

# Safeguarding and Child Protection Policy

## Coronavirus Addendum

**March 2020 until school reopens**

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| <b>Name of Policy</b>                       | Safeguarding and Child Protection Policy –<br>Coronavirus Addendum                   |
| <b>Date</b>                                 | 30 <sup>th</sup> March 2020  |
| <b>Committee<br/>Responsible for Policy</b> | Children, Families and Community   |
| <b>Date to be updated</b>                   | N/A  |
| <b>Headteacher<br/>Signature</b>            |  |

# Growing together as children of God

At Holy Trinity C of E Primary School:

- we want our pupils to **grow** in confidence, independence, resilience and knowledge, so that all achieve their full potential and develop a life-long love of learning and of the world around us.
- we work **together** with families, community and church to model positive relationships, supporting each other and acknowledging that we are stronger when we work together.
- we are growing together as **children of God**, strengthening our faith, secure in the knowledge we are unique, loved and cherished.

## Policy Review

The addendum to the Safeguarding policy is available on our school website and should be read alongside the full policy.

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## What to do if you are worried about a child

Holy Trinity Primary School continues to have a statutory duty to safeguard and promote the welfare of children, whether they are learning at home, or are being cared for in school.

The optimal scenario is to have a trained DSL (or deputy) available on site. Where this is not the case a trained DSL (or deputy) will be available to be contacted via phone or online video - for example when working from home.

Where a trained DSL (or deputy) is not on site, in addition to the above, a senior leader will assume responsibility for co-ordinating safeguarding on site. This might include updating and managing access to MyConcern, and liaising with the offsite DSL (or deputy) and as required liaising with children's social workers where they require access to children in need and/or to carry out statutory assessments at the school or college.

It is important that all school name staff and volunteers have access to a trained DSL (or deputy). On each day staff on site will be made aware of that person is and how to speak to them.

The DSL will continue to engage with social workers, and attend all multi-agency meetings, which can be done remotely.



### The Designated Safeguarding Lead

Name: Ysanne Rickards (Headteacher)

Their office is located next to the main school office

Their no. is 020 8542 1591 or email [headteacher@holytrinity.merton.sch.uk](mailto:headteacher@holytrinity.merton.sch.uk)



### The Designated Safeguarding Deputies

Name: Abi Hann (Deputy Head) & Sarah Duke (SENCo)

Both are likely to be working from home and can be contacted via email:

[abi.hann@holytrinity.merton.sch.uk](mailto:abi.hann@holytrinity.merton.sch.uk) or

[sarah.duke@holytrinity.merton.sch.uk](mailto:sarah.duke@holytrinity.merton.sch.uk)

In the unlikely event of no Holy Trinity Designated staff being available, Ian McGraw ([ian.mcgraw@merton.gov.uk](mailto:ian.mcgraw@merton.gov.uk)) at Merton can be contacted.

**Headteacher:** responsible for implementing policies & procedures, allocating resources to the safeguarding team & addressing staff safeguarding concerns.

**Ysanne Rickards**

**Tel: 020 8542 1591**

**Designated Safeguarding Lead (DSL):** a member of the leadership team with appropriate authority, responsible for dealing with safeguarding issues, providing advice and support to other staff, liaising with the local authority, and working with other agencies.

**Ysanne Rickards**

**Tel: 020 8542 1591**

**Designated Safeguarding Deputy:** a member of the teaching, support or pastoral staff, in a post which requires assessment of children and with sufficient status & authority to effectively deputise for the DSL role above. This cannot be an administrative or finance worker.

**Abi Hann/Sarah Duke**

**Tel: 020 8542 1591**

**Special Educational Needs Coordinator (SENCo):** a staff member who provides advice, liaison & support for school staff and other agencies working with pupils with special education needs and their parents or carers.

**Sarah Duke**

**Tel: 020 8542 1591**

**Learning Mentor (or equivalent):** addresses difficulties preventing a child from reaching their full potential e.g. behaviour, attendance, achievement, timekeeping, homework, safeguarding issues, and develops strategies to overcome these barriers.

**Sarah Duke**

**Tel: 020 8542 1591**

**The Safeguarding Children Team also links in with the:**

### **Safeguarding/Child Protection**

**Governor:** ensures there are appropriate safeguarding children policies and procedures in place, monitors whether they are followed and, together with the rest of the governing body, remedies deficiencies and weaknesses that are identified.

