
Strathearn School

Safeguarding and Child Protection Policy

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CONTENTS

	Page
Introduction & Safeguarding Policy	3
Strathearn Safeguarding Team & other useful contacts	4
What is child abuse?	5
Signs and Symptoms of Abuse	6
Confidentiality, Privacy and Rights	6
Roles and responsibilities	7
Talking to Children where there are concerns about possible abuse	10
Procedures for reporting suspected (or disclosed) child abuse	11
Dealing with allegations of abuse made against a member of staff	12
COVID-19 addendum	13
Appendix A: Summary procedures for reporting an incident of child abuse	19
Appendix B: Partnership with parents	20
How a parent can express a concern	21
Appendix C: Signs and symptoms of possible abuse	22
Appendix D: What Should I do?	24
Appendix E: Definitions and forms of Abuse	25
Appendix F: Wider Safeguarding Issues	28
Appendix G: The use of images of pupils	31
Letter to parents	32
Consent form	33
Appendix H: Incident Log	34
Appendix I: Safeguarding and Child Protection: New Staff induction	35
Appendix J: Intimate Care Procedures	36
Appendix K: Requirements and Agreements from External Providers	41

Child Protection Policy & Procedures

Introduction

Strathearn School is committed to providing a safe, caring environment which promotes the protection and safeguarding of each individual child. We subscribe to the principles and guidelines set out in *Safeguarding and Child Protection in Schools – A Guide for Schools* (DE, updated 2023), the SBNI resource *Core Child Protection Policy and Procedures* (2017) and the DHSSPS paper *Co-operating to Safeguard Children and Young People in Northern Ireland* (2016), which are deemed to be incorporated herein. The Policy and Appendices set out below are drawn substantially from these documents, the full text of which is freely available within the School and accessible by every member of staff.

All members of staff and governors have been issued with a copy of this Safeguarding and Child Protection Policy on an annual basis. Parents receive a paper copy of the policy when their child joins the School. They then receive a digital copy biennially.

Aims of the policy

1. To promote safeguarding through the preventative curriculum;
2. To ensure staff act in the best interests of the pupil at all times;
3. To inform all staff (teaching and non-teaching), volunteers and governors of statutory requirements in relation to suspected or alleged child abuse;
4. To provide all staff, volunteers and governors with definitions of abuse and the potential signs of abuse;
5. To provide clear procedures for staff, volunteers and governors to follow in case of suspected or alleged abuse;
6. To explain the role and obligations of personnel involved in reporting such abuse; and
7. To enable pupils and parents to make a complaint or report of child abuse if necessary.

In all situations the pupil's welfare is paramount.

Safeguarding and Child Protection Policy

We in Strathearn School have a primary responsibility for the care, welfare and safety of the pupils in our charge. We will carry out this duty through our Pastoral Care Policy, which aims to provide a caring, supportive and safe environment, valuing individuals for their unique talents and abilities, in which all our young people can learn and develop to their full potential. We work to establish an inclusive community where all pupils and staff are treated with dignity and respect, regardless of individual differences including culture, race, religion, beliefs, sexual or gender orientation, appearance and personal capability. One way in which we seek to protect our pupils is by helping them learn about the risks of possible abuse, helping them to recognise unwelcome behaviour in others and acquire the confidence and skills they need to keep themselves safe.

All staff and volunteers have been subject to appropriate background checks. The staff of Strathearn School also have adopted a Code of Conduct for behaviour towards pupils. This Code is set out in a separate document, *Strathearn School - Code of Conduct for Staff and Volunteers*.

The *Safeguarding and Child Protection Policy* (incorporating Intimate Care Procedures) should be read in conjunction with a range of other school policies which, together, ensure that procedures

are in place to keep pupils safe. These policies include: *Pastoral, Anti-Bulling, Relationships and Sexual Education (RSE), Educational Visits and procedures, eSafety, Safe-Handling and Reasonable Force, Attendance and Service Level Agreements* in place with partner schools.

Strathearn School’s ethos of safeguarding and child protection is underpinned by the Preventative Curriculum, delivered through weekly taught LLW/Tutorial programme across all Key Stages and discretely through Strathearn School’s ‘hidden curriculum’. Some of the content is delivered in a cross-curricular manner through a range of subject areas. The aim of the Preventative Curriculum is to empower pupils with the knowledge and skills they need to make healthy, informed life choices; with a focus on personal safety and well-being, as well as that of others in the school community and wider society.

The purpose of the following procedures on safeguarding and child protection is to protect our pupils by ensuring that everyone who works in our School - teachers, non-teaching staff and volunteers - has clear guidance on the action which is required where abuse or neglect of a child is suspected. **The welfare of the child must be the paramount consideration** of all caring adults. The problem of child abuse will not be ignored by anyone who works in our School, and we know that some forms of child abuse also constitute criminal offences.

Strathearn School Safeguarding Team 2023-24

Chair of Board of Governors	Mrs L Mallon
Designated Governor for Child Protection and Vice Chair of Board of Governors	Mrs R Bailie
Principal	Mrs N Connery
Designated Teacher (DT)	Mrs N Sinnerton
Deputy Designated Teachers (DDT)	Mr A Atkinson Mr A Anderson Ms S Young

If you are concerned about the safety or wellbeing of a child or young person, and in the absence of the DT or DDTs, you should contact the Gateway service in which the pupil resides. The following cover the majority of Strathearn School pupils:-

Belfast Gateway Service	028 9050 7000 (9am – 5pm)
	028 9504 9999 (out of hours)
South Eastern Gateway Service	0300 1000 300
	028 90 565444 (out of hours)
CPSS helpline (Education Authority)	028 9598 5590 Monday-Friday - 9:00am – 4:30pm

The number for the **Adult Protection Gateway** team (**for pupils who are 18 and over**) is 028 9504 1744. This number is available from 9am to 5pm. If you need to speak to someone outside these hours, contact the emergency social work service on 028 9504 9999.

Additional Contacts & Personnel

Vice Chair of Board of Governors:

Mrs P Stewart

Secretary to the Board of Governors:

Mrs M Ferguson

Any person may make contact with the Chair or Vice Chair of the Board of Governors through the Secretary to the Board. Strathearn School's phone number is **028 9047 1595** and all contacts will be dealt with in a strictly confidential manner.

What is child abuse?

Child abuse occurs in families from all social classes and cultures and it also occurs in agencies and organisations. Abusers come from all walks of life and all occupations and professions. The following is an extract from *Co-operating to Safeguard Children and Young People in NI (2016, p.12)*:

'Harm can be suffered by a child or young person by acts of abuse perpetrated upon them by others... Although the harm from abuse might take a long time to be recognisable in the child or young person, professionals may be in a position to observe its indicators earlier, for example, in the way that a parent interacts with their child'.

The following four categories of child abuse are defined by The *DHSSPS document 'Co-operating to Safeguard Children and Young People in Northern Ireland' (2016)*:

1. **Neglect**: the persistent failure to meet a child's physical, emotional and/or psychological needs, likely to cause significant harm. It may involve a parent or carer failing to provide adequate food, shelter and clothing, failing to protect a child from physical harm or danger, failing to ensure access to appropriate medical care or treatment, lack of stimulation or lack of supervision.
2. **Physical abuse**: the deliberate physical injury to a child, or the wilful or neglectful failure to prevent physical injury or suffering. This may include hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, confinement to a room or cot, or inappropriately giving drugs to control behaviour.
3. **Sexual abuse**: the forcing or enticing a child to take part in sexual activities. The sexual activities may involve physical contact, including penetrative or non-penetrative acts. They may include non-contact activities, such as involving children to look at, or in the production of, pornographic material or watching sexual activities or encouraging children to behave in sexually inappropriate ways. Sexual abuse is not solely perpetrated by adult males. Women can commit acts of sexual abuse, as can other children.
4. **Emotional abuse**: is the persistent emotional maltreatment of a child. It is also sometimes called psychological abuse and it can have severe and persistent adverse effects on a child's emotional development. Emotional abuse may involve deliberately telling a child that they are worthless, or unloved and inadequate. It may include not giving a child opportunities to express their views, deliberately silencing them, or 'making fun' of what they say or how they communicate. Emotional abuse may involve bullying – including online bullying through social networks, online games or mobile phones – by a child's peers.

In March 2016, DHSSPSNI identified a new type of abuse – **exploitation**. It is the intentional ill-treatment, manipulation or abuse of power and control over a child or young person, to take selfish or unfair advantage of a child or young person or situation, for personal gain. It may manifest itself in many forms such as child labour, slavery, servitude, engagement in criminal activity, begging, benefit or other financial fraud or child trafficking. It extends to the recruitment, transportation, transfer, harbouring or receipt of children for the purpose of exploitation. Exploitation may be sexual in nature. Children who have been exploited will have suffered from physical abuse, neglect, emotional abuse, sexual abuse or a combination of these forms of abuse.

Bullying (including Cyberbullying) is also a highly distressing and damaging form of abuse and is the subject of a separate school policy and procedural document. Please refer to the Anti-Bullying Policy (awaiting ratification).

See Appendix E for information on other specific forms of abuse.

Signs and Symptoms of Possible Abuse

Because of their day-to-day contact with individual children, school staff - especially teachers, but also non-teaching staff, including supervisors and ancillary or support staff - are particularly well placed to observe outward symptoms of abnormality or change in appearance, behaviour, learning pattern or development. Such symptoms may be due to a variety of other causes, including bereavement or other disruption in family circumstances, or drug, alcohol or solvent misuse. Sometimes, however, they may be due to child abuse. For example:

- bruises, particularly bruises of a regular shape which may indicate the use of an implement such as a strap, or the mark of a hand; lacerations, bite marks and burns may be apparent, particularly when children change their clothes for physical education, swimming and other sports activities, or children with special educational needs are helped with toileting;
- possible indicators of physical neglect, such as inadequate clothing, poor growth, hunger or apparently deficient nutrition may be identified;
- possible indicators of emotional abuse, such as excessive dependence or attention-seeking, may be noticeable;
- sexual abuse may be reflected in physical signs, or lead to a substantial behavioural change including precocity, withdrawal or inappropriate sexual behaviour.

