SAFEGUARDING AND CHILD PROTECTION POLICY

Person responsible for Policy	Mr J Dodd
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Designated Safeguarding Lead (DSL)	**Deputy [or Assistant] DSL**
Mr J Dodd	To be confirmed.

Safeguarding concerns/allegations about a person working in Les Varendes High School should be directed to	
Headteacher: Mrs V Tomlin or, in their absence Deputy Headteacher: Mr J Dodd	In the event of a concern/allegation against the Headteacher: the Education Office's Lead Safeguarding Officer (ELSO) – the Head of Inclusion and Education Services, tel. 224000

1.0 Introduction

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

In this policy document:

- **Safeguarding and promoting the welfare of children** means[1]:
  - Providing help and support to meet the needs of children as soon as problems emerge
  - Protecting children from maltreatment, whether that is within or outside of the home, including online
  - Preventing impairment of children's mental and physical health or development
  - Ensuring that children grow up in circumstances consistent with the provision of safe and effective care

[1] This definition is based on that in England's Department for Education's Statutory Guidance documents 'Working Together to Safeguard Children' and 'Keeping Children Safe in Education'

    - Promoting the upbringing of children with their birth parents, or otherwise their family network, whenever possible and where this is in the best interests of the child(ren) and
    - Taking action to enable all children to have the best outcomes

- **Child protection** is part of safeguarding and promoting the welfare of children. It is activity that is undertaken to protect specific children who are suspected to be suffering, or likely to suffer, significant harm. This includes harm that occurs inside or outside the home, including online.

- **Child** is a person under the age of 18
- **A child 'in need' is as defined in Appendix 3**
- **A child 'at risk' is as defined in Appendix 3.**

- **Victim** is used in some places, as it is a widely recognised and understood term. However, some children who have been subjected to abuse may not consider themselves to be a victim, or want to be described as one. When actively managing an incident, Les Varendes High School will try to use a term that the child is comfortable with.

- **Alleged Perpetrator / Perpetrator** are used in some places, as they are widely-used and understood terms. However, in actively managing cases, it may be more appropriate to use other terms, for example where the behaviour may have been harmful to the perpetrator as well.

1.1 Policy Statement

Les Varendes High School recognises that children can be some of the most vulnerable members of society. Safeguarding children is everyone's responsibility, but education establishments and the people who work within them have particularly important roles to play. These include:

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

Les Varendes is committed to promoting and protecting children's rights, as set out in the United Nations Convention of the Rights of the Child (UNCRC). Les Varendes High School is committed to safeguarding and promoting the welfare of all of its learners and takes a 'whole-setting' approach, with this commitment woven through everything that it does. At all times, the best interests of the child must come first.

The Children (Guernsey and Alderney) Law 2008 requires all States employees (and everyone else working with children) to work together and share information to

ensure children and young people get the services they need to achieve or maintain a reasonable standard of health or development. The Islands Safeguarding Children Partnership (ISCP)[2] (http://iscp.gg) has established extensive guidance to promote effective co-ordination and co-operation between agencies providing services to children and families.

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

1.2 Policy Objectives

This policy is intended to:

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

1.3 Policy Application

This policy applies to:

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

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

1.4 Accountabilities

The Headteacher, Mrs V Tomlin, is accountable for the safeguarding of learners registered at Les Varendes High School, including ensuring that suitable

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

arrangements are in place while learners are engaged in off-site and out-of-hours educational activities arranged or endorsed by the school. The Headteacher is accountable for implementation of this policy, including ensuring information is presented, as appropriate, to the Education Office, Governance Board and the ISCP, so those bodies can maintain view of safeguarding practice.

The Governance Board provides strategic oversight, assurance and constructive challenge in respect of policy compliance. During academic year 2026-2027 one of our Governors will be appointed to take a specific interest in the area of safeguarding, care and welfare.

The Head of Inclusion and Education Services is the Lead Safeguarding Officer within the Education Office (the ELSO) and oversees safeguarding and child protection across schools and services, reporting to the Committee *for* Education, Sport and Culture (ESC) and the ISCP.

