list-style-type: none"> <li>• Not ask leading questions</li> <li>• Not criticise the alleged perpetrator(s)</li> <li>• Not ask the child to repeat the information to someone else</li> <li>• Explain what they (the adult) needs to do next and who they need to contact</li> <li>• If information is about immediate abuse, not offer shower, bath or change of clothes</li> <li>• Contact the SCPO</li> </ul>	<b>Record*</b> <ul style="list-style-type: none"> <li>• Write things down as soon as possible</li> <li>• Keep any original notes, even a scrap of paper or post-it note</li> <li>• Use the child's own words</li> <li>• Be factual, avoiding assumption or interpretation</li> <li>• If appropriate, use a body map</li> <li>• Make the child's views known</li> <li>• Pass the completed record (signed and dated), plus any original notes, to the SCPO</li> </ul>

\*Notes can be handwritten or typed, as long as they are legible, and scanned to SCPO via Egress or given to the SCPO

## 5.4 Concerns about the Conduct of a Person Working at School, or about School Safeguarding Practice

Concerns about:

- The conduct of a member of staff (including supply staff, agency staff etc.) or other person working at the school such as volunteers or contractors, regarding any child they have contact with in their personal, professional or community life, (see 5.4.1 below) or
- School procedures/practice

**must be reported without delay.** This is in line with staff member Codes of Conduct. The States of Guernsey [Whistleblowing policy](#) (which extends to volunteers and contractors) is also relevant, particularly if the concerned person does not feel the matter is properly addressed.

### 5.4.1 Safeguarding Concerns and Allegations of Abuse Against Staff, Volunteers, etc.

All people working in/for States of Guernsey-maintained schools and supporting Education services are expected to demonstrate high standards of conduct in working with/around children.

Behaviour that generates concern can exist on a wide spectrum: from inadvertent/thoughtless, or behaviour that may look to be inappropriate, but might not be in specific circumstances, through to behaviour which is ultimately intended to enable abuse. Some safeguarding concerns may be relatively low-level, relating to behaviour that appears to be inconsistent with the person's code of conduct/the standards expected of their role.

Other cases may represent an allegation that someone may have:

- Behaved in a way that has harmed a child or may have harmed a child
- Possibly committed a criminal offence against or related to a child
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children

Anyone who has a safeguarding concern about an adult working in or on behalf of the school must report it to the Headteacher (or the Education LCPO if the Headteacher is the subject of the concern). This is the case no matter how small the concern – even if it just generates a sense of unease, or a 'nagging doubt'. This includes if the conduct took place outside of work.

Staff members should not hesitate to raise concerns about others, but they are equally encouraged to be self-reflective and approach the Headteacher directly (self-report) about their own behaviour if at any time they:

- Have found themselves in a situation which:
  - Could be misinterpreted
  - Might appear compromising to others, and/or
- Believe they have behaved in such a way that they consider falls below the expected standards.

The Headteacher will consider reports in line with [Education Office procedure](#). This ensures fair and consistent handling in a way that provides effective child protection, while also supporting the subject of the concern/allegation. Reports will be dealt with in the greatest possible confidence and regardless of the outcome, no detrimental action should be taken against anyone who makes a report in good faith.

Allegations against a teacher who is no longer teaching and historical allegations of abuse should be referred to the Police.

If the States of Guernsey:

- Terminates employment because someone has harmed a child
- Terminates employment because someone might have harmed a child otherwise
- Would likely terminate someone's employment for either of these reasons, but the person resigned first

it will (through the central HR section) refer that person to the DBS and any relevant professional body, as appropriate.

## 5.5 Allegations of Abuse against a Child: 'Peer on Peer' Abuse

Children can abuse other children (sometimes known as 'peer on peer' abuse). Abuse can happen both inside and outside of school, and online. It may include, but is not limited to:

- Abuse in intimate personal relationships between peers
- Bullying (including cyberbullying, prejudice-based and discriminatory bullying)
- Physical abuse (for example, hitting, kicking, shaking, biting, hair pulling, etc.)
- Initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element)
- Harmful sexual behaviour. Most children display a range of healthy sexualised behaviours as they grow up. However, some may display developmentally inappropriate sexual behaviour which may be problematic or abusive. This is harmful to the children who display it as well as the people it's directed towards. (More

information available here: [Protecting children from harmful sexual behaviour | NSPCC Learning](#))). This may include:

- Sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be stand-alone or part of a broader pattern of abuse – see Appendix 2 (13.11)
- Sexual violence – see Appendix 2 (13.11)
- Causing someone to engage in sexual activity without consent
- Upskirting (which typically involves taking a picture under someone's clothing - not necessarily a skirt - without them knowing. Anyone, of any gender, can be a victim.)
- Sharing nude or semi-nude images/videos (also known as sexting or youth produced sexual imagery. This may be consensual or not).

There may be online elements to many of the above.

Staff and volunteers should be aware that:

- Even if there are no reports in school, it does not mean it is not happening
- Abuse that occurs online or outside school should not be downplayed and should be treated equally seriously
- Peer on peer abuse can manifest itself in many ways
- Gender can be a factor; for example, it is more likely that girls will be victims and boys perpetrators
- Issues associated with disability, ethnicity, gender, and sexual orientation may make it more difficult for some children to report abuse

**Abuse is abuse and should never be tolerated.** It is very important that staff challenge inappropriate behaviours between peers. Downplaying behaviours, as 'banter', 'just having a laugh', 'part of growing up' or 'boys being boys' can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not reporting it.

The initial response is very important and can encourage or deter future victims from coming forward. Staff should reassure victims that they will be supported and kept safe. A victim should never be given the impression that they are creating a problem by reporting peer-on-peer abuse, nor be made to feel ashamed.

It should be recognised that a learner harming a peer could also be a sign they are themselves being abused.

To minimise the risk of peer-on-peer abuse, The Guernsey Music Service:



- Provides a developmentally appropriate curriculum, including Personal, Social, Health, and Citizenship Education (PSHCE), which develops learners' understanding of acceptable behaviour, healthy relationships and keeping themselves safe
- Has relevant policies in place (e.g. behaviour policy, including anti-bullying)
- Has systems in place for any learner to raise concerns with staff, knowing that they will be listened to, believed and valued
- Develops robust risk assessments where appropriate
- Challenges any form of derogatory or inappropriate language or behaviour
- Is accepting of all religions, cultures, social identities and backgrounds.