No list of symptoms can be exhaustive (see Appendix C for further examples). Also, it must be remembered that alternative medical, psychological or social explanations may exist for the signs and symptoms described above.

Signs such as those described above and others can do no more than give rise to concern - they are not in themselves proof that abuse has occurred. However, teachers and other staff should be aware of the possible implications of all such signs and alert attention to them, particularly if they appear in combination or are regularly repeated.

Confidentiality, Privacy and Rights

The recognition and management of appropriate confidentiality underpins an effective child protection policy. While full confidentiality *cannot and must not* be promised to those who would share child protection concerns (including pupils), it is the duty of all professionals working in this

area to ensure that information is shared only on a 'need to know' basis. In Strathearn School, every effort will be made to protect not only the wellbeing of individuals who are being supported by our safeguarding procedures, but also their privacy and rights. Particular care is taken in supporting the needs of pupils identifying as transgender (see Appendix F).

Domestic Abuse - Operation Encompass

We are an Operation Encompass School. Operation Encompass is an early intervention partnership between local Police and our School, aimed at supporting young people who are victims of domestic violence and abuse. As a School, we recognise that exposure to domestic violence is a traumatic event for young people.

Those that experience domestic abuse are negatively impacted by this exposure. Domestic abuse has been identified as an Adverse Childhood Experience and can lead to emotional, physical and psychological harm. Operation Encompass aims to mitigate this harm by enabling the provision of immediate support. This rapid provision of support within the School environment means young people are better safeguarded against the short, medium and long-term effects of domestic abuse.

As an Operation Encompass School, when the police have attended a domestic incident, and one of our pupils is present, they will make contact with the School at the start of the next working day to share this information with a member of the School's safeguarding team. Where there is a lower level incident, the PSNI may choose to contact the Designated Teacher by email asking them to make contact with a named police officer. In each of these cases, the School's safeguarding team can provide immediate emotional support to the pupil. This will also give the Designated Teacher greater insight into any wider safeguarding concerns.

This information will be treated in strict confidence, like any other category of child protection information. It will be processed as per DE Circular 2020/07 'Child Protection Record Keeping in Schools' and a note will be made in the pupil's child protection file. The information received on an Operation Encompass call from the Police will only be shared outside of the safeguarding team on a proportionate and need to know basis. All members of the safeguarding team will complete online Operation Encompass training, so they are able to take these calls. Any staff responsible for answering the phone at school will be made aware of Operation Encompass and the need to pass these calls on with urgency to a member of the safeguarding team.

For further information please refer to The Domestic Abuse Information Sharing with Schools etc. Regulations (Northern Ireland) 2022.

Roles and Responsibilities

Everyone in education plays a part in keeping children and young people safe from harm and abuse. All staff in a school, both teaching and non-teaching, have a responsibility to ensure that the protection and welfare of children is paramount. This also extends to any volunteers accepted to work in the School during school hours when pupils are on the premises.

Responsibilities of Board of Governors

The Education and Libraries (Northern Ireland) Order 2003 places a statutory duty on Boards of Governors to:

- Safeguard and promote the welfare of pupils.

- Have a written child protection policy that is reviewed annually.
- Specifically address the prevention of bullying in School behaviour management policies.

All Governors in Strathearn School are provided with initial Child Protection training with the Chair and Designated Governor for Child Protection undertaking full CPSS training. All Governors undertake refresher Child Protection training every term of office (four years).

Responsibilities of the Safeguarding Team

This team includes the Chair of the Board of Governors, the Designated Governor for Child Protection, the Principal (as Chair) and the Designated Teachers for Strathearn School and Penrhyn Preparatory Department.

The responsibilities of the team include:

- The monitoring and regular review of Safeguarding and Child Protection arrangements in Strathearn School.
- Support for the Designated Teacher in the exercise of their child protection responsibilities, including recognition of the administrative and emotional demands of the post.
- Ensuring attendance of Governors and staff at relevant training - including refresher training - in keeping with legislative and best practice requirements.

The Safeguarding Team reviews their child protection/ safeguarding practices annually using the Education and Training Inspectorate (ETI) pro-forma entitled 'Guidance for the Evaluation of Child Protection/Safeguarding'.

Responsibilities of the Chair of Board of Governors

The Chairperson of the Board of Governors plays a pivotal role in creating and maintaining the safeguarding ethos within the school environment. In the event of a safeguarding and child protection complaint being made against the Principal, it is the Chairperson who must assume lead responsibility for managing the complaint/allegation in keeping with guidance issued by the Department and the School's own policies and procedures. The Chairperson is responsible for ensuring child protection records are kept and for signing and dating the Record of Child Abuse Complaints annually, even if there have been no entries.

Responsibilities of the Designated Governor for Child Protection

The Board of Governors delegates a specific member of the governing body to take the lead in safeguarding/child protection issues in order to advise the governors on:

- The role of the Designated Teachers;
- The content of child protection policies;
- The content of a code of conduct for adults within the School;
- The content of the termly updates and full Annual Designated Teachers Report;
- Recruitment, selection, vetting and induction of staff.

Responsibilities of the School Principal

The Principal assists the Board of Governors to fulfil its safeguarding and child protection duties, keeping them informed of any changes to guidance, procedure or legislation relating to safeguarding and child protection, ensuring any circulars and guidance from the Department of

Education are shared promptly, and termly inclusion of child protection activities on the Board of Governors meeting agenda. In addition, the Principal takes the lead in managing child protection concerns relating to staff.

The Principal ensures that parents and pupils receive a copy, or summary, of the Safeguarding and Child Protection Policy when pupils join Strathearn School and at least every two years thereafter.

Responsibilities of the Designated Teacher for Child Protection

Every school is required to have a Designated and Deputy Designated Teacher with responsibility for child protection. These are highly skilled roles developed and supported through a structured training programme, requiring knowledge and professional judgement on complex and emotive issues. The role involves:

- The induction and training of all School staff including support staff.
- Being available to discuss safeguarding or child protection concerns of any member of staff.
- Responsibility for record keeping of all child protection concerns.
- Maintaining a current awareness of early intervention supports and other local services e.g. Family Support Hubs.
- Making referrals to Social Services or PSNI where appropriate.
- Liaison with the EA Designated Officers for Child Protection.
- Keeping the School Principal informed.
- Lead responsibility for the development of the School's Safeguarding and Child protection policy.
- Promotion of a safeguarding and child protection ethos in the School.
- Compiling an annual report for the Board of Governors regarding child protection.

Responsibilities of the Deputy Designated Teachers for Child Protection

The role of the Deputy Designated Teachers is to work co-operatively with the Designated Teacher in fulfilling her responsibilities.

The Deputy Designated Teachers work in partnership with the Designated Teacher so that they may undertake the duties of the Designated Teacher when required. Deputy Designated Teachers are also provided with the same specialist training by CPSS to help them in their role.

The Role of All Staff

All staff who work in Strathearn, both teaching and non-teaching, and any volunteers accepted to work in the School need to know:

- how to identify the signs and symptoms of possible abuse;
- what the School's Child Protection procedures are, and, in particular, what the reporting procedures are;
- how to talk to children about whom there are concerns in an appropriate way, and how to record the information they have acquired; and
- who the Designated Teacher is and who will carry out her responsibilities if she is unavailable or is the subject of the complaint.

New Staff

As part of their induction programme, all new staff are provided with a copy of this Policy and are required to complete a Child Protection induction questionnaire (Appendix I). This survey is passed without delay to the Designated Teacher to ensure that all staff are included in Child Protection training as soon as possible after appointment.

Recruitment, Vetting and Induction of Staff and Volunteers

Vetting checks are a key preventative measure in preventing unsuitable individuals from having access to children and vulnerable adults through the education system; schools must ensure that all persons on School property are vetted, inducted and supervised as appropriate.

The following groups must have an Enhanced Disclosure Certificate (EDC) from AccessNI **before** taking up post:

- All new, **paid**, teaching and non-teaching staff.
- Examination Invigilators.
- Private contracted transport providers - named drivers.

External Agencies and Individuals

External agencies or self-employed individuals who work with pupils in Strathearn School must have an appropriate Child Protection Policy in place which has been presented to the Safeguarding Team of Strathearn for approval or they must agree to abide by the School's Policy. Such a policy will be reviewed with the School's Designated Teacher on an annual basis and when there are key staffing changes in the child protection personnel of either party. The contractual obligation to have a Child Protection Policy in place forms part of the service level agreements that apply to all external agencies supporting the curriculum in Strathearn School. Such external agencies include coaching companies for various sports activities (see Appendix K).

Volunteers and Visitors

Volunteers who work unsupervised are required to have an EDC. Volunteers who work under supervision are not required to obtain an EDC, and Strathearn School has a responsibility to monitor their supervision.

Visitors to Strathearn School, such as parents, suppliers of goods and services, etc. do not routinely need to be vetted, however such visitors should be managed by School staff and their access to areas and movement within the School should be restricted as needs require. All volunteers and visitors to Strathearn School are required to sign in at reception and wear a visitor's lanyard when moving around the School. Key staff with responsibility for individual volunteers and visitors will provide appropriate supervision throughout their stay.

Pupils coming into Strathearn School on work experience do not require AccessNI clearance if they are fully supervised by School staff. The normal child protection induction processes apply.