1.5 Responsibilities

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

1.5.1 All setting staff (teaching and non-teaching), and volunteers

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

- Acting professionally at all times, in line with Codes of Conduct.
- Endeavouring to ensure a safe environment in which children can learn. This includes acting to report/manage (as appropriate) any observed risks to health and safety posed by either the physical environment, or actions of adults or children
- Promoting a supportive and respectful culture, which values all members of the community and challenges discriminatory behaviour
- Undertaking child protection and safeguarding training appropriate to their role
- Being familiar with this policy, and other policies and systems that are of particular relevance to safeguarding, as appropriate to their role. This includes reading the Safeguarding & Child Protection policy every year, confirmed by signature
- Being aware of signs and indicators of abuse and neglect, as well as specific safeguarding issues
- Listening to children if they tell them about a safeguarding issue
- Reporting, recording and passing any concerns or suspicions to the DSL as soon as possible, no matter how trivial they may seem; not assuming that someone else will act instead. This may be about individual children, but also about people, places or contexts that may pose risk to learners or others

- Maintaining an appropriate level of confidentiality
- Raising any concerns they may have about the setting's safeguarding practice or about particular members of staff/volunteers
- Supporting any (ongoing) action that might be appropriate, including working in partnership with other agencies, with the aim of improving the child's situation.

1.5.2 Headteacher: Mrs V Tomlin

The Headteacher is responsible for:

- Promoting a whole setting safeguarding and inclusive culture that holds the best interests of children at its heart. This includes recognising, challenging and addressing any form of discriminatory behaviour
- Ensuring there is an effective [setting] Safeguarding and Child Protection (S&CP) Policy, which is subject to annual review, and other related key policies and systems
- Ensuring that a senior member of staff is designated as the lead for safeguarding and child protection within the school - the Designated Safeguarding Lead (DSL), with deputy/assistant DSL (or deputies/assistants) and systems as appropriate to ensure cover for absence or any out of hours/out of term activities, etc. It is good practice that these roles are explicit in the holder's job description, and the DSL/deputy/assistant DSL should be clear about what the role involves
- Ensuring the DSL team has the time, funding, training and resources to do their duties properly
- Ensuring all staff, casual workers, volunteers and visitors (such as representatives of agencies coming in to support education/children at Les Varendes High School, and contractors) receive safeguarding and child protection induction, information and training appropriate to what they are doing
- Ensuring the 'single central register' (SCR) is maintained with relevant details of people working at Les Varendes High School.
- Ensuring that volunteers and visitors, etc. are supervised as appropriate, in line with Education policy
- Ensuring opportunities are taken across the curriculum to teach children about safeguarding and to develop the skills they need to recognise danger and know how and where to seek help. This includes (but is not limited to) the delivery of effective Personal, Social, Health and Citizenship education (PSHCE), online safety and relationship education appropriate to the needs of learners
- Ensuring effective pastoral care systems
- Ensuring that relevant staffing ratios are met as appropriate, which may in some circumstances require a risk assessment to be undertaken
- Acting as the 'Case Manager' if an allegation of abuse is made against another member of staff or volunteer, where appropriate

- Designating a suitably qualified member of staff to lead on Additional Learning Needs (ALN) (previously known as Special Educational Needs)
- Designating a suitably qualified member of staff to promote the educational achievement of Children in Care (CiC)[3] and Previously-CiC
- Designating a school Attendance Lead, to lead on attendance/absence.

1.5.3 The Designated Safeguarding Lead (and Deputy/Assistant DSL): Mr J Dodd

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

- Undertaking formal training appropriate to their role - see 3.2 for further detail. (The deputy/assistant DSL must be trained to the same level as the DSL.)
- Ensuring the school's safeguarding policies are up-to-date, known and understood – this includes making sure staff and relevant volunteers have read and signed the policy on an annual basis
- Ensuring that staff and volunteers refresh training in line with ISCP requirements
- Managing cases of safeguarding and child protection concerns: Supporting staff with advice as necessary; referring cases to relevant agencies and sharing information as appropriate to the circumstances, and ensuring ongoing cooperation in cases
- Keeping thorough and secure child protection records.

A more detailed guide can be seen at Appendix 5.

2.0 Safe Recruitment

The appointment of setting staff – teaching and non-teaching – follows the States of Guernsey's recruitment processes and procedures, including vetting checks appropriate to the role (DBS etc.) in line with Vetting policy. Key setting staff involved in recruitment processes should attend the States of Guernsey Recruitment and Selection course and be trained in safe recruitment practice (training refreshed every three years).

Members of the Governance Board are also subject to appropriate safe recruitment checks.

[3] Previously known as Looked After Children

Staff working in a States of Guernsey central role that involves frequent presence on school sites, for example school support services, Music Service, Estates team, etc. will have been appropriately vetted for their role at the time of appointment and do not need to be supervised while on educational sites**. The same is true of other States of Guernsey staff employed in a professional role working with children (such as School Nurses, Social Workers, etc.).**

Other adults who may work at the school, for example:

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

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

Relevant details of people working in the school are included on the 'single central register' (SCR), maintained in line with established guidance.