**Rodrigo Paes Barreto**

**Tel: 020 8542 1591**

**Chair of Governors:** takes the lead in dealing with allegations of abuse made against the Headteacher (and other members of staff when the Headteacher is not available), in liaison with the Local Authority; and on safe recruitment practices with the Headteacher

**Kirsty Warwick**

**Tel: 020 8542 1591**

## **I.Context**

From 20th March 2020 parents were asked to keep their children at home, wherever possible, and for schools to remain open only for those children of workers critical to the COVID-19 response - who absolutely need to attend.

Schools and all childcare providers were asked to provide care for a limited number of children - children who are vulnerable, and children whose parents are critical to the COVID-19 response and cannot be safely cared for at home.

## **2. Vulnerable children**

Vulnerable children include those who have a social worker and those children and young people up to the age of 25 with education, health and care (EHC) plans. Those who have a social worker include children who have a Child Protection Plan and those who are looked after by the Local Authority. A child may also be deemed to be vulnerable if they have been assessed as being in need or otherwise meet the definition in section 17 of the Children Act 1989. Those with an EHC plan will be risk-assessed in consultation with the Local Authority and parents, to decide whether they need to continue to be offered a school or college place in order to meet their needs, or whether they can safely have their needs met at home. This could include, if necessary, carers, therapists or clinicians visiting the home to provide any essential services. Many children and young people with EHC plans can safely remain at home.

Eligibility for free school meals in and of itself should not be the determining factor in assessing vulnerability.

Senior leaders, especially the Designated Safeguarding Lead (and deputy) know who our most vulnerable children are. They have the flexibility to offer a place to those on the edge of receiving children's social care support.

Holy Trinity will continue to work with and support children's social workers to help protect vulnerable children. This includes working with and supporting children's social workers and the local authority virtual school head (VSH) for looked-after and previously looked-after children. The lead person for this will be: Izzy Rickards

There is an expectation that vulnerable children who have a social worker will attend an education setting, so long as they do not have underlying health conditions that put them at risk. In circumstances where a parent does not want to bring their child to an education setting, and their child is considered vulnerable, the social worker and Holy Trinity will explore the reasons for this directly with the parent.

Where parents are concerned about the risk of the child contracting COVID19, Holy Trinity or the social worker will talk through these anxieties with the parent/carer following the advice set out by Public Health England.

## **3. Attendance Monitoring**

Local authorities and education settings do not need to complete their usual day-to-day attendance processes to follow up on non-attendance. The Headteacher completes a daily attendance form of children attending school which is sent to the DfE and Merton.

Holy Trinity and social workers will agree with parents/carers whether children in need should be attending school. Holy Trinity will then follow up on any pupil that they were expecting to attend, who does not. Holy Trinity will also follow up with any parent or carer who has arranged care for their child(ren) and the child(ren) subsequently do not attend.

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## **4. Reporting a Concern**

Where staff have a concern about a child, they should continue to follow the process outlined in the school Safeguarding Policy, this includes making a report via MyConcern which can be done remotely. In the unlikely event that a member of staff cannot access their MyConcern from home, they should email the Designated Safeguarding Lead. This will ensure that the concern is received.

Staff are reminded of the need to report any concern immediately and without delay.

Where staff are concerned about an adult working with children in the school, they should report the concern to the headteacher. If there is a requirement to make a notification to the headteacher whilst away from school, this should be done verbally and followed up with an email to the headteacher.

Concerns around the Headteacher should be directed to the Chair of Governors: Kirsty Warwick

## **5. Safeguarding Training and Induction**

DSL training is very unlikely to take place whilst there remains a threat of the COVID 19 virus. For the period COVID-19 measures are in place, a DSL (or deputy) who has been trained will continue to be classed as a trained DSL (or deputy) even if they miss their refresher training.

All existing school staff have had safeguarding training and have read part 1 of Keeping Children Safe in Education (2019). The DSL will communicate with staff any new local arrangements, so they know what to do if they are worried about a child.

Where new staff are recruited, or new volunteers enter Holy Trinity, they will continue to be provided with a safeguarding induction. If staff are deployed from another education or children's workforce setting to our school, we will take into account the DfE supplementary guidance on safeguarding children during the COVID-19 pandemic and will accept portability as long as the current employer confirms in writing that:

- the individual has been subject to an enhanced DBS and children's barred list check
- there are no known concerns about the individual's suitability to work with children
- there is no ongoing disciplinary investigation relating to that individual

Upon arrival, they will be given a copy of the receiving setting's child protection policy, confirmation of local processes and confirmation of DSL arrangements.