Talking to Children where there are Concerns about Possible Abuse

If, at any time, a child makes a disclosure to a teacher or other member of staff that gives rise to concerns about possible abuse, or if a member of staff has concerns about a child, **the member of staff must act promptly.**

Where teachers see signs which cause them concern, they should, as a first step, seek some clarification from the child with tact and understanding. If any member of staff feels unsure about what to do if he/she has concerns about a child, or unsure about being able to recognise the signs or symptoms of possible abuse, he/she should speak to the Designated Teacher.

Care must be taken in asking, and interpreting children's responses to, questions about indications of abuse. The same considerations apply when a child makes an allegation of abuse, or volunteers' information which amounts to that. In some circumstances, talking to the child will quickly clarify initial concerns into a suspicion that abuse has occurred, and point to the need for an immediate referral. Staff should be aware that the way in which they talk to a child can have an effect on the evidence which is put forward if there are subsequent criminal proceedings, and the extent of questioning should, therefore, be kept to a minimum:

- Members of staff **should not investigate** - this is a matter for the Social Services - but should report these concerns immediately to the Designated Teacher, discuss the matter with her, and make full notes.
- Staff receiving any disclosure of child abuse should follow the five steps set out in Appendix D *'What Should You do?'*
- Staff should not ask the child leading questions, as this can later be interpreted as putting ideas into the child's mind.
- Staff should not, therefore, ask questions which encourage the child to change her version of events in any way, or which impose the adult's own assumptions. For example, staff should say, "Tell me what has happened", rather than, "Did they do X to you?".
- The priority at this stage is to actively listen to the child, and not to interrupt or try to interpret if she is freely recalling significant events (*the child must not be asked to unnecessarily recount the experience of abuse*), and as soon as possible afterwards to make a record of the discussion to pass on to the Designated Teacher, using the Incident Log template (see Appendix H). The note should record the time, date, place and people who were present, as well as what was said. Signs of physical injury observed should be described in detail, but *under no circumstances should a child's clothing be removed nor a photograph taken*.
- Any comment by the child, or subsequently by a parent or carer or other adult, about how an injury occurred, should be written down as soon as possible afterwards, quoting words actually used.
- Staff should not give the child or young person undertakings of confidentiality, although they can and should, of course, reassure that information will be disclosed only to those professionals who need to know.
- Staff should be aware that their note of the discussion may need to be used in any subsequent court proceedings. *It is therefore essential that accurate contemporaneous records are maintained*.
- Staff should **not** ask the child to write an account of their disclosure for the record.

In Summary

✓ Listen to the pupil sensitively and carefully. Support the child for telling you.

× Do not ask leading questions which can later be interpreted as putting ideas into the pupil's mind

- ✓ Give reassurance but tactfully explain you will have to tell someone else, but only those who need to know.
- ✓ Say, for example, “Tell me what happened.”
- ✓ If possible establish what happened, where it happened, when it happened and who did it.
- ✓ Immediately afterwards make notes especially actual words used.
- ✓ Immediately afterwards talk to the Designated Teacher who will inform the Principal.

- × Do not give a promise of confidentiality – it cannot be kept.
- × Do not make suggestions, for example, “Did they do X to you?”
- × Do not interrogate and do not dwell too much on the alleged perpetrator.
- × Do not write as the pupil talks to you. Give your whole attention to the pupil.
- × Any information received from the child should be held in strict confidence.

Procedures for reporting suspected (or disclosed) child abuse

- The Designated Teacher will discuss any concerns about the safety of the pupil with the Principal as a matter of urgency to plan a course of action, including whether, in the best interests of the child, the matter needs to be referred to Social Services and to ensure that a written record is made. The Safeguarding Governor or Chair of the Board is consulted if required and subsequently kept informed of the course of action taken. If there are concerns that the child may be at risk, Strathearn School is obliged to make a referral. Unless there are concerns that a parent may be the possible abuser, the parents will be informed immediately.
- The Principal / Designated Teacher / Safeguarding Governor / Chair may seek clarification or advice and consult with one of the Belfast Area Education Authority Designated Officers or a Duty Social Worker before a referral is made. No decision to refer a case to Social Services will be made without the fullest consideration and on the basis of appropriate advice. The safety of the child is our first priority.
- Where there are concerns about possible abuse, the Designated Teacher / Principal will inform:
 - Social Services and
 - the EA Designated Officers for Child Protection

This may be done initially by telephone if urgent, and in writing by means of a UNOCINI (*Understanding the Needs of Children in Northern Ireland*) form, sent in an envelope marked ‘CONFIDENTIAL’.

- The above procedures will apply unless the complaint is against the Designated Teacher, her Deputy, the Principal, or the Chair, in which case the remaining members of the School Safeguarding Team will be informed and take the necessary action.

The Chair of the Board of Governors will ensure that the application of the Safeguarding and Child Protection Policy is monitored, that confidential records are maintained, and that regular reports are made to the Board of Governors.

Dealing with Allegations of Abuse made Against a Member of Staff

Where a complaint about possible abuse is made against a member of staff of Strathearn school, the procedures in DE Circular 2015/13 and the *Strathearn School Complaints Procedures (2017)* will be followed. In all decisions the child's welfare is the paramount consideration and the child should be listened to and her concerns taken seriously.

All allegations should be reported immediately, normally to the Principal or Designated Teacher for Child Protection/Deputy Designated Teacher for Child Protection. A Lead Individual should be identified to manage the handling of the allegation from the outset. This would normally be the Principal or a designated senior member of staff. If the Principal is the subject of concern, the allegation should be reported immediately to the Chair of the Board of Governors, Deputy Chair, Designated Governor for Child Protection and the person identified to be the Lead Individual. In the interests of all involved the issue should be dealt with as a priority and unnecessary delays should be avoided. Every effort to maintain confidentiality and guard against unwanted publicity must be made. Allegations should not be shared with other staff or children.

During the period from 20 March to 30 June 2020 and 5 January to 22 March 2021 parents were asked to keep their children at home, wherever possible, and for schools to remain open only for the children of keyworkers and pupils who were vulnerable.

The current national health concerns relating to COVID-19 creates uncertainty in the lives of children and young people. Daily routines, family life, friendship groups and the safe place that schools provide have been disrupted. For many children, the need to spend most of their day at home will bring additional challenge, and for some this will be an additional safeguarding risk factor. It is important that the adults responsible for safeguarding children are sensitive to their physical, social and emotional needs in these most unusual circumstances. It is critically important that children who are or may be at risk are identified so that a proportionate, compassionate and sensitive response can be taken.

The way in which schools are currently operating in response to COVID-19 is fundamentally different to a normal school term. However, a number of important safeguarding principles remain the same:

- The best interests of pupils must continue to be a top priority.
- If anyone in School or working from home has a safeguarding concern about a pupil they should continue to act, without delay, as outlined in the Safeguarding and Child Protection Policy.
- All safeguarding and child protection concerns should be reported to the Designated Teacher or deputy Designated Teachers.
- Recruitment of staff and/or volunteers continues to follow safer recruitment procedures.
- Pupils continue to be protected online and guidance for remote learning has been provided to all pupils, parents and staff.

Contacts

Safeguarding Team

The following staff are available in School and can be contacted via telephone (028 9047 1595) or email (info@strathearn.org.uk):

Safeguarding Team member	Role
Mrs N Sinnerton	Designated Teacher
Mr A Atkinson	Deputy Designated Teacher
Mr A Anderson	Deputy Designated Teacher
Ms S Young	Deputy Designated Teacher
Mrs N Connery	Principal

Child Protection Support Service (CPSS)

The helpline number is **028 9598 5590** and operates from Monday to Friday from 9.00am until 4.30pm.

Duty Social Worker Gateway Team (Health & Social Care Trusts)

Gateway Team	Contact Number
Belfast	028 9050 7000
South Eastern	0300 1000 300

PSNI

The Central Referral Unit (CRU) based in Antrim Road PSNI station is part of the Public Protection Unit and is the central referral point for child sexual and physical abuse allegations. The office is open Monday to Friday from 8.00am to 9.00pm and weekends/public holidays from 9.00am to 5.00pm. **Contact telephone number:** 028 9025 9299

1. Aims

This addendum applies during the period of school impacted by COVID-19 and reflects updated advice from the Department of Education NI (DENI).

It sets out changes to our normal Safeguarding and Child Protection policy but should be read in conjunction with it.

Unless covered here, our normal Safeguarding and Child Protection policy continues to apply.

Support is available to those children who may be particularly vulnerable during COVID-19. The term “vulnerable” encompasses those children who are in need of protection, or in need, as defined by the Children (NI) Order 1995. Children and young people in need may include those:

- Receiving support from Health and Social Services including family support
- Being supported by Child Protection and Looked After Children services
- On the Child Protection register
- With statements of Special Educational Needs (SEN)
- Accessing Education Otherwise Than at School (EOTAS)
- Accessing Education Nurture Units
- With emerging and diagnosed mental health needs
- Who are homeless
- Who are young carers
- Subject to paramilitary threat
- Whose parents have mental health problems
- Whose parents have alcohol and drug additions
- Affected by domestic abuse

2. Safeguarding Principles

Strathearn School remains collectively responsible for the welfare of all pupils. The Education Authority (EA) Safeguarding site provides useful information on all aspects of safeguarding and child protection:

www.eani.org.uk/schools/safeguarding-and-child-protection/

In all situations:

- The child's welfare must be paramount
- The voice of the child should be heard
- All agencies concerned with the protection of children must work in partnership, in the best interests of the child
- It is important that supportive measures are put in place to help prevent any situation from deteriorating
- Responses should be proportionate to the circumstances
- Children should be protected and safe from harm
- Any decisions made are informed, based on evidence and take into account the child's specific circumstances
- Confidentiality must be subordinate to the need to protect the interest of the child

If anyone has a safeguarding concern about any child, they should continue to act on it immediately.