Regardless of their role on-site, all people working in the school must observe the established sign-in/out procedures, and any concerns encountered while on site should be raised with the DSL team.

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

3.0 Induction and Training

3.1 Induction

3.1.1 Setting Staff

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

- The Safeguarding and Child Protection policy (including DSL role and identity)
- Les Varendes High School learner Relationships Policy.
- The relevant Code of Conduct.
- The Managing Safeguarding Concerns and Allegations procedure and the States of Guernsey's Whistleblowing policy
- Relevant safety and welfare information.
- Safeguarding training appropriate to role
- Online Safety policy, procedures and training (including around filtering and monitoring systems and responsibilities), appropriate to role.

- Explanation of the safeguarding response to children who go missing from education

Staff should sign to confirm that they have received and understood all of the above, with the record added to the staff member's file.

3.1.2 Casual Workers, Volunteers and Other Visitors

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

3.2 Training (including regular updates)

Staff, casual workers and volunteers are required to undertake safeguarding and child protection training suited to their role at induction and then at regular intervals. Minimum training level and frequency is set by the ISCP. Other relevant training should also be undertaken, appropriate to the individual role and in line with any States of Guernsey/Education Office direction. (For example, relevant online safety training, to include information around filtering and monitoring systems and responsibilities, etc.).

The DSL/deputy/assistant should:

- Update their formal ISCP Level 3 'Safeguarding Children and Young People' training every three years. In addition, they should also complete at least one other formal ISCP Level 3 specialist training course each year, selecting a course that is relevant to the cohort of learners. Those who deliver training to other members of the setting community additionally need to ensure their knowledge remains current around the content they deliver. Those who do not deliver training, should themselves attend safeguarding training alongside other members of the school community, to ensure consistent knowledge and approach across the setting.
- Update other knowledge and skills regularly (at least annually), for example, meeting with other safeguarding personnel, reading bulletins etc.
- Attend the Island education DSL meetings
- Provide regular updates to staff/relevant volunteers.

All other staff/relevant volunteers should:

- Update their formal ISCP training every three years (only the highest level training held needs to be repeated). For other employed setting staff (including administration, premises staff, etc.) ISCP Level 2 safeguarding training is required (in-person, rather than online). For relevant volunteers, training requirements depend on what they are doing.
- Receive regular safeguarding and child protection updates (from the DSL and/or others, as appropriate), at least annually. This includes re-reading this policy annually (confirmed by staff signature).

Training completion should be recorded (including on the SCR, as relevant). Training status should be monitored by the DSL, who should ensure it is renewed when needed.

Where appropriate to their activity at Les Varendes High School, training may also be relevant for some members of other groups (for example, this could be applicable for some representatives of other agencies, or some contractors).

In addition, members of Les Varendes Governance Board receive appropriate safeguarding training to ensure they can provide strategic challenge to ensure practice is effective and supports a whole-setting approach to safeguarding. This training is overseen by the Head of Inclusion and Education Services.

4.0 Recognising issues

All staff should:

- Observe the behaviour and demeanour of learners for changes that may indicate a welfare concern. (Staff should be aware that dysregulated responses, such as challenging behaviour, may also indicate some underlying issue.)
- Be aware that children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected. For example, they may feel embarrassed, or there may be barriers based on language, disability, or other circumstances, etc. Children may also not recognise their experiences as harmful, or indeed may have been threatened not to tell. This must not prevent staff from having a professional curiosity and speaking to the DSL if they have concerns about a child
- Be aware that safeguarding incidents and/or behaviours can be associated with factors outside the school and/or occur between children outside of school. All staff, especially the DSL (and deputy/assistant), should consider whether children are at risk of abuse or exploitation in situations outside their families
- Be aware that technology is a significant component in many safeguarding and wellbeing issues. In many cases abuse will take place online and in daily

life at the same time. Children are at risk of online abuse, but can themselves also abuse other children online

- Be aware that children may experience prejudice-based harm, including racism, faith-based prejudice, and other forms of discrimination. Such experiences may affect a child's welfare, wellbeing, mental health, and willingness to seek help. Staff should be alert to the signs and impact of prejudice-based harm and ensure that concerns are considered within safeguarding practice where appropriate.

The DSL should have a clear understanding of the ISCP's Threshold Framework which provides multi-agency guidance to support children and families.