If one child harms another, this should not necessarily be dealt with as abuse – in many cases it would be appropriate to deal with it under the behaviour policy. When considering if behaviour is abusive, it is important to consider:

- If there is a large difference in power between the children concerned (for example age, size, ability, development)
- If the perpetrator has repeatedly tried to harm other children
- If there are concerns about the intention of the alleged perpetrator(s)

All instances that are considered to be abuse should be reported to the SCPO, through the processes already set out earlier (sections 5.1/2). In considering action the SCPO should:

- Undertake a risk assessment, informed by subject area specialists as appropriate. Risk assessments should be recorded and kept under review
- Put support in place for all children involved –the victims, (alleged) perpetrators and others, as appropriate - with a named person they can talk to if needed
- Consider if restorative justice would be appropriate
- In the case of instances of harmful sexual behaviours such as sexual violence or sexual harassment, the SCPO should be aware of further guidance available in Part 5 of [KCSIE \(2021\)](#) and [‘Sexual violence and sexual harassment between children in schools and colleges’](#). There should be a zero-tolerance approach.

Referral to MASH etc. should happen for any allegation that raises safeguarding concerns, for example, where the alleged behaviour:

- Is serious / violent / potentially a criminal offence
- Could put learners in the school at risk
- Involves learners being forced to use drugs or alcohol
- Involves sexual exploitation or sexual abuse, such as indecent exposure, sexual assault, or sexually inappropriate pictures or videos (including sexting. Schools should be aware of [Education’s guidance about sexting](#). Where there are images involved, staff must not view or forward them, but should rather switch the device off and retain it).

In the case of allegations of abuse made against other children, school should normally notify the parents/carers of all the children involved.

## 5.6 Cooperation with Other Agencies

In addition to taking action when concerns arise at school, The Guernsey Music Service will cooperate in interagency safeguarding and child protection cases that have arisen through another agency. The SCPO should coordinate action - sharing information, attending meetings, contributing to plans and taking action as may be necessary.

## 6.0 Confidentiality and Information Sharing

All safeguarding and child protection matters are confidential. However, information sharing is vital to safeguard and promote the welfare of children and young people. Staff and volunteers must be aware that data protection (the Data Protection (Bailiwick of Guernsey) Law 2017 and General Data Protection Regulation) is **not** a barrier to information sharing in the right context and situations. The [ISCP Information Sharing Guidance](#) provides detailed guidance.

- If a staff member / volunteer has concerns about a child's welfare, or believes they might be at risk of harm, they must share information as set out in this policy
- Schools should share information as early as possible to help identify, assess and respond to risks or concerns about child safety and welfare
- Staff should never promise a child that they will not tell anyone about a report of abuse
- Schools should normally discuss any concerns about a learner with parents/carers, including telling them where a referral is being made. However, if the school believes that notifying parents could increase the risk to the child or exacerbate the problem, or lead to loss of evidence for a police investigation, advice should first be sought from MASH.

In all safeguarding matters:

- An appropriate level of confidentiality must be maintained, only involving those who need to be involved
- What is shared should be relevant, accurate and proportionate to the sensitivity of the information and the circumstances
- Security of information sharing must always be considered:
  - Conversations should take place in a way that means personal and sensitive information cannot be overheard

- Any paper-based information should be enclosed in an envelope, clearly addressed to the intended recipient, marked as 'Private and Confidential, to be opened by the addressee only'
- Electronic email sharing of sensitive child protection issues within the States of Guernsey, on a need to know basis, must be through Egress.

ESC's Data Protection Officer can assist with any queries about sharing personal information ([data.protection@gov.gg](mailto:data.protection@gov.gg)).

## 7.0 Records

All concerns, decisions made (including about if and with who information is shared), the reasons for those decisions, and actions, should be recorded in writing.

All records should be factual, accurate, relevant, up-to-date, secure (accessible only to those who need to know), and auditable. They should support monitoring, risk assessment and planning for children and enable informed and timely decisions about appropriate action to take.

The person who raised a safeguarding concern should not retain copies of records themselves – they should be passed to the SCPO for appropriate filing.

Records should be retained in line with Education's [retention guidance](#).

If in doubt about recording requirements, staff should speak to the SCPO. Assistance can also be obtained from ESC's Data Protection Officer, on [data.protection@gov.gg](mailto:data.protection@gov.gg).

### 7.1 Safeguarding Concern Log

The SCPO should record summary details of all safeguarding concerns raised about learners in a confidential and secure log, to assist in keeping an overview of safeguarding across the school.

### 7.2 Child Protection File

Confidential child protection information for an individual child should be held in a confidential file, by the SCPO. This should be held securely, separate to learner records, but with its existence indicated on the main learner record.

Each individual child protection file should include a summary chronology that is updated as events occur.

Where the Guernsey Music Service receives a child protection file in respect of a new joiner, the SCPO should ensure key staff are aware as required.

## 8.0 Communication

It is important that the whole school community is aware of the Guernsey Music Service's commitment to safeguarding, and that everyone has a level of knowledge of responsibilities and the procedures, appropriate to their needs:

- Staff must be made aware of this policy and procedures through induction, annual refresh and training
- Children must be made aware of how school/Service can help them by speaking to any member of staff or to the designated SCPO/Deputy SCPOs. The names of the SCPO and Deputy SCPOs will be displayed in an accessible manner so all children know who they can speak to.
- Parents/carers should be made aware of this policy when their child joins the school/Service. It should also be on the website and available on request

School should actively seek input from children and their parents/carers, including on safeguarding issues. Parents have an open channel with staff on Saturdays, via practice diaries during the week or through the Music Service office.

Parents/carers are able to raise any issue with staff at school, at any time. Education Services also has an accessible complaints procedure on the [gov.gg website](http://gov.gg).

## 9.0 Monitoring and Review

There are a number of mechanisms in place to seek to ensure that the Guernsey Music Service is safeguarding its children as well as it can. Whenever any of these highlight areas that can be improved, these should be addressed without delay.

The SCPO should:

### **On an ongoing basis**

- Monitor staff compliance with this policy and procedures (including staff training completion/renewal, and reviewing how processes are being done)
- Keep individual cases under review, including those that have not met the threshold for referral and are being handled in-school. Half-termly checks should be made to ensure any actions have been completed. If a child's situation does not appear to be improving, the SCPO has a duty to seek for actions to be re-examined. Any disagreement with another agency should follow ISCP guidance <http://iscp.gg/article/118107/Resolution-of-Professional-Disagreements---Escalation-Policy>.

### Annually

- Before the end of each academic year, complete the Education Office/ISCP audit of school child protection and safeguarding practice. The results of this audit help to guide system improvements and should be shared with the School Committee, Education Services and the ISCP
- Review this policy, in liaison with staff, other SCPOs and the Education Office. (The SCPO should also be involved with review of other policies closely linked to safeguarding, ensuring a holistic approach.)