Contact details have been provided in this document. If an incident occurs (and School is open) contact the Designated / Deputy Designated teacher immediately. If you are unable to make contact, or it is outside of School hours or during the School holidays, contact any of the alternative contact numbers provided and they will be able to assist.

Staff are aware that this difficult time potentially puts all children at greater risk. Staff and volunteers will continue to be alert to any signs of abuse, or effects on pupils' mental health that are also safeguarding concerns, and act on concerns immediately.

3. Reporting concerns

We would welcome parents asking for advice and help if they have concerns about their child's wellbeing or safety. Asking for help is a proactive factor and parental concerns and requests for help will always be taken seriously.

Any member of staff will listen carefully to parental concerns and ensure that the request for help, if necessary, is brought to the attention of a member of the safeguarding team. In this case a decision can be made as to how best to provide help.

The guidance for reporting concerns remain the same and contact details have been provided in this document.

Everyone must continue to act on any concerns they have about a child immediately.

Any and all safeguarding concerns should be reported to a member of the safeguarding team regardless of which school the child attends.

If the concerning behaviour is online, advice can also be sought from the Child Exploitation and Online Protection Command (CEOP) www.ceop.police.uk. However, we advise that you still contact those support services identified in this document.

If you believe that it is an emergency situation and the young person is in danger, phone 999.

If a pupil has a concern:

Whilst some pupils enjoyed the period of remote learning and remain unaffected by the unusual situation, there will be others who feel scared and lonely. Our safeguarding responsibility to all our pupils continues and we seek to maintain contact with them. We will continue to signpost them to other agencies as required.

We will use the following means to connect with our children and young people who are not in School:

- Respond to emails via C2k email addresses only
- Respond to any concerning comments our young people post of social media
- Phone calls via parent/carer contact telephone numbers
- Respond to queries via approved online forums e.g. MS Teams and Google Classroom

If a pupil has a concern, they should contact any member of staff, preferably their form tutor who will be able to signpost them to help.

We continue to follow the School's Positive Behaviour policy. Should another pupil be involved in concerning behaviours towards another young person, this will be acted upon following the policy as well as the Safeguarding and Child Protection policy.

Concerns about a member of staff

The guidance for reporting concerns remain the same as outlined in the Safeguarding and Child Protection policy. If you have concerns about a member of staff, please report these concerns to the Principal or Designated Teacher immediately.

In all decisions the child's welfare is paramount, they should be listened to and their concerns taken seriously. The possible risk of harm posed by a member of staff must be evaluated and managed. In some cases, this may require consideration of suspension as a precautionary measure.

4. Working with outside agencies

Staff will continue to work with and support pupil's social workers, where they have one, to help protect vulnerable children. We will also continue to work with the Education Welfare Service to ensure that pupils are accessing educational opportunities.

We will continue to update this addendum, where necessary, to reflect any updated guidance from the Department of Education.

5. Monitoring attendance

We recognise that some pupils, depending on Public Health Agency guidance, may need to shield or self-isolate (shielding is currently paused). Attendance will be recorded in line with DENI guidance.

6. Safeguarding pupils who are not attending School

We understand that there may be times that a pupil is unable to attend remote learning sessions. If we are concerned for the welfare of a pupil or have been unable to contact a parent/carer, the following steps may be taken:

- Phone call to other contacts listed on SIMS
- Letter
- Visit home from Designated Teacher with the approval of the Principal
- Education Welfare Service referral
- Social Services referral

Please keep School informed if your daughter is unable to attend.

7. Online safety

In order to ensure the safety of all pupils, they must follow the School's guidelines with regards online learning. Pupils must follow the guidelines set out with regards Virtual Learning Platforms. Strathearn School will continue to have appropriate filtering and monitoring systems in place. Pupils are expected to behave responsibly and appropriately when learning online.

Where staff are interacting with pupils online, they will continue to follow the School's existing policies.

Contact from staff will be via C2k email addresses and contact, from pupils, should be via their assigned C2k email address.

Staff will continue to be alert to signs that a pupil may be at risk of harm online, and act on any concerns immediately, following our reporting procedures as set out in this document.

8. Mental health

We will continue to support positive mental health for all pupils. Form tutors will play their role in monitoring wellbeing through once-weekly 'live' registration sessions.

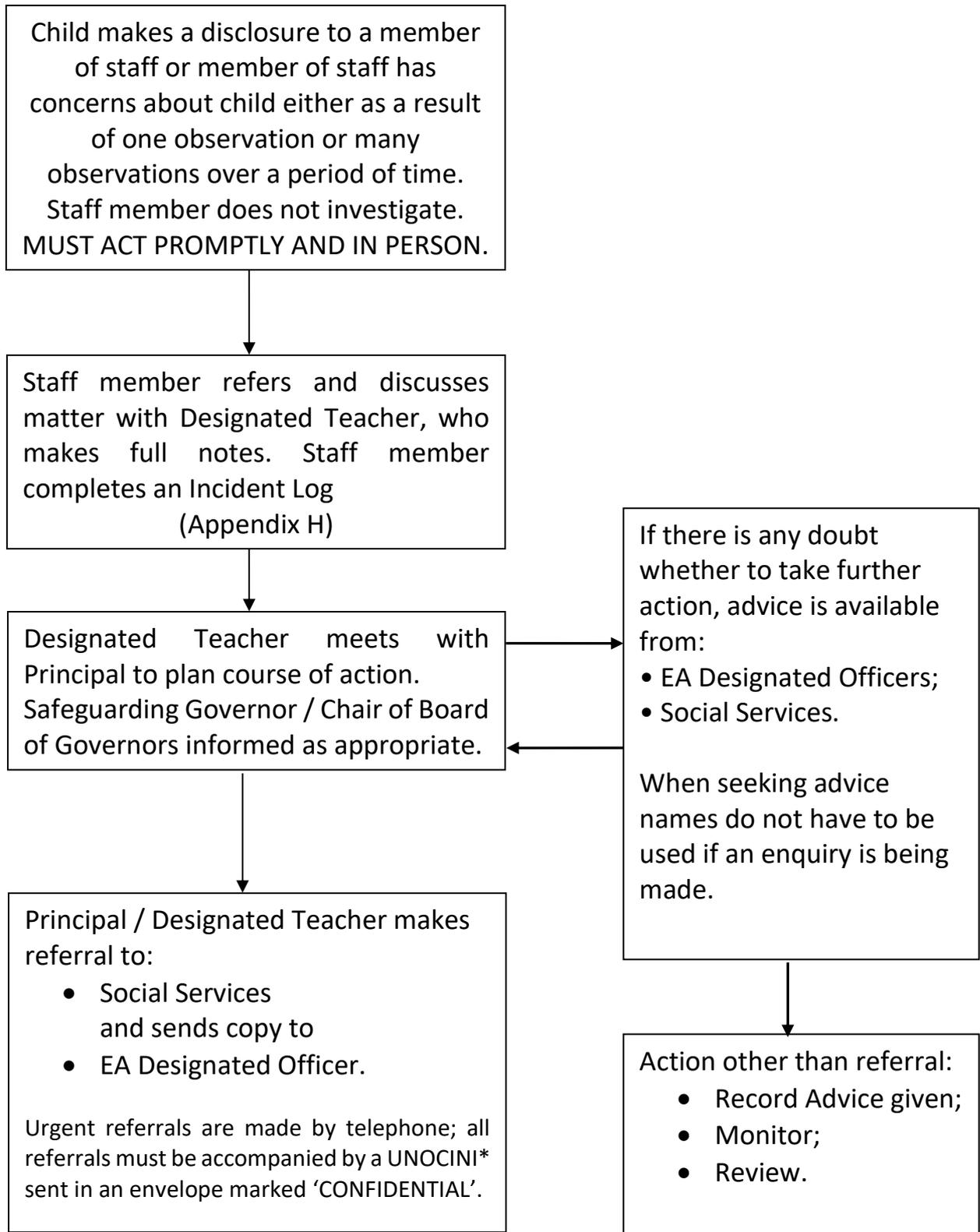
FamilyWorks NI will continue to deliver counselling sessions and pupils can continue to self-refer using their online application form.

When setting expectations for pupils learning during periods of School closure, as a result of COVID-19, staff will assess the potential impact of the current situation on a pupil's mental health. Heads of Year, Senior Teacher (Pastoral) and the Vice Principal (Pastoral) will liaise with pupils, parents/carers to support those requiring additional support.

If you are concerned about a pupil's mental health, please contact School.

Appendix A

Summary Procedures for Reporting an Incident of Child Abuse



**Understanding the Needs of Children in Northern Ireland*

Appendix B

Partnership with Parents

Strathearn School will help parents to understand its responsibility for the welfare of all the children and young people in its charge. This is an aspect of the ongoing work of fostering trust and good relationships with parents. Parents will be made aware, through the School Prospectus, website, Parentmail, parents' meetings or by letter, of the School's Safeguarding and Child Protection Policy, and the fact that this may require cases to be referred to the investigative agencies in the interests of the child. Parents will be reminded, at least annually, of the importance of notifying Strathearn School when someone other than a parent or usual carer will be picking the child up from Strathearn School or if there are any court orders affecting access to the child.

If a case of suspected abuse is referred to the investigative agencies, Strathearn School will continue to inform parents of the educational progress of the child.