4.1 Awareness that some children are potentially more vulnerable

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

- Is disabled and has specific additional needs
- Has additional learning needs (ALN)
- Is suffering with their mental health and/or emotional wellbeing
- Has physical health issues
- Is a young carer
- Is known to have engaged in, or is showing signs of being drawn in to, anti-social or criminal behaviour
- Is misusing alcohol or other drugs
- Is frequently missing/goes missing from home/care
- Is persistently absent from education
- Has experienced multiple suspensions or removals from the classroom
- Is undertaking an Alternative Provision education package
- Has experienced recent trauma, for example, bereavement
- Is at greater risk of modern slavery, trafficking or exploitation
- Is viewing problematic and/or harmful online content (e.g. linked to violence) or developing inappropriate relationships online
- Is at risk of being radicalised
- Has exhibited early signs of abusive, violent and/or harmful behaviours
- Is in a family circumstance presenting challenges for the child, such as:
  - drug and alcohol misuse
  - adult mental health issues
  - family member in custody or affected by parental offending
  - domestic abuse
  - poverty
- Has a social worker
- Is a 'Child in Care', or transitioning to adult services
- Has previously been in care
- Has returned home to their family from care

- Is at risk of honour- or faith-based abuse such as Female Genital Mutilation or Forced Marriage
- Is (or may be perceived to be) lesbian, gay, bisexual (LGB), or gender questioning[4]
- Is involved in sharing nude/semi-nude images
- Is a privately fostered child – see section 10.13. (Including learners from Alderney, Sark and Herm living with a Guernsey host under either the Term-Time Host scheme or private arrangements)
- Is pregnant or is a parent themselves

Where a child has been identified as potentially more vulnerable for any of the above reasons (or indeed any other reason), relevant staff should be confident that the child has access to a trusted adult within school who will escalate concerns where needed.

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

4.2 Early Help

It is better to provide support as soon as a problem emerges in a child's life to try to prevent it from escalating. Early help is support for children of all ages that improves a family's resilience and outcomes or reduces the chance of a problem getting worse. Staff should try to identify emerging needs as soon as possible.

In some cases it will be appropriate for Les Varendes High School to provide support through internal school mechanisms – for example with a pastoral support plan, or an individual healthcare plan, etc. In other cases, where there appear to be emerging low-level family difficulties, with the consent of the family a referral should be made to the Multi-Agency Support Hub (MASH) for consideration of appropriate early help support. This could include, amongst other things, an Early Help Assessment, which may result in a 'Team Around the Family' (TAF) being formed as a means to coordinate multi-agency support.

However, if there is any suggestion that more significant support might be required (beyond early help), or any suspicion that the child is suffering or likely to suffer significant harm, a referral must be made to MASH (or the child's social worker, if they already have one).

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[4] The fact that a child or young person may be LGB is not in itself an inherent risk factor for harm. However, children who are LGB (or are perceived to be) can be targeted by other children. Children questioning their gender may be experiencing gender distress or other issues that require support. The Gender Identity Policy and Guidance provides further information.

See section 5.0 (including flow chart) and the Threshold Framework for further information.

4.3 Recognising Abuse

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

4.3.1 Abuse, Neglect and Risk Outside the Home

Abuse, neglect and other safeguarding issues are rarely standalone events that can be covered by one definition or label, and multiple concerns can overlap. Safeguarding concerns may occur within the family/family home (intra-familial harm), or in contexts beyond it (extra-familial harm).

Where children and young people may experience harm in contexts beyond their family home, this is known as '**risk outside the home**' (ROTH). ROTH recognises that significant safeguarding concerns can arise within settings such as peer groups, education settings, neighbourhoods, public spaces, transport networks and online environments. It can include things like exploitation, when an individual or group manipulates, coerces or deceives a child for financial gain, sexual gratification, labour, or personal advantage. It can also include things like harmful peer relationships, bullying, online abuse, youth violence and risks associated with the places and spaces that children may spend their time. (More information on ROTH can be seen in the Framework Guidance.)

Abuse is a form of maltreatment of a child and may involve inflicting harm or failing to act to prevent harm. Harm can include ill treatment that is not physical, as well as the impact of experiencing ill treatment of others – for example, the impact on children of all forms of domestic abuse, including where they see, hear or experience its effects. Categories of abuse include: neglect, physical, emotional and sexual. abuse can take place in person, online, or a combination (technology may be used to facilitate in-person abuse). Children may be abused by an adult/adults or by another child/children.