### Additionally:

- Education Office's Head of Inclusion and Services for Children & Schools oversees safeguarding and child protection across schools and services
- The Guernsey Music Service experiences periodic audit by the Committee *for* Health & Social Care
- The Guernsey Music Service general safeguarding arrangements are reviewed through school inspections

## 10.0 Particular Safeguarding Arrangements

### 10.1 School Life – Curriculum and Pastoral care

The Guernsey Music Service's ethos and pastoral care systems seek to ensure an environment in which children feel safe, secure, valued and respected, and confident to approach an adult if they (or their friends) are in difficulties. Positive values are promoted through the curriculum and general school/Service life. Children are taught about mutual respect and tolerance of others; the right to be safe, and about safeguarding issues, appropriate to their needs. Any [off-site visits](#) to enrich the curriculum (including exchange visits etc.) or visits by [external speakers](#) should be undertaken in accordance with Education policy.

During periods of exclusion, alternative provision and other circumstances where a learner on roll is educated off-site, appropriate staff should maintain sufficient contact to ensure pastoral and safeguarding elements are fulfilled (frequency and nature of contact depending on the individual circumstances). In some cases, contact may be appropriate for children not attending school for medical reasons.

### 10.2 Missing Learners

Attendance and absence are closely monitored. There are clear school/Service procedures in place. When a child is absent without explanation, procedures for unauthorised absence are followed and contact is made with schools/parents to follow up on unexcused absences.

Where possible more than one emergency contact number is held for children. The SCPO should monitor unauthorised absences.

All staff should be aware that children going missing, particularly repeatedly, can be a warning sign of safeguarding issues. Early intervention can help prevent a child going missing in future. If staff have concerns about a learner at any time, the child protection procedures should be followed, including referral to MASH and/or Police where appropriate. The unexpected absence of a child who is already the subject of child protection concerns should be notified to the child's social worker and Police straight away.

### 10.3 Online Safety & Digital, Photographic and Video Images

School takes online safety seriously and follows Education policies: '[Online Safety Policy and Guidance on Sexting in Schools](#)' and '[Use of Digital Images of Children and young People](#)'.

Please refer to the Music Centre prospectus for more information. Measures in place include:

- 'Acceptable use' agreements for children, staff and community users
- School/Service policy on the use of mobile technology (phones etc.)
- Training for staff on online safety issues via regular safeguarding training
- Consent is obtained for publication of any image
- Parents/carers may take photographs or videos at a school event, but only for their private use.

The Guernsey Music Service will follow guidance from the Education Office in any periods where learners have to learn (online) from home, rather than attend school/Music Service.

### 10.4 Special Educational Needs

The Guernsey Music Service works in accordance with the SEN Code of Practice.

### 10.5 Health and Hygiene

- First aid arrangements (equipment, trained staff) are based on a school specific risk assessment
- All [accidents and near-miss incidents](#) should be recorded, in line with Education Services' policy
- The Guernsey Music Service works collaboratively with parents, children and healthcare professionals to support children with medical needs. Please refer to the Music Centre prospectus for more information.
- The Guernsey Music Service implements and encourages good routines around hygiene and premises cleaning.

In times of any public health situation (e.g. communicable disease either in school or in the wider community) The Guernsey Music Service will follow the advice of the Education Office and States of Guernsey health professionals (such as Public Health Services and the School Nursing Service.) At such times, the safeguarding policy should be reviewed and, where appropriate, revised (for example, creation of a temporary addendum).

## 10.6 Mental Health and Wellbeing

The Guernsey Music Service takes mental health and wellbeing seriously and follows Education Services' policy ['Positive Mental Health and Wellbeing'](#).

Mental health issues can impact on a child's behaviour and education. They can also be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation, or that they have experienced some other kind of trauma. If staff have a mental health concern about a child that is also a safeguarding concern, action should be taken to speak to the SCPO, in line with this Safeguarding policy.

Staff who have become involved in safeguarding and child protection cases may find the situation stressful and upsetting. The SCPO should support such staff. Staff may also access the [Employee Assistance Programme](#).

## 10.7 Substance Misuse

All staff should be aware that behaviours linked to drug taking and alcohol abuse put children at risk of harm. The Children Law identifies misuse of drugs or alcohol as one of the factors that can lead to a child being designated as 'at risk'.

School follows Education policy ['Drug, Alcohol, Tobacco Education and Management of Drug Related Incidents'](#) to ensure:

- Learners receive specific education to enable them to develop their knowledge, skills, attitudes and understanding about these substances
- Substance-related incidents are dealt with in a consistent way, engaging safeguarding processes as appropriate

## 10.8 Physical Intervention

The Guernsey Music Service's approach to behaviour management should mean use of physical intervention is rare. The Guernsey Music Service follows Education's policy on ['Positive Handling'](#) which sets out the framework for physical interventions when managing challenging behaviour. Such interventions are used only in the best interests of the learner and when they are used, everything possible is done to use only necessary, reasonable and proportionate force whilst preventing injury and maintaining the learner's sense of dignity.

## 10.9 Children who have a Social Worker

The SCPO should be aware of all children at school who have, or previously had, a social worker. Children may have an allocated social worker because of safeguarding or welfare needs. A child's experiences of adversity and trauma can leave them vulnerable to further harm, as well as educationally disadvantaged in facing barriers to attendance, learning, behaviour and mental health. The SCPO should raise awareness of this in school, and work closely with social workers so that decisions can be made in the best interests of the child's safety, welfare and educational outcomes.

## 10.10 Looked After Children (LAC)

The most common reason for children becoming looked after is as a result of abuse and/or neglect. Staff should understand that looked after children (and previously looked after children) can be particularly vulnerable.

The Guernsey Music Service follows States of Guernsey guidance set out in [‘Promoting the Education of Looked-After Children’](#). Appropriate staff should have information about a child's looked after status where appropriate and care arrangements, and should liaise with the SCPO and Education Services' Education Development Officer (EDO) for inclusion and LAC, for support and advice as may be necessary.

## 10.11 Domestic Abuse (Operation Encompass)

The Guernsey Music Service is part of Operation Encompass. This is a Police and education early intervention safeguarding partnership which supports children and young people who experience domestic abuse. Operation Encompass means that the Police will share information about domestic abuse incidents with the SCPO **prior** to the start of the next school day when they have been called to a domestic incident. Information is stored in line with all other confidential safeguarding and child protection information.

## 10.12 Private ‘Foster’ Arrangements

The Committee *for* Health & Social Care (HSC) has a duty<sup>3</sup> to ensure the well-being of children who are being cared for, outside of HSC arrangements, by someone who is not a close relative or guardian (and a relative or guardian is not living at the same premises), for more than 28 days.

People who look after children like this are supposed to notify HSC but this might not always happen, often because they don't realise they need to. Most children living in private fostering arrangements remain safe and well, but safeguarding concerns have been raised in some cases. Therefore, if staff become aware that a child may be living in a private

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<sup>3</sup> Under the Child Protection (Guernsey) Law, 1972



fostering arrangement, they should notify the SCPO. The carer should be encouraged to contact HSC direct, but the SCPO should also liaise with MASH.