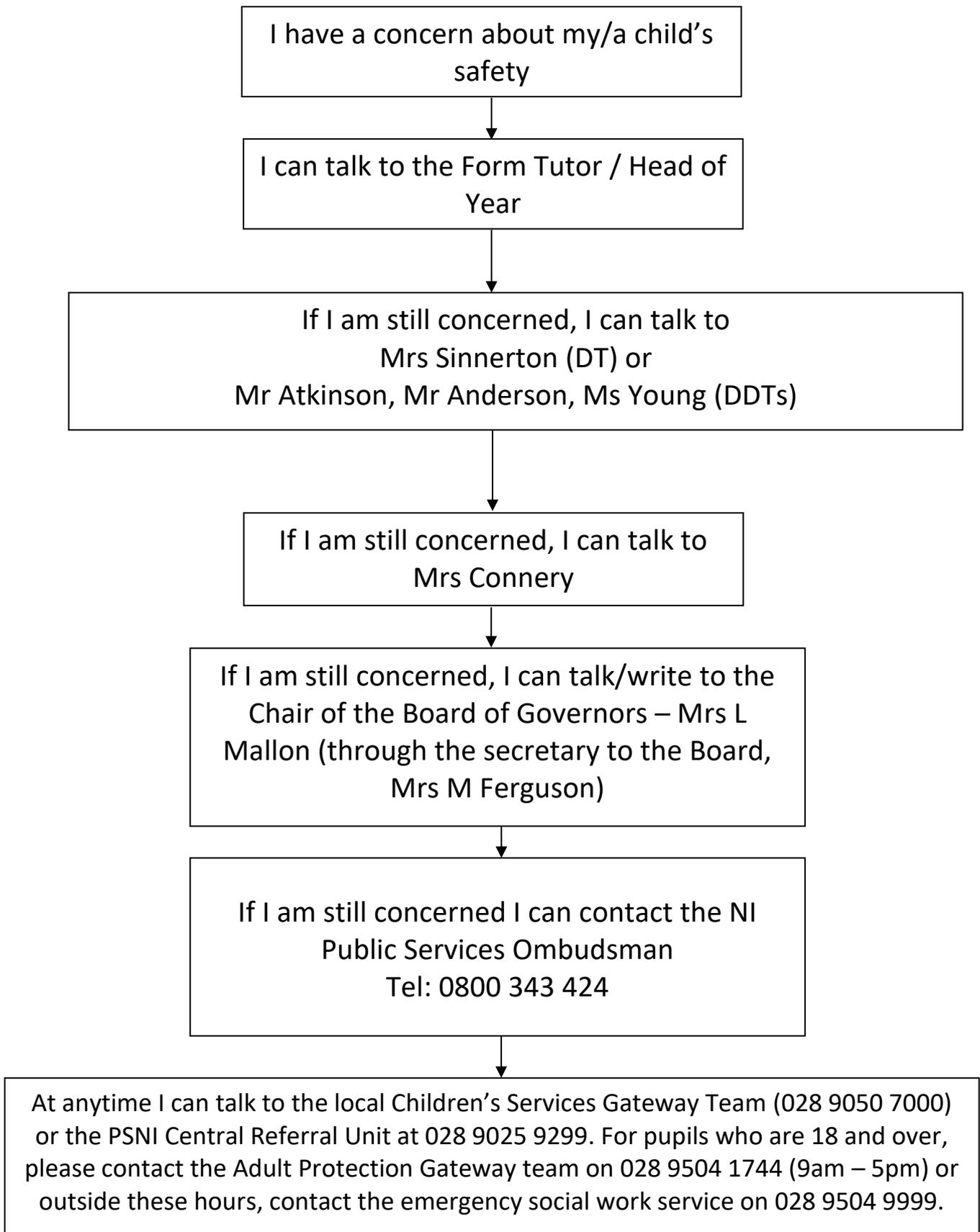
How a parent can make a complaint about possible child abuse

Parents also need to know how they can make a complaint, and the recourse that they have if they are not satisfied with the outcome. Strathearn School will include in its prospectus a summary of its arrangements for parents to make known to staff any concerns they may have about the safety of their (or another) child: often, this will be by speaking directly to the Principal, but other arrangements, such as informing the Designated Teacher, the Deputy Designated Teacher, Form Tutor or Head of Year may also be appropriate. The names of at least two people within Strathearn School whom parents may contact will always be given. The statement will also make clear what will happen when any such concerns or complaints are reported, indicating:

- which members of staff or other professionals will need to be informed;
- who will report back to the parents on the progress and outcome of their complaint, and (approximately) when; and
- what further avenues are open to them to pursue their complaint if they remain dissatisfied with the outcome and how they may do this. If the Principal has already been involved, this will normally involve referring their complaint onward to the Chair of the Board of Governors.

As well as inclusion in the prospectus, Strathearn School will make these arrangements for safeguarding and child protection known directly to the parents each year through a summarised version of this Policy.

How a parent can express a concern



Appendix C

Signs and symptoms of possible abuse (*not an exhaustive list*)

Physical Abuse – Physical Indicators

- Unexplained bruises or burns particularly if they are recurrent
- Human bite marks, welts or bald spots
- Unexplained lacerations, fractures or abrasions
- Untreated injuries

Physical Abuse – Behavioural Indicators

- Self-destructive behaviours
- Improbable excuses given to explain injuries
- Chronic runaway
- Aggressive or withdrawn
- Fear of returning home
- Reluctant to have physical contact
- Clothing inappropriate to weather – worn to hide part of the body

Neglect – Physical Indicators

- Constant hunger
- Poor state of clothing and/or personal hygiene
- Untreated medical problems
- Emaciation / distended stomach
- Constant tiredness

Neglect – Behavioural Indicators

- Tiredness, listlessness
- Lack of social relationships
- Compulsive stealing, begging or scavenging
- Frequently absent or late
- Low self-esteem

Signs and symptoms of possible abuse (continued)

Emotional Abuse – Physical Indicators

- Sudden speech disorders
- Signs of mutilation
- Signs of solvent abuse (e.g. mouth sores, smell of glue, drowsiness)
- Wetting and/or soiling
- Attention-seeking behaviour
- Poor peer relationships

Emotional Abuse – Behavioural Indicators

- Neurotic behaviour (e.g. rocking, hair twisting, thumb sucking)
- Reluctance for parental liaison
- Fear of new situations
- Chronic runaway
- Inappropriate emotional responses to painful situations

Sexual Abuse – Physical Indicators

- Soreness or bleeding in the genital or anal areas or in the throat
- Torn, stained or bloody underclothes
- Chronic ailments such as stomach pains or headaches
- Difficulty in walking or sitting
- Sexually Transmitted Infections (STIs)
- Unexplained pregnancies

Sexual Abuse – Behavioural Indicators

- Be chronically depressed
- Inappropriately seductive or precocious
- Sexually explicit language
- Low self-esteem, self-de-valuation, lack of confidence
- Recurring nightmares / fear of the dark
- Outbursts of anger / hysteria
- Overly protective of siblings

Appendix D

What Should You Do?

What to do when you have cause for concern:

- **RECEIVE** – listen to what a child says but do not ask leading questions except to show when you have understood;
- **REASSURE** – ensure the child is reassured that he/she will be safe and their interests come first;
- **RESPOND** – only to ensure the child is safe and secure;
- **RECORD** – make note of what you have seen or heard and the date and time on the Strathearn School 'Incident Log' form; and
- **REFER** – refer to the Designated Teacher in person and as soon as possible when you have any concern for a child.

Appendix E

Definitions of Specific Forms of Abuse

Grooming: of a child or young person is always abusive and/or exploitative. It often involves the perpetrator(s) gaining the trust of a child or young person or, in some cases, the trust of the family, friends or community, and/or making an emotional connection with the victim in order to facilitate abuse before the abuse begins. This may involve providing money, gifts, drugs and/or alcohol or more basic needs such as food, accommodation or clothing to develop the child's/young person's loyalty to and dependence upon the person(s) doing the grooming. The person(s) carrying out the abuse may differ from those involved with grooming which led to it, although this is not always the case.

Grooming may occur face to face, online and/or through social media, the latter making it more difficult to detect and identify.

Those involved in grooming may themselves be children or young people, and be acting under the coercion or influence of adults. Such young people must be considered victims of those holding power over them.

Child Sexual Exploitation (CSE): is a form of child sexual abuse. It occurs when an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity:

- (a) in exchange for something the victim needs or wants, and/or;
- (b) for the financial advantage or increased status of the perpetrator or facilitator.

The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

CSE can be very difficult to identify and a young person may not see themselves as a victim. It is important to identify vulnerability in the midst of challenging behaviour and frequent resistance to, or even apparent disregard for, professional support.

Potential indicators of CSE:

- Acquisition of money, clothes, mobile phones etc without plausible explanation
- Truancy/leaving school without permission
- Persistently going missing or returning late
- Receiving lots of texts/phone calls prior to leaving
- Change in mood – agitated/stressed
- Appearing distraught/dishevelled or under the influence of substances
- Inappropriate sexualised behaviour for age
- Physical symptoms e.g. bruising, bite marks
- Collected from school by unknown adults or taxis
- New peer groups
- Significantly older boyfriend or girlfriend

- Increasing secretiveness around behaviours
- Low self-esteem
- Change in personal hygiene (greater attention or less)
- Self-harm and other expressions of despair
- Evidence or suspicion of substance abuse

While these indicators can be useful in identifying potential risk, their presence does not necessarily mean CSE is occurring. More importantly, nor does their absence mean it is not.

Domestic Violence and Abuse: is any threatening, controlling, coercive behaviour, violence or abuse (psychological, virtual, physical, verbal, sexual, financial or emotional) inflicted on anyone (irrespective of age, ethnicity, religion, gender, gender identity, sexual orientation or any form of disability) by a current or former intimate partner or family member.

Any form of violence or abuse within the family setting can have significant long-term impact on children and young people. Any such cases suspected or identified by the School will be reported to the appropriate statutory agency in line with the procedures outlined in this document.

Female Genital Mutilation (FGM): is a form of child abuse and violence against women and girls. FGM comprises all procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons. The procedure is also referred to as ‘cutting’, ‘female circumcision’ and ‘initiation’. The practice is medically unnecessary, extremely painful and has serious health consequences, both at the time when the mutilation is carried out and in later life.