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the significant impairment of the child's health or development. It is one of the most common forms of abuse and can take a wide range of forms. Staff working with children should be aware of the ISCP Neglect Strategy and the DSL team should be familiar with relevant ISCP-endorsed assessment tools.

Appendix 1 provides an introduction to the different forms of abuse and neglect, including possible indicators, which all staff should read and be aware of. **Appendix 2**, discussed in the next section, gives an introduction to a range of safeguarding issues, including exploitation and some other elements of risk outside the home.

Staff should be aware that children with additional learning needs (ALN)[5] and/or disabilities/health issues can face additional safeguarding challenges and additional barriers can exist when recognising abuse, neglect and exploitation in this group of children. These can include:

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability or medical condition, without further exploration
- Being more prone to peer group isolation than other children
- Being reliant on care from adults, including personal and intimate care
- The potential for children with ALN and disabilities being disproportionally impacted by behaviours such as bullying, without outward signs
- Communication barriers and difficulties in overcoming these barriers
- Children being unable to understand that what is happening to them may be abuse, or understand the difference between fact and fiction in online content and the consequences of repeating the content/behaviours

Additional guidance can be found at https://guernseyscp.trixonline.co.uk/chapter/children-with-disabilities-complex-needs.

Children with ALN should receive additional monitoring and pastoral support. Ms A Din and Mrs o'Donnell are Les Varendes High School's ALN Coordinators.

4.4 Specific Safeguarding Issues

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

5.0 Taking Action

Concerns for a child's welfare may arise as a result of:

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

[5] Previously known as Special Educational Needs (SEN)

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

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

1. **Child not in immediate danger**: Record and refer to the DSL – see section 5.1
2. **Child in immediate danger** or a serious crime is in progress/imminent: Make direct referral to the Police (tel. 999 or 112) without delay unless the DSL is immediately available to do so – see 5.2
3. **Concern relates to the behaviour of an adult working in school, or school safeguarding practice**: Refer to the Headteacher (or the Education LSO if the concern is about the Headteacher) – see 5.4.

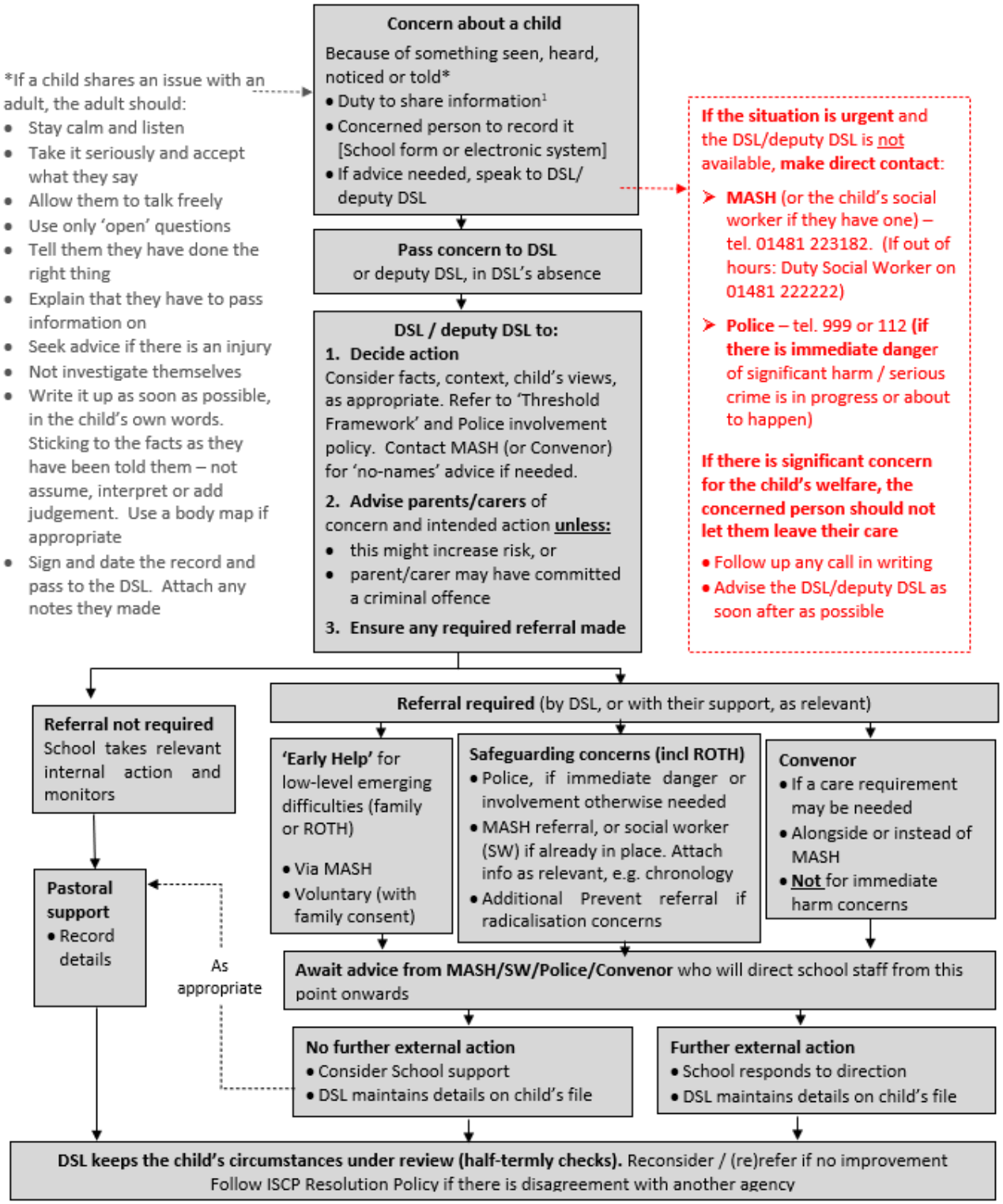
Scenarios 1 and 2 are also summarised in the flow chart below.