## **6. Safer recruitment/volunteers and movement of staff**

It remains essential that people who are unsuitable are not allowed to enter the children's workforce or gain access to children. When recruiting new staff, Holy Trinity will continue to follow the relevant safer recruitment processes for their setting, including, as appropriate, relevant sections in part 3 of Keeping Children Safe in Education (2019) (KCSIE).

In response to COVID-19, the Disclosure and Barring Service (DBS) has made changes to its guidance on standard and enhanced DBS ID checking to minimise the need for face-to-face contact.

Where Holy Trinity are utilising volunteers, we will continue to follow the checking and risk assessment process as set out in paragraphs 167 to 172 of KCSIE. Under no circumstances will a volunteer who has not been checked be left unsupervised or allowed to work in regulated activity.

Holy Trinity will continue to follow the legal duty to refer to the DBS anyone who has harmed or poses a risk of harm to a child or vulnerable adult. Full details can be found at paragraph 163 of KCSIE.

Holy Trinity will continue to consider and make referrals to the Teaching Regulation Agency (TRA) as per paragraph 166 of KCSIE and the TRA's 'Teacher misconduct advice' for making a referral.

During the COVID-19 period all referrals should be made by emailing [Misconduct.Teacher@education.gov.uk](mailto:Misconduct.Teacher@education.gov.uk)

Whilst acknowledging the challenge of the current National emergency, it is essential from a safeguarding perspective that any school is aware, on any given day, which staff/volunteers will be in the school or college, and that appropriate checks have been carried out, especially for anyone engaging in regulated activity. As such, Holy Trinity will continue to keep the single central record (SCR) up to date as outlined in paragraphs 148 to 156 in KCSIE.

## **7. Online safety in schools**

Holy Trinity will continue to provide a safe environment, including online. This includes the use of an online filtering system. Where students are using computers in school, appropriate supervision will be in place.

## **8. Children and online safety away from school**

It is important that all staff who interact with children, including online, continue to look out for signs a child may be at risk. Any such concerns should be dealt with as per the Child Protection Policy and where appropriate referrals should still be made to children's social care and as required, the police.

Holy Trinity will ensure any use of online learning tools and systems is in line with privacy and data protection/GDPR requirements.

Holy Trinity will continue to offer parents/carers advice regarding the use of online devices and apps at home, to ensure that children are kept safe.

Holy Trinity advises that any form of online contact with others (e.g. Zoom with classmates) should be arranged and supervised by adults.

## **9. Supporting children not in school**

Holy Trinity is committed to ensuring the safety and wellbeing of all its children. Where the DSL has identified a child to be on the edge of social care support, or who would normally receive pastoral-type support in school, they should ensure that a robust communication plan is in place for that child or young person.

Details of this plan must be recorded on MyConcern, as should a record of contact have made.

The communication plans can include; remote contact, phone contact, door-step visits. Other individualised contact methods should be considered and recorded. Holy Trinity and its DSL will work closely with all stakeholders to maximise the effectiveness of any communication plan. This plan must be reviewed regularly (at least once a fortnight) and where concerns arise, the DSL will consider any referrals as appropriate.

Holy Trinity recognises that school is a protective factor for children and young people, and the current circumstances, can affect the mental health of pupils and their parents/carers. Teachers at Holy Trinity need to be aware of this in setting expectations of pupils' work where they are at home.

## **10. Supporting children in school**

Holy Trinity is committed to ensuring the safety and wellbeing of all its pupils. Holy Trinity will continue to be a safe space for all children to attend and flourish.

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The Headteacher will ensure that appropriate staff are on site and staff to pupil ratio numbers are appropriate, to maximise safety.

Holy Trinity will refer to the Government guidance for education and childcare settings on how to implement social distancing and continue to follow the advice from Public Health England on handwashing and other measures to limit the risk of spread of COVID19.

Holy Trinity will ensure that where we care for children of critical workers and vulnerable children on site, we ensure appropriate support is in place for them. This will be bespoke to each child and recorded on MyConcern as necessary.

## **11. Peer on Peer Abuse**

Holy Trinity recognises that during the closure a revised process may be required for managing any report of such abuse and supporting victims.

Where a school receives a report of peer on peer abuse, they will follow the principles as set out in part 5 of KCSIE and of those outlined within of the Child Protection Policy.

The school will listen and work with the young person, parents/carers and any multiagency partner required to ensure the safety and security of that young person.

Concerns and actions must be recorded on MyConcern and appropriate referrals made.