FGM is a form of child abuse. It is a complex issue with many men and women from practising communities considering it to be normal to protect their cultural identity. The procedure can be carried out at various stages of development and into adulthood. However, the majority of cases are thought to take place between the ages of five and eight, putting children in this age bracket at highest risk.

Forced Marriage is a marriage conducted without the valid consent of one or both parties and where duress is a factor. Duress can include physical, psychological, financial, sexual and emotional pressure.

There is a clear distinction between a forced marriage and an arranged marriage. In arranged marriages the families of both spouses take a leading role in arranging the marriage but the choice whether or not to accept the arrangement remains with the prospective spouses.

Forced marriage is a criminal offence in Northern Ireland and where the School has knowledge or suspicion of a forced marriage in relation to a child or young person, the PSNI should be contacted immediately.

Harmful Sexualised Behaviour: is any behaviour of a sexual nature that takes place when:

- There is no informed consent by the victim; and/or
- The perpetrator uses threat (verbal, physical or emotional) to coerce, threaten or manipulate the victim.

Harmful sexualised behaviour can include:

- Using age inappropriate sexually explicit words and phrases
- Inappropriate touching
- Using sexual violence or threats
- Sexual behaviour between children is also considered harmful if one of the children is much older – particularly if there is more than two years' difference in age or if one of the children is pre-pubescent and the other is not
- However, a younger child can abuse an older child, particularly if they have power over them – for example, if the older child is disabled.

E-safety/Internet Abuse: is considered specifically by the School's *E-safety Policy*.

The associated risks around on-line safety can be identified under four categories:

- **Content risks:** the child or young person is exposed to harmful material
- **Contact risks:** the child or young person participates in adult initiated online activity
- **Conduct risks:** the child or young person is a perpetrator or victim in peer-to-peer exchange
- **Commercial risks:** the child or young person is exposed to inappropriate commercial advertising, marketing schemes or hidden costs.

Sexting: is the sending or posting of sexually suggestive images, including nude or semi-nude photographs, via mobiles or over the Internet. There are two aspects to sexting:

- **Sexting between individuals in a relationship**
- **Sharing an inappropriate image with intent to cause distress**

Pupils need to be aware that it is illegal, under the Sexual Offences (NI) Order 2008, to take, possess or share 'indecent images' of anyone under 18 even if they are the person in the picture (or even if they are aged 16+ and in a consensual relationship); in these cases the School should contact local police on 101 for advice and guidance.

If a young person has shared an inappropriate image of themselves that is now being shared further, whether or not it is intended to cause distress, the child protection procedures set out in this Policy should be followed.

Appendix F

Wider Safeguarding Issues

Pupils may disclose information about themselves or another pupil on a wider range of safeguarding issues which may or may not, in themselves, be connected to any form of abuse. In such cases guidance should be sought from the Designated Teacher/Deputy Designated Teacher, in line with the procedures contained in this policy, to ensure that the pupil can be supported and safeguarding issues addressed. In these situations, it is almost always appropriate to inform parents and to recommend a GP appointment.

Information on the safeguarding issues identified below is taken from the **NHS.UK website**.

Self-harm: is when an individual intentionally damages or injures their body. It is usually a way of coping with or expressing overwhelming emotional distress. Sometimes when people self-harm, they feel on some level that they intend to die. Over half of people who die by suicide have a history of self-harm. However, the intention is more often to punish themselves, express their distress or relieve unbearable tension. Sometimes the reason is a mixture of both. Self-harm can also be a cry for help.

Low-mood/Depression: Difficult events and experiences can leave a person in low spirits or cause depression. It could be relationship problems, bereavement, sleep problems, scholastic stress, bullying, chronic illness or pain. Sometimes there is no obvious reason.

A general low mood can include:

- sadness
- feeling anxious or 'panicky'
- worry
- tiredness
- low self-esteem
- frustration
- anger

However, a low mood will tend to lift after a few days or weeks. Making some small changes in life, such as resolving a difficult situation, talking about problems or getting more sleep, can usually improve mood. A low mood that does not go away can be a sign of depression.

Depression can include:

- low mood lasting two weeks or more
- not getting any enjoyment out of life
- feeling hopeless
- feeling tired or lacking energy
- not being able to concentrate on everyday things like schoolwork or watching television
- comfort eating or loss of appetite
- sleeping more than usual or being unable to sleep
- having suicidal thoughts or thoughts about harming oneself

Anxiety: Anxiety is a feeling of unease, such as worry or fear, that can be mild or severe. Everyone has feelings of anxiety at some point in their life – for example, before sitting an exam or having a medical test. During times like these, feeling anxious can be perfectly normal. However, persistent and uncontrolled worry can affect daily life and health.

Anxiety is the main symptom of several conditions, including: panic disorder, phobias, post-traumatic stress disorder (PTSD) and social anxiety disorder (social phobia). Generalised anxiety disorder (GAD) is a long-term condition that causes a person to feel anxious about a wide range of situations and issues, rather than one specific event. People with GAD feel anxious most days and often struggle to remember the last time they felt relaxed. As soon as one anxious thought is resolved, another may appear about a different issue. GAD can cause both psychological (mental) and physical symptoms.

Anxiety symptoms can include:

- feeling restless or worried
- having trouble concentrating or sleeping
- dizziness or heart palpitations

Eating Disorders: An eating disorder is when an individual has an unhealthy attitude to food, which can take over his/her life and make him/her ill. It can involve eating too much or too little, or becoming obsessed with weight and body shape. Men and women of any age can get an eating disorder, but they most commonly affect young women aged 13 to 17 years old. The most common eating disorders are:

- anorexia nervosa – when an individual tries to keep his/her weight as low as possible by not eating enough food, exercising too much, or both;
- bulimia nervosa – when an individual eats a lot of food in a very short amount of time (binging) and is then deliberately sick, uses laxatives, restricts what is eaten, or does too much exercise to try to stop gaining weight;
- binge eating disorder (BED) – when a person regularly loses control of his/her eating, eats large portions of food all at once until he/she feels uncomfortably full, and is then often upset or feels guilty;
- other specified feeding or eating disorder (OSFED) – when symptoms of the disorder don't exactly match those of anorexia, bulimia or binge eating disorder, but nonetheless pose a risk to health.

Gender Dysphoria: Gender dysphoria is a condition where a person experiences discomfort or distress because there is a mismatch between their biological sex and gender identity. It is sometimes known as gender identity disorder (GID), gender incongruence or transgenderism. This mismatch between sex and gender identity can lead to distressing and uncomfortable feelings that are called gender dysphoria. Gender dysphoria is a recognised medical condition, for which treatment is sometimes appropriate. It is not a mental illness.

Arrangements for Supporting Transgender Pupils:

Strathearn School takes all necessary steps to ensure that the needs of all pupils are addressed appropriately and to support individual pupils in fulfilling their potential at School. In particular, the safeguarding needs of all pupils are prioritised in Strathearn School and we work together to ensure that pupils are happy and supported at School.

While Strathearn School is a grammar school for girls, we will seek to support a pupil, who identifies as transgender, on an individual basis by discussion of relevant issues with the young person and their parents / guardians. Such issues will include:

- Preferred name and pronouns
- Toilet facilities
- Arrangements for PE lessons and changing
- School uniform
- Confidentiality and the sharing of information

The Designated Teacher for Child Protection will liaise directly with the pupil and their family throughout the pupil's time at Strathearn School. Reasonable adjustments will be made.

Appendix G

The use of images of pupils

The General Data Protection Regulation, 2018 (GDPR) and Human Rights Legislation require that the School take care in the use of photographs, videos and web cams in the School environment.

- All photographs held on file (both electronic and paper) of the pupils exist in accordance with GDPR.
- Photographs and videos of the pupils taken during the year to promote the School for publicity, used in the Prospectus or in other printed material, will be subject to consent by parents. Images being used will portray the pupils appropriately attired.
- Digital video recordings may be made at various functions or of class activities. These can help encourage creativity, motivate and enthuse pupils and improve communication and team-working skills. Furthermore they may be used for assessment purposes.
- Photographs of School staff will only be used with the consent of that staff member.
- Photographs taken for the purpose of journalism are exempt from the GDPR and on all occasions the pupils will be aware that their photograph may be used.
- Photographs or film footage by parents or guardians of their children at School events is permitted under an exemption in the GDPR.
- The use of camera phones or the internet to send offensive pictures to other pupils is not permitted and will be dealt with under the Positive Behaviour Policy.
- Any incident of improper use of photographs should be reported to the Designated Teacher immediately.



SAFEGUARDING & CHILD PROTECTION

Dear Parent

Re: The storage and use of visual images

You will have no doubt noticed how, in Strathearn, we are delighted to celebrate the activities and achievements of our pupils in many ways and not least through photographs and video. On our website: www.strathearn.org.uk, in classrooms and corridors, and in publications, we display photographic records from a wide range of activities including class presentations, from charity events, sporting activities or success of any nature. For your daughter to be involved we need to have your consent and I would ask you to read the following information and return the completed Consent Form in the enclosed pre-paid envelope.

Background

In line with our Safeguarding & Child Protection Policy (available on request or on our website) we issue guidelines, on the storage and use of image of visual images, to all new pupils (~~see page 9~~). Through the policy we wish to take a pragmatic approach and allow the pupils and School to celebrate success and give credit and recognition for achievement.

A School photograph is taken in Form 1, Form 4 and Form 6, and a copy of this is held on file (both electronic and paper) in accordance with GDPR. A copy is also available for you to purchase. Other official photographs include a Form Class photo and membership of any music groups or sports teams. In addition to 'official' photographs, photographs and video may be taken at various times throughout the year, for example, pupils putting on class dramas or recording sporting or musical events. On each occasion the pupils will be aware why video or photographs are being taken and if for publication in newspapers, the papers in which they may appear. We also use photographs and/or video recordings in our School magazine and prospectus, on Open Morning, via the School's social media channels and on other public occasions to recognise and enjoy the work of the pupils. The celebration of the success of our pupils is very natural and the girls are delighted to see video or photographs of themselves used in this way.