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

Any disagreement with another agency should follow ISCP guidance Resolution of Professional Disagreements - Escalation Policy . If it is considered that a situation may require reference to that policy, advance notification should be provided to Education Inclusion Services.

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

Procedure for concerns about a child's welfare



At all times:

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

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

5.1 Child Not in Immediate Danger

- The person who has the concern should record it in line with school procedure and pass it to the DSL/deputy/assistant DSL as soon as possible. This should always be recorded on CPOMS.
- Advice may be sought from the DSL/deputy/assistant DSL, but the details of the concern should be recorded in writing. (See section 7.0 on records).
- The DSL/deputy/assistant DSL should consider the course of action to take:
    - At all times the child's best interests must come first
    - Risk assessment may be required. This should endeavour to view the risk as holistically as possible, involving others as relevant
    - If the DSL/deputy/assistant DSL themselves need advice about whether a referral is appropriate, they can have an initial discussion on a 'no names' basis – this applies to both MASH (http://iscp.gg/article/118043/Advice-if-you-are-unsure), and the Convenor
    - Wherever possible and appropriate, the learner's views should be sought and taken into account when determining what action to take
    - Concerns about a learner should ordinarily be discussed with parents/carers. However:
        - If the DSL/deputy/assistant DSL believes notifying parents/carers could increase risk, advice should first be sought from MASH
        - If it is alleged or suspected a parent/carer may have committed a criminal offence, the DSL/deputy/assistant DSL should consult the Police (Public Protection Unit) before making any contact with parents/carers

      If a decision is made not to discuss concerns with the parents/carers, this should be recorded, with an explanation for the decision, and advised to MASH/the Convenor (as appropriate to the type of referral)

    - If concerns are discussed with parents/carers but they do not consent to a referral that the school thinks is appropriate, this must be made clear to MASH/Convenor (as appropriate).

- Action may be:
    - Managing support for the child through internal school mechanisms (e.g. pastoral support systems, medical policies, etc.)

- An ‘Early Help’ referral to the MASH (for emerging low-level difficulties (family or risk outside the home), using the online Multi-Agency Referral Form (MARF).
- A safeguarding referral to the MASH (if there is any suggestion that more support might be required, or any suspicion that the child is suffering or likely to suffer significant harm). This includes risks outside the home. Referrals should use the online Multi-Agency Referral Form (MARF). As much information as possible should be provided, with attachments as relevant, e.g. chronology. (Or, if the child has a social worker, they should be contacted directly).
    - If the concern relates to radicalisation, a Prevent form should also be completed – see section 13.11 for more information
- A notification to the Police (as soon as practicable) where it is a non-serious (but technically criminal) incident that school has managed itself
- A referral to the Convenor, if a care requirement may support change and/or help keep children safe. Guidance about the Convenor can be found here: https://www.convenor.org.gg/content/referral-form.

  (In some cases, it may be appropriate to refer to both MASH and the Convenor.)

Where a referral is appropriate, the DSL should make it themselves, or support the concerned person to do so. A copy of the submitted form should be retained for school records.