Appendix 4 provides additional information.

### 10.13 Site Access

Music Centre aims to promote safe social interaction and more freedom for pupils than a normal school setting. As such, on Saturdays pupils are able to move independently between ensembles and sites providing their parents are happy with this. As a result our sites are somewhat more open than normal school settings. There are however clear arrangements in place for visitors to The Guernsey Music Service and Music Centre. Parents are welcomed to sit in their child's ensemble, but, should they not wish to, they can either drop their child off at their designated time or wait in the cafeteria/foyer areas which are staffed on a Saturday. At Les Ozouets (LOC), parents of choir pupils who attend after school during the week are reminded to be mindful of road safety when picking up and dropping off. Parents picking up/dropping off at LOC are asked to wait in the foyer/cafe areas of the building. Staff are available in the Music Service offices or in the hall should assistance be needed. The Music Centre prospectus sets out in its General Information section reminders about access to no entry areas and travel between Music Centre sites.

In addition:-

- Visitors must only access the site/building through established entrances
- Parents of children attending Primary and Junior String Groups on Saturdays and Primary Choir on Tuesdays are asked to drop off and collect their children to the designated rooms. Children are registered at the start of each session.
- All Music Centre staff are easily identifiable as they wear Music Centre ID badges
- Staff are always aware to challenge unknown adults

### 10.14 Premises Hire

The agreement to hire The Guernsey Music Service facilities requires the hiring person/group to confirm that it has safeguarding policies in place appropriate to the event/activity, and to confirm the event/activity supervisors have appropriate DBS checks.

## 11.0 Other Policies

There are safeguarding elements to many areas of school life. Other policies of particular relevance are as follows:

The Guernsey Music Service Behaviour Policy (available on [www.gov.gg/musiccentre](http://www.gov.gg/musiccentre))

This Safeguarding document is also available on this site.

## 12.0 Appendix 1: Abuse and Neglect

The tables below give an introduction to the different types of abuse and neglect. The potential indicators listed may also arise as a result of conditions/events unrelated to abuse and so are not proof of abuse; however, they may give rise to a concern for closer consideration.

### Physical Abuse

Most children collect cuts and bruises from daily life. Accidental injuries normally occur on the front of the body, e.g. on the bony prominences like shins. A person will generally (but not always) fall forwards, and may put their hands out to break a fall. Injuries on the soft areas of the body are more likely to be inflicted intentionally.

Examples of physical abuse include:

- Hitting
- Shaking
- Throwing
- Poisoning
- Burning / scalding
- Suffocating
- Drowning
- A parent/carer fabricating symptoms of or inducing illness in a child

### Factors that should arouse concern

- Multiple bruising or bruises and scratches (especially on the head and face)
- Two simultaneous black eyes, with no bruising on the nose or forehead
- Bruises around the neck or behind the ears
- Damage or injury around the mouth
- Clusters of bruises – e.g. fingertip bruising (caused by being grasped)
- Bruises on the back, chest, stomach, buttocks or on the inside of the thighs
- Different age bruises in the same area
- Marks possibly indicating use of an instrument (e.g. linear bruising (stick), parallel bruising (belt), marks of a buckle)
- Bite marks
- Burns or scalds with a clear outline (possibly indicating an instrument or object (e.g. electric fire, cooker, cigarette) or scalds with upward splash marks
- Large number of scars of different ages, particularly if there is also current bruising
- Untreated and/ or unexplained injuries, particularly if they are recurrent

At school, it is normal to ask about a noticeable injury. You must be concerned when:

- No explanation is given
- The explanation given does not match the injury
- The child (or the parent/carer) is secretive or evasive
- There is admission of punishment which appears excessive

You must also be concerned if the child:

- Is reluctant to have parents/carers contacted
- Runs away or shows fear of going home
- Is aggressive
- Flinches when approached or touched
- Is reluctant to undress to change clothing for sport
- Wears long sleeves / long trousers during hot weather
- Is unnaturally compliant in the presence of parents/carers
- Fears medical help
- Exhibits self-harming behaviours

- Shows deterioration in school work
- Has an unexplained pattern of absences (may serve to hide bruises or other physical injuries)

## Sexual Abuse

Sexual abuse involves forcing or enticing a child to take part in sexual activities, not necessarily involving violence, whether or not they are aware of what is happening. This might involve:

- Physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing.
- Non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse.

Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Sexual abuse is usually perpetrated by people who are known and trusted by the child, e.g. relatives, family friends, neighbours, babysitters, people working with the child in school, faith settings, clubs or activities. It is usually planned and systematic, and may include 'grooming' of the child in-person or online. Efforts may also be made to ensure potential adult protectors are not suspicious of the abuser.

Recognition may be difficult. There may be no physical signs that are obvious at school, so indications are likely to be behavioural.

### Potential physical indicators

- Tiredness, lethargy
- Complaints of genital itching or pain
- Wetting or soiling
- 'Love bites'
- Indicators of self-harming behaviours (e.g. deep scratches/cuts on arms, eating disorders)
- Phobias or panic attacks
- Pregnancy or Sexually Transmitted Infections (STIs)
- Unexplained gifts or money

There may be other indicators that are not apparent at school.

### Potential behavioural indicators

- Sudden inexplicable changes in behaviour, school performance or school avoidance
- Sexual knowledge inappropriate for ages, shown for example in drawings, play, vocabulary
- Sexualised behaviour in young children
- Sexually provocative behaviour / promiscuity / hinting at sexual activity in older children
- Depression / social withdrawal
- Overly-compliant behaviour
- Acting out, aggressive behaviour
- Secretive behaviour
- Onset of insecure, clinging behaviour
- Tendency to cry easily
- Poor trust in significant adults
- Regression to younger behaviour, e.g. thumb sucking, playing with discarded toys
- Arriving early at school, leaving late, running away from home
- Suicide attempts, self-mutilation, self-disgust
- Eating disorders
- Fear of undressing for PE or similar.

## Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve:

- Conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person
- Not giving the child opportunities to express their views, deliberately silencing them or making fun of what they say or how they communicate
- Age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning
- Preventing the child from participating in normal social interaction or forming friendships
- Seeing or hearing the ill-treatment of another, e.g. domestic abuse
- Serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger
- Exploitation or corruption of children, encouragement to engage in anti-social behaviour

Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Emotional abuse may be difficult to recognise, as the signs are usually behavioural rather than physical. Signs which may indicate emotional abuse:

### Potential developmental issues

- Delays in physical, mental and emotional development
- Poor school performance
- Speech disorders
- Regressive development (e.g. regresses to a previous developmental stage when they felt safe)

### Potential social issues

- Withdrawal from physical contact
- Withdrawal from social interaction
- Extremes of compliance, passivity and/or aggression/provocation
- Insecure, clinging behaviour
- Poor social relationships

### Potential emotional responses

- Fear of new situations
- Inappropriate emotional responses to painful situations
- Fear of parents being contacted
- Low self esteem
- Self-disgust
- Unusually fearful of adults
- Lack of concentration, restlessness, aimlessness
- Extremes of passivity or aggression
- Fear of using computers / accessing email / using mobile technologies

### Potential general behavioural indicators

- Acceptance of punishment that appears excessive
- Over-reaction to mistakes
- Continual self-deprecation
- Refusal to speak
- Neurotic behaviour (e.g. rocking, hair-twisting, thumb-sucking)
- Self-mutilation, self-harm
- Suicide attempts
- Drug/alcohol/solvent abuse
- Fear of carers
- Running away
- Compulsive stealing, scavenging e.g. other children's packed lunches
- Acting out
- Poor trust in significant adults
- Regressive behaviour (e.g. wetting)
- Sudden speech disorders
- Eating disorders
- Destructive tendencies
- Arriving early at school, leaving late
- Frequent lateness or non-attendance at school
- Reluctance to use computers or mobile technologies/obsessive use of them

## **Neglect**

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect of a child may involve a parent/carer failing to:

- Provide adequate food, clothing and shelter (including exclusion from home or abandonment)
- Protect a child from physical and emotional harm or danger
- Ensure adequate supervision (including the use of inadequate care-givers)
- Ensure access to appropriate medical care or treatment
- Respond to a child's basic emotional needs

Children who are neglected may develop more slowly than others and may find it hard to make friends and fit in with their peer group. They may also be bullied.

Potential indicators of neglect include:

### **Potential physical indicators**

- Underweight/failure to grow within normal pattern
- General failure to achieve developmental milestones
- Observed lack of appropriate food
- Constant hunger
- Constantly tired, listless, with no clear cause
- Hair loss
- Poor personal hygiene
- Inadequate and / or dirty clothing
- Unsuitable dress for weather
- Untreated medical problems
- Frequently unsupervised

### **Potential behavioural indicators**

- Low self-esteem
- Stealing or scavenging, especially for food
- Poor relationships with peers, isolated
- Destructive tendencies
- Frequent lateness or non-attendance at school
- Missing medical appointments

## 13.0 Appendix 2: Specific Forms of Abuse and Safeguarding Issues

This appendix is based on issues listed in KCSIE, amended to reflect local legislation and approach. In some circumstances there may currently be little concern about an issue in Guernsey. However, the starting point should be that it **could** happen here.

### 13.1 Child Abduction and Community Safety Incidents

Child abduction is the unauthorised removal or retention of a minor from a parent or anyone with legal responsibility for the child. It can be committed by parents/carers or other family members; by people known but not related to the victim (such as neighbours, friends and acquaintances); and by strangers.

Staff should be alert to community safety incidents in the vicinity of a school, for example people loitering nearby or unknown adults engaging children in conversation.

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 - Guernsey Police can be contacted to assist. It is important that lessons focus on building children's confidence and abilities rather than simply warning them about all strangers. Further information is available at:

[www.actionagainstabduction.org](http://www.actionagainstabduction.org) and [www.clevernevergoes.org](http://www.clevernevergoes.org).

### 13.2 Children and the Court System

Children are sometimes required to give evidence for crimes committed against them or for crimes they have witnessed. Children may also be involved where child arrangements are made via the family courts, following separation.

Staff should recognise that, whatever the reason, involvement with court matters can be stressful for children.

### 13.3 Children Missing from Education

All staff should be aware that children going missing, particularly repeatedly, can act as a vital warning sign of a range of safeguarding possibilities. This may include abuse and neglect, which may include sexual abuse or exploitation and can also be a sign of child criminal exploitation. It may indicate mental health problems, risk of substance abuse, risk of travelling to conflict zones, risk of honour-based abuse. Early intervention is necessary to identify the existence of any underlying safeguarding risk and to help prevent the risks of a child going missing in future. Staff should be aware of the unauthorised absence and children missing from education procedures.

The ISCP provides additional guidance for when children on the Child Protection Register go missing <http://iscp.gg/article/118072/Missing-Children>

### 13.4 Children with Family Members in Prison

Staff should be aware that children who have a parent in prison are at risk of poor outcomes including poverty, stigma, isolation and poor mental health. The 'Hidden Sentence' is a training course that highlights the potential impact of a prisoner's custodial sentence on the wider family/children.

Guernsey Prison works in partnership with other local agencies in relation to safeguarding children affected by parental imprisonment. It provides a number of services under the 'Family Support' pathway, including ways to maintain contact.

### 13.5 Child Criminal Exploitation (CCE) & Child Sexual Exploitation (CSE)

Both CCE and CSE occur where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into any criminal or sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial or other advantage of the perpetrator or facilitator and/or (c) through violence or the threat of violence. The victim may have been exploited even if the activity appears consensual. CCE & CSE does not always involve physical contact; it can also occur through the use of technology.

CCE and CSE can affect both male and female children, and can include children moved (trafficked) for the purpose of exploitation. Children can be exploited by adults (males and females), as individuals or groups. They can also be exploited by other children, who may themselves be experiencing exploitation; where this is the case it is important that the perpetrator is also recognised as a victim.

Children who have been exploited will need extra support to help maintain them in education.

#### 13.5.1 Child Criminal Exploitation (CCE)

CCE could include children being forced to be involved in drug production, being coerced into moving drugs\* or money (including in/out of Guernsey), forced to shoplift or pickpocket, or to threaten other young people.

\* Staff may be familiar with the term 'County lines', which is used to describe gangs and criminal networks involved in exporting illegal drugs into importing areas (within the UK),

using dedicated mobile phone lines or other form of 'deal line'. Children can be targeted/recruited in a number of locations (including schools), or via social media. Children involved in moving drugs may be exposed to techniques as 'plugging', where drugs are concealed internally to avoid detection.

Some of the following can be indicators of CCE:

- Children who appear with unexplained gifts or new possessions
- Children who associate with other young people involved in exploitation
- Children who suffer from changes in emotional well-being
- Children who misuse drugs and alcohol
- Children who go missing for periods of time or regularly come home late
- Children who regularly miss school or education or do not take part in education.

Children can become trapped by this type of exploitation as perpetrators can threaten victims (and their families) with violence, or entrap and coerce them into debt. They may be coerced into carrying weapons such as knives or begin to carry a knife for a sense of protection from harm from others. As children involved in criminal exploitation often commit crimes themselves, their vulnerability as victims is not always recognised by adults and professionals, (particularly older children), and they are not treated as victims despite the harm they have experienced.