I hope you find this useful with regard to images taken by the School as well as any you may wish to take yourself. If you have any questions, please contact Mrs Sinnerton (VP Pastoral) or myself.

Yours sincerely

A handwritten signature in cursive script, appearing to read 'N Connery', is written in black ink.

N Connery



Consent Form

Conditions for Using Images of Pupils

Name of Pupil: _____ Form _____

Having read the School's policy on 'The use of images of pupils'

1. I give consent for my daughter's image to be used in the School prospectus and other printed material such as the School magazine in order to record and celebrate her success. Yes / No

2. I give consent for my daughter's image to be used on the School website or video recordings which may be used to record and celebrate occasions in the School year. This may also include recordings taken for assessment and teaching purposes. Yes / No

3. I give consent for my daughter's photograph to appear in the media including newspapers. Yes / No

4. I give consent for my daughter's photograph, or video that includes my daughter to be used on social media posts and/or websites of external providers who provide support for pupils. Yes / No

5. I give consent for my daughter's photograph or video that includes my daughter to be used on the School's social media channels. Yes / No

Parent/Guardian's signature: _____ Date: _____

Please return to Strathearn using the following address:

188 Belmont Road
Belfast
BT4 2AU

or via email to info@strathearn.org.uk (please include your daughter's name, surname and form class in the Subject field).

Appendix H

STRATHEARN SCHOOL: Child Protection/Safeguarding - INCIDENT LOG

Date of incident Person reporting

Time of incident Relationship to School

Place of incident

Details of incident:

continue overleaf if necessary

Person completing report (signature) Date:

Report passed on to (name) Date:

Action taken:

Signature: Date:

Recorded.....Yes/No

Note to Staff: Please complete this report and hand it into the Designated Teacher or the Principal without delay

N Sinnerton

Appendix I

SAFEGUARDING AND CHILD PROTECTION: NEW STAFF INDUCTION

Name: _____	Date: _____
Post / Area of Responsibility in School: _____	
Number of years working in a school environment: _____	

Have you received and read a copy of the current Strathearn School 'Safeguarding and Child Protection Policy' and the 'Staff Code of Conduct'?

YES / NO

Designated and Deputy Designated Teachers for Child Protection

The Designated Teacher for Child Protection in Strathearn is:

MRS NIKKI SINNERTON (Vice Principal Pastoral)

In addition to the Principal, **Mrs Connery**, the Deputy Designated Teachers for Child Protection are:

MR ALISTAIR ANDERSON (Vice Principal Teaching and Learning)

MR ANDREW ATKINSON (Senior Leader Pastoral)

MS SALLY YOUNG (Head of PE and Assistant LSC)

It is essential that you report any safeguarding / child protection concerns to one of the teachers named above **without delay**. This should be done in person and not via email.

Training in Safeguarding and Child Protection will be organised for you by the Designated Teacher as soon as possible.

Please return this form to Nikki Sinnerton without delay.

Appendix J

Intimate Care Procedures

1. Principles

- 1.1 Strathearn School will act in accordance with the principles and guidelines set out in the DE circular *'Safeguarding and Child Protection'* (2017/04), DHSSPS *'Co-operating to Safeguard Children and Young People in Northern Ireland'* (2016) and *'The Area Child Protection Committee, Regional Policy and Procedures'* (2005) in safeguarding pupils¹ at this school.
- 1.2 All staff working with children must be vetted by the School. This includes students on work placements and volunteers. Vetting includes:
- Access NI checks
 - Pre-employment checks
 - Two independent referees
- 1.3 The School takes seriously its responsibility to safeguard and promote the welfare of the children and young people in its care. Meeting a pupil's intimate care needs is one aspect of safeguarding.
- 1.4 The Governing Body recognises its duties and responsibilities in relation to the equality legislation which requires that any pupil with an impairment that affects his/her ability to carry out day-to-day activities must not be discriminated against.
- 1.5 This intimate care document should be read in conjunction with the Schools' policies on:
- Safeguarding and Child Protection
 - Staff Code of Conduct
 - Health and Safety
 - Special Educational Needs and Inclusion
 - Administration of medicines procedures
- 1.6 The Board of Governors is committed to ensuring that all staff responsible for the intimate care of pupils will undertake their duties in a professional manner at all times. It is acknowledged that these adults are in a position of great trust.
- 1.7 We recognise that there is a need to treat all pupils, whatever their age, gender, disability, religion, ethnicity or sexual orientation with respect and dignity when intimate care is given. The child's welfare is of paramount importance and his/her experience of intimate and personal care should be a positive one. It is essential that every pupil is treated as an individual and that care is given gently and sensitively: no pupil should be attended to in a way that causes distress or pain.

¹ References to 'pupils' throughout this appendix includes all children and young people who receive education at Strathearn School.

- 1.8 Staff will work in close partnership with parent/carers and other professionals to share information and provide continuity of care. Parental permissions must be signed and kept in the pupil's file.
- 1.9 Where pupils with complex and/or long-term health conditions have a health care plan in place, the plan should, where relevant, take into account the principles and best practice guidance in this intimate care document.
- 1.10 Members of staff must be given the choice as to whether they are prepared to provide intimate care to pupils.
- 1.11 **Only staff named by School will undertake the intimate care of children.**
- 1.12 All staff must be trained in the specific types of intimate care they carry out. Additional trained staff should be available to cover for absent colleagues when necessary.
- 1.13 This Intimate Care document has been developed to safeguard children and staff. It applies to everyone involved in the intimate care of children.

2. Child focused principles of intimate care

The following are the fundamental principles upon which the Intimate Care Procedures are based:

- Every child has the right to be safe.
- Every child has the right to personal privacy.
- Every child has the right to be valued as an individual.
- Every child has the right to be treated with dignity and respect.
- Every child has the right to be involved and consulted in their own intimate care to the best of their abilities.
- Every child has the right to express their views on their own intimate care and to have such views taken into account.
- Every child has the right to have levels of intimate care that are as consistent as possible.

3. Definition

3.1 Intimate care can include:

- Feeding and oral care
- Washing
- Dressing undressing
- Toileting and menstrual care
- Treatments such as enemas, suppositories and enteral feeds
- Catheter and stoma care

3.2 It also includes supervision of pupils involved in intimate self-care.

4. Best Practice

- 4.1 Pupils who require regular assistance with intimate care have a written Personal Learning Plan (PLP), health care plan or intimate care plan agreed by staff, parents/carers and any other professionals actively involved, such as the School Health Nurse, Health & Social Care Trust nurses, physiotherapists or occupational therapists. The plan should be agreed at a meeting at which all key staff and the pupil should also be present as appropriate. Any historical concerns (such as former child protection issues) should be taken into account. The plan should be reviewed as necessary, but at least annually, and at any time of change of circumstances, e.g. for residential trips or staff changes (where the staff member concerned is providing intimate care). They should also take into account procedures for educational visits/day trips.
- 4.2 Where a care plan or PLP is **not** in place, parents/carers will be informed the same day if their child has needed help with meeting intimate care needs. Information on intimate care will always be treated as confidential and communicated in person by telephone or by sealed letter, not through the home/school diary.
- 4.3 In relation to record keeping, a written record should be kept in a format agreed by parents and staff every time a child has an invasive medical procedure, e.g. support with catheter usage (according to multi-agency guidance).
- 4.4 Accurate records should also be kept when a child requires assistance with intimate care where this is not part of the regular routine; these can be brief but should, as a minimum, include full date, times and any comments such as changes in the child's behaviour. It should be clear who was present in every case.
- 4.5 These records will be kept in the child's file and available to parents/carers on request.
- 4.6 All pupils will be supported to achieve the highest level of autonomy that is possible given their age and abilities. Staff will encourage each individual pupil to do as much for herself as possible.
- 4.7 Staff who provide intimate care on a regular, planned basis are trained in personal care (e.g. EA training in *Safe Handling*) according to the needs of the pupil. Staff should be fully aware of best practice for example, regarding infection control, including the requirement to wear disposable gloves and aprons where appropriate.
- 4.8 Staff will be supported to adapt their practice in relation to the needs of individual pupils taking into account developmental changes such as the onset of puberty and menstruation.
- 4.9 There must be careful, age-appropriate communication with each pupil who needs help with intimate care; permission should be sought before starting an intimate procedure.
- 4.10 Every child's right to privacy and modesty will be respected. Careful consideration will be given to each pupil's situation to determine who and how many carers might need to be present when she needs help with intimate care. Reducing the numbers of staff involved

helps to preserve the young person's privacy and dignity. Wherever possible, the pupil's wishes and feelings should be sought and taken into account.

- 4.11 An individual member of staff should inform another appropriate adult when they are going alone to assist a pupil with intimate care.
- 4.12 The religious views, beliefs and cultural values of children and their families should be taken into account, particularly as they might affect certain practices or determine the gender of the carer.
- 4.13 Ideally, every pupil should have a choice regarding the member of staff. There might also be occasions when the member of staff has good reason not to work alone with a pupil. It is important that the process is transparent so that all issues stated above can be respected; this can best be achieved through a meeting with all parties, as described above, to agree what actions will be taken, where and by whom.
- 4.14 Adults who assist pupils with intimate care should be employees of the School, not students or volunteers, and therefore have the usual range of safe recruitment checks.
- 4.15 All staff will be made aware of the need for confidentiality in intimate care issues. Sensitive information will be shared only with those who need to know.
- 4.16 No member of staff will carry a mobile phone, camera or similar device whilst providing intimate care.