- If the concerned person believes that a referral is appropriate but is not made, they should discuss this with the DSL. If necessary, they can seek further advice on a ‘no names’ basis from MASH/Convenor and can consider making a referral themselves. The DSL must be informed of any direct referral as soon as possible.
- All concerns, actions, decisions and reasons should be recorded. Information should be held in a confidential file, with access limited to those members of staff who need it.

5.2 Child in Immediate Danger

If there is:

- **Concern that there is immediate danger -**
    - **Danger to life or**
    - **Risk of significant harm[6] or**

[6] ‘Significant harm’ is expected to apply from Q4 2026. Before then, the term ‘serious injury’ applies.

- **A serious crime is in progress or about to happen.**

call the Police on 999 or 112 without delay. If the DSL/deputy/assistant DSL is not immediately available, the person should make direct contact themselves and advise the DSL as soon after as possible. If Police attend an incident at Les Varendes High School the Police will also notify the Children's Convenor.

- Concern that a child is at risk of harm - Contact must be made with the MASH team as soon as possible on 01481 223182 or, if the matter is urgent and outside of office hours, the duty social worker on **01481 222222.**
    - Anybody can make a MASH referral. If the urgency of the situation means that a concerned person has to make a referral direct, rather than go through the DSL, they must tell the DSL as soon after as possible. Telephone enquiries must be followed up in writing.
- Consent to share information is **not** needed if a child is suffering, or at risk of, significant harm.
- If there is significant concern for the child's welfare, the concerned person should not let them leave their care

5.3 What to Do if a Child Shares Information of Concern

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

Receive ● Stay calm ● Listen ● Don't show shock ● Accept what the child says ● Find a comfortable place to talk	**Reassure** ● Tell the child they have done the right thing ● Never promise to keep a secret ● Tell the child that they have to pass information on ● Alleviate any feelings of guilt ● Acknowledge the difficulty of telling ● Empathise
React ● Not ask leading questions ● Not criticise the alleged perpetrator(s) ● Not ask the child to repeat the information to someone else ● Explain what they (the adult) needs to do next and who they need to contact	**Record*** ● Write things down as soon as possible ● Keep any original notes, even a scrap of paper or post-it note ● Use the child's own words ● Be factual, avoiding assumption or interpretation ● If appropriate, use a body map ● Make the child's views known

● If information is about immediate abuse, not offer shower, bath or change of clothes ● Contact the DSL	● Pass the completed record (signed and dated), plus any original notes, to the DSL

5.4 Concerns about the Conduct of a Person Working at school or about school Safeguarding Practice

Concerns about:

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

must be reported without delay. This is in line with the Managing Safeguarding Concerns and Allegations Procedure and the Disciplinary Policy & Procedure. The States of Guernsey Whistleblowing policy (which extends to volunteers and contractors) may also be relevant, particularly if the concerned person does not feel the matter is properly addressed.

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

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

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

Other cases may represent an allegation that someone may have:

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

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

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

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

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

Allegations of non-recent abuse (abuse that is disclosed, reported, or identified some time after it is alleged to have occurred), should be responded to as indicated in the relevant part of the same procedure.

Where relevant, in line with Vetting policy and Managing Safeguarding Concerns and Allegations procedure, the States of Guernsey will make appropriate referral(s) to the Disclosure and Barring Service and any relevant professional body.

5.5 Allegations of Abuse against a Child: 'Child-on-Child[7]' Abuse (Including Harassment and Violence)

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

- Abuse in intimate personal relationships between children
- Bullying (including cyberbullying, prejudice-based and discriminatory bullying)
- Physical abuse (for example, hitting, kicking, shaking, biting, hair pulling, etc.)
- Serious physical assault and harm, or the threat of harm with a weapon

[7] Previously known as 'peer on peer' abuse

- Initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element)
- Harmful sexual behaviour (HSB). Most children display a range of healthy sexualised behaviours as they grow up. However, some may display developmentally inappropriate, problematic or abusive sexual behaviour. This is harmful to the children who display it as well as the people it's directed towards. HSB should always be considered within a child protection context. (More information available at: ISCP HSB information, including HSB Operational Framework) and NSPCC Understanding sexualised behaviour in children). This may include:
    - Misogyny and misandry (which can escalate into other forms of HSB)
    - Sexual harassment, such as sexual comments, stories, jokes and online sexual harassment, which may be stand-alone or part of a broader pattern of abuse – see Appendix 2 (13.12)
    - Sexual violence – see Appendix 2 (13.12)
    - Causing someone to engage in sexual activity without consent
    - Upskirting (which typically involves taking a picture under someone's clothing - not necessarily a skirt - without them knowing. Anyone, of any gender, can be a victim.)
    - Sharing nude or semi-nude images/videos, including those generated by AI (also known as sexting or youth produced sexual imagery. This may be consensual or not and can include cyberflashing (sending unsolicited intimate images).