It is important to note that the experience of girls who are criminally exploited can be very different to that of boys and the indicators may not be the same. However, professionals should be aware that girls are at risk of criminal exploitation too. It is also important to note that both boys and girls being criminally exploited may be at higher risk of sexual exploitation.

### 13.5.2 Child Sexual Exploitation (CSE)

CSE is a form of child sexual abuse. CSE can affect any child or young person (male or female) under the age of 18 years, including 16 and 17 year olds who can legally consent to have sex. Some children may not realise they are being exploited e.g. they believe they are in a genuine romantic relationship.

CSE can include both contact (penetrative and non-penetrative acts) and non-contact sexual activity such as involving children in the production of sexual images, forcing children to look at sexual images or watch sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse including via the internet. It may occur without the child or young person's immediate knowledge (e.g. through others copying videos or images they have created and posted on social media). The above CCE indicators can also be indicators of CSE, as can:

- Children who have older boyfriends or girlfriends



- Children who suffer from sexually transmitted infections or become pregnant

More information and advice is available at:

<http://iscp.gg/article/150809/Child-Sexual-Exploitation>

<https://www.gov.uk/government/publications/child-sexual-exploitation-definition-and-guide-for-practitioners>

### 13.6 Serious Violence

All staff should be aware of indicators that may signal that children are at risk from, or are involved with, serious violent crime. These may include increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. 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.

Risk factors that increase the likelihood of involvement in serious violence include being male, having been frequently absent or permanently excluded from school, having experienced child maltreatment and having been involved in offending, such as theft or robbery.

### 13.7 Domestic Abuse

Domestic violence and abuse is: 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. Anyone can be a victim of domestic abuse. The abuse can encompass, but is not limited to: psychological; physical; sexual; financial; and emotional.

Children and young people can be adversely affected by domestic abuse both in the context of their home life where domestic abuse occurs between family members, but also experience it within their own intimate personal relationships. Experiencing domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children and young people. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result.

The ISCP provides additional guidance at <http://iscp.gg/article/118116/Safeguarding-Children-Affected-by-Domestic-Abuse>.

Advice on identifying children who are affected by domestic abuse and how they can be helped is available at <https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/domestic-abuse/signs-symptoms-effects/>

Safer – Guernsey domestic abuse charity: <http://safer.gg/>

As noted in the main policy, Guernsey Music Service is part of Operation Encompass (see section 10.11 for more detail).

### 13.8 Homelessness

Being homeless or being at risk of becoming homeless presents a real risk to a child's welfare. 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.

In most cases school 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 16 and 17 year olds could be living independently from their parents/carers, for example through their exclusion from the family home, and will require a different level of intervention and support.

Action for Children (Guernsey) provides, amongst other things, support for young people (aged 16-25) with housing and accommodation issues  
<https://www.facebook.com/AFCguernsey/>

### 13.9 Honour-Based Abuse (including Female Genital Mutilation and Forced Marriage)

'Honour-based' abuse (HBA) 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.

All forms of HBA are abuse (regardless of the motivation) and should be handled and escalated as such. If staff have a concern regarding a child that might be at risk of HBA or who has suffered from HBA, they should speak to the SCPO (or deputy). As appropriate, they will activate local safeguarding procedures. 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 this dynamic and additional risk factors when deciding what form of safeguarding action to take.

#### **FGM**

FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is a form of child abuse with long-lasting harmful consequences. It will be rare for teachers to see visual evidence, and they should not examine learners.

### **Forced marriage**

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). Nevertheless, some perpetrators use perceived cultural practices as a way to coerce a person into marriage. Schools and colleges can play an important role in safeguarding children from forced marriage.

## 13.10 Preventing Radicalisation

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 school or college's safeguarding approach.

- **Extremism** involves holding extreme political or religious views. For example, vocal or active opposition to community values such as democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths, beliefs and lifestyles.

- **Radicalisation** refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

- **Terrorism** is an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes with 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.

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).

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, with a referral made to the SCPO.

Staff should engage in any appropriate training identified as appropriate by the ISCP/Guernsey Police.

[Educate Against Hate](#) is a UK government website designed to support school teachers and leaders to help them safeguard their students from radicalisation and extremism. The platform provides free information and resources to help school staff identify and address the risks, as well as build resilience to radicalisation.

### 13.11 Peer on Peer/ Child on Child Abuse – Harmful Sexual Behaviour: Sexual Violence and Sexual Harassment

As set out in the main policy document, children can abuse other children – 'peer on peer abuse' - and can take many forms. The supplementary information below focuses on sexual violence and sexual harassment.

#### **Sexual violence and sexual harassment between children in schools and colleges**

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.

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. It is important that all victims are taken seriously and offered appropriate support. Staff should be aware that evidence shows girls, children with SEND and LGBT children are at greater risk.

Staff should be aware of the importance of:

- Making clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up
- Not tolerating or dismissing sexual violence or sexual harassment as 'banter', 'part of growing up', 'just having a laugh' or 'boys being boys', and
- 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.

#### **What is sexual violence and sexual harassment?**

##### **Sexual violence**

For the purposes of this document, sexual violence includes<sup>4</sup>:

- **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: they intentionally penetrate the vagina or anus of another person (B) with a part of their 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: they intentionally touch another person (B), the touching is sexual, B does not consent to the touching and A does not reasonably believe that B consents.

### What is consent?

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 they agree by choice to that penetration and has the freedom and capacity to make that choice.

### Sexual harassment

In this document, sexual harassment means '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, and
- Online sexual harassment. This may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence. It may include:
  - Non-consensual sharing of sexual images and videos
  - Sexualised online bullying

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<sup>4</sup> Based on the UK Sexual Offences Act 2003

- Unwanted sexual comments and messages, including on social media
- Sexual exploitation, coercion and threats and
- Upskirting.

### **Upskirting**

'Upskirting' typically involves taking a picture under a person's clothing (not necessarily a skirt) without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm. Anyone, of any gender, can be a victim.

### **The response to a report of sexual violence or sexual harassment**

The initial response to a report from a child is important. It is essential that all victims are reassured that they are being taken seriously and that they will be supported and kept safe. 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.

Further detailed advice can be seen in Part 5 of '[Keeping Children Safe in Education](#)' and '[Sexual violence and sexual harassment between children in schools and colleges](#)'.

## 13.12 Fabricated or Induced Illness (by Parent/Carer)

This is where a parent/carers makes a child ill, or pretends they are ill. It is a relatively rare form of child abuse with potential for serious harm (physical and emotional).

Parents/carers may:

- Fabricate signs and symptoms of illness, including fabrication of past medical history
- Induce illness by a variety of means
- Falsify documents, hospital charts and records, and specimens of bodily fluids.