5. Child Protection

- 5.1 The Governors and staff at Strathearn School recognise that pupils with special needs and who are disabled are particularly vulnerable to all types of abuse.
- 5.2 The School's child protection procedures will be fully adhered to.
- 5.3 If a member of staff has any concerns about physical changes in a pupil's presentation, e.g. unexplained marks, bruises, etc he/she will immediately report concerns to the Designated Teacher for Child Protection. A clear written record of the concern will be completed and normal child protection referral procedures will be initiated.
- 5.4 If a pupil becomes unusually distressed or very unhappy about being cared for by a particular member of staff, this should be reported to the Designated Teacher for Child Protection, who will follow School procedures to ensure the safeguarding of the young person concerned.
- 5.5 Similarly, any adult who has concerns about the conduct of a colleague at the School or about any improper practice will report this to the School Principal or to the Chair of Governor, in accordance with the child protection procedures and 'whistle-blowing' document.

6. Physiotherapy

- 6.1 Pupils who require physiotherapy whilst at School should have this carried out by a trained physiotherapist. If it is agreed in the PLP or care plan that a member of the School staff should undertake part of the physiotherapy regime (such as assisting children with exercises), then the required technique must be demonstrated by the physiotherapist personally, written guidance given and updated regularly. The physiotherapist should observe the member of staff applying the technique.
- 6.2 Under no circumstances will School staff devise and carry out their own exercises or physiotherapy programmes.
- 6.3 Any concerns about the regime or any failure in equipment should be reported to the physiotherapist.

7. Medical Procedures

- 7.1 Any members of staff who administer first aid should be appropriately trained in accordance with EA guidance. If an examination of a child is required in an emergency aid situation it is advisable to have another adult present, with due regard to the child's privacy and dignity.

Appendix K

Strathearn School

Organisations, Self-Employed Individuals and Coaches
Involved in Extra-Curricular Provision
Requirements and Agreement



1. Purpose of Document

The purpose of this document is to regulate the safeguarding of external organisations, self-employed individuals and coaches who provide services to students of Strathearn School.

2. Safeguarding

Any organisation / individual wishing to provide extra-curricular activities in connection with Strathearn School must fulfil the safeguarding requirements of the School. These requirements are as follows:

Organisation or self-employed individual

2.1 The Organisation / Individual must have a safeguarding policy in line with the School's expectations as well as the legal obligations placed on any organisation / individual working with children. This should include:

- How signs, disclosures or allegations of abuse will be reported.
- Procedures for referring matters to a designated safeguarding officer within the Organisation, one of the Designated Teachers within the School, or to social services;
- Codes of Conduct should include specific guidance to staff/volunteers in contact with children on social media or outside of the organisation; photographs/videos; physical touch/care; behavioural management/restraint. If the Organisation / Individual is working one to one, this should also be referenced in the code of conduct and should clearly set out how volunteers/staff can manage safely working with children one on one;
- How allegations against individuals within the organisation / individuals themselves will be addressed and managed.

2.2 The Organisation / Individual will review the School's Safeguarding Policy and Code of Conduct for staff and volunteers and, where necessary defer to any aspects of this policy which are not covered in the Organisation's / Individual's own policy.

2.3. If a safeguarding issue arises the Organisation / Individual should inform the School's Designated Teacher as well as following their own safeguarding procedures.

2.4 The Organisation / Individual should be able to provide evidence of current relevant qualifications of any individuals involved in the activity being provided.

2.5 The Organisation / Individual is responsible for making sure any individuals working with pupils at Strathearn have a current Access NI check and that a certificate is provided to the School for confirmation.

2.6 The Organisation / Individual is responsible for making sure any individuals working with pupils at Strathearn have completed the School's Child Protection training and any relevant documentation to confirm this is returned to the School.

Individual coach employed at Strathearn School

2.1 The Individual will review, and adhere to, the School's Safeguarding Policy and Code of Conduct for staff and volunteers.

2.2 The Individual will meet with the Designated Teacher for Child Protection to review the School's policies and arrange to undertake appropriate safeguarding training.

2.3. If a safeguarding issue arises the Individual should inform the School's Designated Teacher.

2.4 The Individual should be able to provide evidence of current relevant qualifications involved in the activity being provided.

2.5 The Individual will provide details and the relevant fee to allow the School to carry out an Access NI check.

2.6 The individual will provide the names of two referees, one of whom should have relevant recent experience of their work as a coach.

3. Risk Assessments

Any organisation / self-employed individual wishing to provide activities in connection with Strathearn School must provide a risk assessment relevant to the activities being provided. An individual coach must adhere to risk assessments that have been made by the School in relation to the activities being provided.

4. Insurance

Any organisation / individual wishing to provide activities in connection with Strathearn School must have adequate insurance to cover the activities being provided. Individual coaches, engaged / employed by Strathearn School will be insured under the School's insurance.

5. Data Collection

Any organisation / individual wishing to provide activities in connection with Strathearn School must fulfil the data collection and processing requirements of the School. These requirements are as follows:

5.1 The Organisation / Individual is responsible for personal data of students and their parents and must be compliant with GDPR obligations.

5.2 The Organisation / Individual should make clear on any information or data collection forms that they are an external organisation / individual and that data will be processed in accordance with their GDPR policy. Parents should be made aware of how they can access this policy if required. Individual coaches, engaged / employed by Strathearn School, should make clear on any information or data collection forms that data will be processed in accordance with GDPR obligations. Parents should be made aware of how they can access the EA policy on data management if required.

5.3 Any information or data collection should provide details of how to contact the Organisation / Individual should a parent require to do so.

6. Termination of Agreement

The School can terminate its agreement with an organisation / individual if there is any breach of the safeguarding or GDPR requirements.

Agreement – Organisation / Self-employed individual

The following is an agreement between Strathearn School and _____

Details of The Organisation

Organisation / Individual's Address	
Telephone Number	
Email Address	

Details of Individual/s working with students

Name		Name	
Access NI Number		Access NI Number	
Name		Name	
Access NI Number		Access NI Number	

Documentation

<p>Documents Provided by Organisation / Self-employed individual:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Safeguarding and Child Protection Policy <input type="checkbox"/> Code of Conduct for Staff <input type="checkbox"/> Risk Assessment <input type="checkbox"/> Insurance Details <input type="checkbox"/> Coaching Qualifications <input type="checkbox"/> First Aid Qualifications <input type="checkbox"/> Confirmation of Access NI certificate <input type="checkbox"/> Confirmation of completion of Child Protection training (Appendix 1 if individual has not attended face to face training at Strathearn) 	<p>Documents Provided by Strathearn School:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Safeguarding and Child Protection Policy <input type="checkbox"/> Code of Conduct for Staff
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I have read and agree to the requirements set out by Strathearn School. I have provided the necessary documents and information as described in the agreement. I have been given a copy of the School's Safeguarding Policy and Code of Conduct for Staff and Volunteers.

Signed

On behalf of Strathearn School:		Date:	
Organisation / Individual:		Date:	

All information provided on this form will be processed and held in accordance with the School's GDPR policy. If you require a copy of this, please contact the School's Bursar.

Agreement – Extra-curricular staff to include Coaches / Music Tutors / Duke of Edinburgh staff

The following is an agreement between Strathearn School and _____

Personal Details

Address			
Telephone Number			
Email Address			
Referees			
Name:			Name:
Address:			Address:
Documents Provided by Coach: <input type="checkbox"/> Access NI Return <input type="checkbox"/> Appropriate Qualification (if applicable) <input type="checkbox"/> First Aid Qualification (coaches / DoE staff only) <input type="checkbox"/> Confirmation of completion of Child Protection training (Appendix 1 if individual has not attended face to face training at Strathearn)		Documents Provided by Strathearn School: <input type="checkbox"/> Safeguarding Policy <input type="checkbox"/> Code of Conduct for Staff <input type="checkbox"/> Access NI application details <input type="checkbox"/> Payment details form <input type="checkbox"/> Child Protection training <input type="checkbox"/> GDPR training	

Child Protection

If you were unable to attend child protection training, held in Strathearn School, please watch the training using the following link, <https://youtu.be/lqIPhqFsK7o>, complete the questions (Appendix 1) and return to the member of staff overseeing your role, Ms N Ditty on nditty341@c2ken.net or leave at Reception.

GDPR

Please complete GDPR training via the following link, <http://www.strathearnschool.org/gdpr>, and return a screen shot of your result to turner548@c2ken.net.

I have read and agree to the requirements set out by Strathearn School. I have provided the necessary documents and information as described in the agreement. I have been given a copy of the school's Safeguarding Policy and Code of Conduct for Staff and Volunteers.

Signed:

On behalf of Strathearn School:		Date:	
Coach:		Date:	

All information provided on this form will be processed and held in accordance with the School's GDPR policy. If you require a copy of this, please contact the School's Bursar.

Appendix 1

Safeguarding and Child Protection Training

Follow the link <https://youtu.be/lqIPhqFsK7o> and watch the presentation on Safeguarding and Child Protection. It is important that you watch and understand the content of this presentation as it is a statutory requirement that you are trained to understand your responsibilities within safeguarding and child protection. Complete the details below and return to N Sinnerton. You will also be provided with a copy of the school's safeguarding policy which contains supplementary information regarding our policy and procedure.

Name: _____

To confirm that you have watched and understood the presentation please note the answers to the following questions:

1. What are the 4 broad categories of abuse?

2. Who is the School's Designated Teacher for Child Protection?

3. What should you do if have a concern that a child is showing signs of abuse?

4. If a child makes a disclosure of abuse, what should you never do?

5. After a child has made a disclosure what 2 things should you do?

Signed: _____ Date: _____

Please return to the member of staff overseeing your role, Ms N Ditty on nditty341@c2ken.net or leave at Reception.