Some factors that may indicate that a child may be at risk of harm include:

- Frequent and unexplained absences from school, particularly from PE lessons
- Regular absences to keep a doctor's or a hospital appointment
- Repeated claims by a parent/carers that a child is frequently unwell and requires medical attention for symptoms which, when described, are vague in nature, difficult to diagnose and which staff have not themselves noticed, for example, headaches, tummy aches, dizzy spells, frequent contact with opticians and/or dentists or referrals for second opinions.

More information can be found in [Fabricated or Induced Illness: Safeguarding Children](#).

## 14.0 Appendix 3: Children 'In Need' and 'At Risk'

Under the Children (Guernsey and Alderney) Law 2008:

**A child is in need** if: (section 23)

- (i) he, or his family, requires the provision of additional services to enable him to achieve or maintain a reasonable standard of health or development,
  - (ii) his health or development is likely to be significantly impaired, or further impaired, without the provision of additional services,
  - (iii) he is disabled, or
  - (iv) he is, or is likely to be, adversely affected by the disability or illness of a parent or another member of his family without the provision of additional services
- ("Additional services" means services which are additional to the health, social, child care and educational services normally provided by the States to, or in respect of, any family or child)

**A child is at risk** if there is reasonable cause to believe that<sup>5</sup> (sections 23b and 35)

- (a) there is, or appears to be, no person able and willing to exercise parental responsibility in such a manner as to provide the child with adequate care, protection, guidance or control, **and**
- (b) at least one of the conditions referred to in subsection (2) is satisfied, in respect of that child.

(2) The conditions for the purpose of subsection (1) are, that on a balance of probabilities

- (a) the child has suffered, or is likely to suffer, significant impairment to his health or development,
- (b) the child has suffered, or is likely to suffer, sexual or physical abuse,
- (c) the child has –
  - (i) misused drugs or alcohol, or
  - (ii) deliberately inhaled a volatile substance,
- (d) the child is exposed, or is likely to be exposed, to moral danger<sup>6</sup>,
- (e) the child –
  - (i) has displayed violent or destructive behaviour and is likely to become a danger, to himself, or others, or
  - (ii) is otherwise beyond parental control,
- (f) the child, being of 12 years of age or more, has committed –
  - (i) a criminal offence, or
  - (ii) what would be a criminal offence if the child had the necessary capacity, or
- (g) the child (being under the upper limit of the compulsory school age) is failing to attend school without good reason.

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<sup>5</sup> grounds exist in respect of that child for compulsory intervention under Part VII

<sup>6</sup> There is no legal definition of 'moral danger'. Education professionals can contact the Convenor for a general discussion on the circumstances of a case if they have queries as to whether this criterion might apply

## 15.0 Appendix 4: Private ‘Foster’ Arrangements

- Private fostering describes certain situations when a child is cared for by people who are neither close family members nor approved foster carers. Privately fostered children are a particularly vulnerable group and the law regulates the arrangements to ensure that such children are safe and properly cared for.
- A care arrangement will be a private fostering arrangement when a child is cared for, and provided with accommodation, by an adult who is not a parent, close relative or legal guardian<sup>[1]</sup>, for 28 days or more in Guernsey or Alderney. (For children over 16 years, that care must have commenced before the child was 16 years of age). It will also apply to children who are provided with accommodation for a cumulative period of more than three months in at least three separate periods over 12 months where each period is between 7 and 27 days.
- The law<sup>[2]</sup> places a duty on individuals who are privately fostering a child to notify the Committee for Health and Social Care (HSC) of that arrangement in advance and a corresponding duty on HSC to satisfy itself as to the wellbeing of that child. Failure to provide the notification is an offence and the individual may be liable to a fine or imprisonment for a term not exceeding six months or to both. HSC has powers to impose conditions and prohibit private fostering arrangements.
- A privately fostered child is not looked after by the States and private foster carers do not hold parental responsibility. Usually a birth parent chooses and arranges a private foster placement. Private fostering situations could involve children being sent to Guernsey or Alderney by birth parents living overseas, children living with a friend's family as a result of separation, divorce or arguments at home, teenagers living with the family of a boyfriend or girlfriend, or children whose parents' work or study involves unsociable hours which make it difficult for them to use ordinary day care or after school care.
- Many private foster carers fail to notify HSC of such arrangements (often because they do not realise they need to). This leaves the children outside of the statutory framework in place to ensure the well-being of such children. Professionals in the education, health and social care fields have a shared responsibility to work together to identify such arrangements and to ensure that any privately fostered children are notified to HSC. If a staff member becomes aware that a child may be living in a private foster arrangement, they should notify the SCPO. The carer should be encouraged to contact HSC direct, but the SCPO should also liaise with MASH. By doing so they may help to ensure that the welfare of the child(ren) concerned is safeguarded and promoted.

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<sup>[1]</sup> Parents, grandparents, brothers, sisters, uncles, aunts (whether full blood, half blood or marriage)

<sup>[2]</sup> The Child Protection (Guernsey) Law, 1972



## 16.0 Appendix 5: Guide to the Role of School Child Protection Officer (SCPO) / Deputy SCPO

### **SUMMARY**

[The SCPO must be a senior member of the school leadership team. The fact that they hold the SCPO role should be clear in their job description.]

The SCPO takes the lead responsibility for safeguarding and child protection (S&CP) (including online safety) at their school. The role carries a significant level of responsibility and the holder should be given the additional time, funding, training, resources, supervision and support they need to carry out the role effectively.

Whilst the activities of the SCPO can be delegated to appropriately trained 'deputies', the ultimate lead responsibility for S&CP remains with the SCPO, this lead responsibility should not be delegated.

### **Deputy SCPOs**

Where the school has one or more deputy SCPOs, they should be trained to the same standard as the SCPO. The role should be included in their job description.

### **MAIN DUTIES AND RESPONSIBILITIES**

#### **Availability**

During term time the SCPO (or a deputy) should always be available during school/college hours, for staff to discuss any safeguarding concerns. Whilst generally speaking the SCPO (or deputy) would be expected to be available in person, it is a matter for individual schools and colleges, working with the SCPO, to consider whether in exceptional circumstances availability via phone or other communication method is acceptable. If an emergency situation arises outside of term-time that requires direct input from school, the SCPO/deputy may be contacted for assistance (for example, about providing a report or suitable attendance at an urgent meeting).

It is a matter for individual schools/colleges and the SCPO to arrange adequate and appropriate cover arrangements for any out of hours/out of term school activities.

#### **Responding to safeguarding concerns and managing referrals**

The SCPO/deputy is expected to:

- Refer cases of suspected abuse and neglect to the Multi-Agency Support Hub (MASH) (or social worker if a child already has one), and support other staff who make referrals
- Refer cases where a crime may have been committed to the Police as required
- Liaise direct with other agencies about straight-forward cases for 'Early Help', where there is no suspicion of abuse
- Refer complex Early Help cases to MASH
- Establish a TAC where appropriate
- Monitor any cases where there have been safeguarding concerns and act to seek reconsideration if the child's situation does not seem to be improving

### **Working with others**

The SCPO/deputy is expected to:

- Act as a source of support, advice and expertise for all staff
- Seek advice as required from Education Services' Lead Child Protection Officer (ES LCPO)
- Act as a point of contact with MASH, the Police and relevant other local agencies. This includes acting as the 'Key Adult' for Operation Encompass
- Liaise with the Headteacher/Principal and ES LCPO to inform them of issues, as appropriate
- As required, liaise with the 'case manager' in cases where there has been an allegation of abuse against a staff member
- Liaise with staff (for example, teachers, pastoral staff, school nurses, IT Technicians, Mental Health Champions and SENCOs) on matters of safety, safeguarding and welfare, and when deciding whether to make a referral
- Promote supportive engagement with parents/carers in respect of safeguarding matters
- Attend, or ensure other appropriate staff attend, child protection conferences, Child in Need (CIN) Meetings, strategy meetings and other inter-agency meetings, as required
- Liaise with other agencies working with a child, sharing information as appropriate to the circumstances and contributing to assessments
- Attend all Island SCPO meetings, to share practice

### **Training, knowledge and skills**

**In respect of their own training, knowledge and skills**, the SCPO/deputy should:

- Undergo formal training, as determined by the ISCP and Education Services. Training should be updated in line with the organisations' recommendations – currently at least every two years
- Refresh their knowledge and skills informally at regular intervals, and at least annually. (For example, through e-bulletins, meeting other safeguarding leads, or reading about and digesting safeguarding developments). The SCPO/deputy should be supported to obtain access to resources and attend any relevant or refresher training courses

Training should give the SCPO/deputy the knowledge and skills to:

- Build a good understanding of their own role, the ISCP Care and Support Framework, processes, procedures (including Child Protection Conferences and CIN Meetings) and responsibilities of other agencies, including the Convenor's Office
- Identify, understand and respond to specific needs that can increase the vulnerability of children, as well as specific harms that can put children at risk
- Understand the lasting impact that adversity and trauma can have, including on children's behaviour, mental health and wellbeing, and what is needed in responding to this in promoting educational outcomes
- Understand the unique risks associated with online safety and be confident that they have the relevant knowledge and up to date capability required to keep children safe whilst they are online at school or college (including children that may be more vulnerable to, for example, online bullying, grooming and radicalisation, such as those with SEND)

**In respect of the training, knowledge and skills of others,** the SCPO/deputy should:

- Link with Education Services and the ISCP to make sure staff and volunteers complete the specified training and are aware of any training opportunities
- Ensure accurate records are kept for staff and volunteer training, and that training is completed and repeated as required
- At least annually, provide updates to staff and volunteers regarding S&CP matters and arrangements. This should include ensuring that they are satisfied that staff and volunteers have a good understanding of the S&CP policy

### **Raising Awareness**

The SCPO/deputy should:

- Ensure the school/college's S&CP policy and procedures are known to and understood by all staff/volunteers (including introduction at induction for new joiners)
- Ensure the policy is available publicly so parents are aware that referrals about suspected abuse or neglect may be made, and the role of the school or college in this. (For example, school website and other appropriate means.)
- Ensure that other people working on site are aware of S&CP arrangements and actions to take if necessary
- Support staff to consider how safeguarding, welfare and educational outcomes are linked, including to inform the provision of academic and pastoral support
- Raise awareness of the lasting impact of adversity and trauma on education, behaviour, mental health and wellbeing, so that this is understood by senior leaders and staff and reflected in relevant policies (for example behaviour)
- Promote educational outcomes by knowing the welfare, S&CP issues that children in need are experiencing/have experienced, and the impact these might have on children's attendance, engagement and achievement at school. Take lead responsibility for:
  - Ensuring the school/college knows which children currently have an allocated social worker and who that is, understanding their academic progress and attainment, and maintaining a culture of high aspirations for them
  - Supporting teaching staff to feel confident to provide additional support or reasonable adjustments to help children who are known to Social Services and who have (or have had) an allocated social worker reach their potential, recognising that even when statutory social care intervention has ended, there is still a lasting impact on children's educational outcomes
- In line with the UNCRC, ensure that there is a culture of listening to children and taking account of their views and feelings, among all staff, and in any measures the school or college may put in place to support, develop and protect them

### **Understanding the views of children**

The SCPO/deputy should:

- Seek the views of children on measures the school/college may put in place to protect them
- Understand the difficulties children may have in approaching staff about their circumstances and consider how to build trusted relationships to help communication

### **Online safety**

Responsibilities are set out in the Online Safety policy. These include, but are not limited to:

- Ensuring effective IT filtering and monitoring systems are in place, and checking and responding appropriately to flagged activity
- Reviewing school online safety and practice

### **Safeguarding and child protection information (including the child protection file)**

The SCPO/deputy is responsible for:

- Understanding the importance of information sharing to support children when there are S&CP matters, and the duty they have within the law
- Being familiar with relevant data protection legislation and guidance, including the Data Protection (Bailiwick of Guernsey) Law 2017, General Data Protection Regulation and the [ISCP Information Sharing Guidance](#)
- Keeping detailed, accurate, up-to-date and secure written records of concerns and referrals, separate to the main learner file, and retaining these in line with Education Services' retention guidance
- Ensuring that S&CP information is only shared with those who need it, and that sharing is secure and in-line with Education Services' and States of Guernsey policy and guidance
- Ensuring that when a child with a child protection file leaves school/college, the file is transferred to the new school/college as soon as possible (and within five days for an in-year transfer or within the first five days of the start of a new term). The file should be transferred separately from the main learner file, with secure transit, and confirmation of receipt obtained. The SCPO should also consider if it would be appropriate to share any additional information with the new school/college in advance of a child leaving, to help the new school/college have in place the right support for when the child arrives
- When receiving a child protection file for a new joiner, ensuring key staff at school/college are aware

### **Quality assurance – Review, monitoring and audit**

The SCPO/deputy should:

- Ensure the school/college S&CP policy and procedures are reviewed annually (as a minimum), seeking input from other staff and Education Services as appropriate
- Contribute to the review of other school/college policies with a close link to S&CP
- Keep open safeguarding cases under review, alert to the potential need to re-consider approach if there is no improvement
- Monitor staff compliance with policy and procedures on an ongoing basis
- Complete the annual Education Services/ISCP audit, involving/reporting to other school/college senior leaders (and School Committee) as appropriate
- Take lead responsibility for remedying any deficiencies and weaknesses identified in S&CP arrangements