There may be online elements to many of the above.

Staff and volunteers should be aware that:

- Child-on-child abuse is preventable. Recognising behaviours and indicators of risk early can enable timely, evidence-based support that can be key to preventing children from going on to commit abuse.
- Child-on-child abuse is a safeguarding issue for both the victim and the child who has allegedly displayed the behaviour. A learner harming another child could also be a sign they are themselves experiencing (or have experienced) harm.
- Child-on-child abuse can manifest itself in many ways.
- Even if there are no reports in the school, it does not mean that child-on-child abuse is not happening – it may simply not be being reported. Staff should try to be particularly alert to when/where children might be at higher risk in/around the school day

- In particular, in line with evidence from neighbouring jurisdictions, the school **will assume** that HSB, sexual harassment, online sexual abuse and sexual violence **is happening** in and around the school.
- Any concerns regarding child-on-child abuse must be raised with the DSL team
- Abuse that occurs online or outside the school should not be downplayed and should be treated equally seriously
- Gender can be a factor; for example, it is more likely that girls will be victims and boys perpetrators
- Racism, faith-targeted abuse, and other forms of discriminatory behaviour may have a significant impact on a child's welfare, wellbeing and sense of safety and should be considered within safeguarding practice where appropriate.
- Issues associated with disability, ethnicity, gender, and sexual orientation may make it more difficult for some children to report abuse

Abuse is abuse and should <u>never</u> be tolerated - there should be a zero-tolerance approach. It is very important that staff challenge inappropriate behaviours between children. Downplaying behaviours, as 'banter', 'just having a laugh', 'part of growing up' or 'boys being boys' can foster a culture of unacceptable behaviours, misogyny, misandry, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not reporting it.

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

To minimise the risk of child-on-child abuse, Les Varendes High School takes a whole-setting approach:

- Provides a developmentally appropriate curriculum, including Personal, Social, Health, Citizenship & Economic (PSHCE) Education, Relationship and Sex Education, and On-line Safety, which develops learners' understanding of acceptable behaviour, healthy relationships and keeping themselves safe
- Has relevant policies in place (e.g. behaviour policy, including measures to help prevent bullying)
- Encourages learners to recognise situations where the actions of other learners are causing harm, and not accept them - raising concerns as appropriate
- Has systems in place for any learner to raise concerns with staff, knowing that they will be listened to, believed and valued. All concerns must be logged on CPOMS.

- Develops robust risk and needs assessments where appropriate
- Challenges any form of derogatory or inappropriate language or behaviour
- Is accepting of all religions, cultures, social identities and backgrounds.

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

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

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

- Undertake risk and needs assessments, as appropriate. These should be as holistic as possible, considering relevant different perspectives, and might include input from learners, families, services and subject area specialists, as appropriate. This is particularly important where concerns may not be limited to the school. These assessments should be recorded and kept under review
- Put support in place for all children involved – the victims, (alleged) perpetrators and others, as appropriate - with a named person they can talk to if needed
- Consider if restorative justice would be appropriate

In the case of instances of harmful sexual behaviours, including misogyny/misandry, sexual violence or sexual harassment, the DSL should be aware of local processes and support available for these issues - and staff trained on the Brook traffic light tool should use it to support response. Further general guidance for education settings is available in Part 5 of KCSIE (2026).

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

- Is serious / violent / potentially a criminal offence. (In the case of HSB, behaviour that is classed as 'problematic' should also be referred)
- Could put learners in the school at risk
- Involves learners being forced to use drugs or alcohol
- Involves sexual exploitation or sexual abuse, such as indecent exposure, sexual assault, or sexually inappropriate pictures or videos (including sharing nudes/semi-nudes (sexting). Settings should be aware of Education's guidance about sexting. Where there are images involved, staff must not view or forward them, but should rather switch the device off and retain it).

Questions posed in the recording section of the ISCP HSB Operational Framework should be considered when completing an online Multi-Agency Referral Form for HSB matters

- Indicates or identifies potential community safeguarding concerns (risks outside the home) - concerns about particular people, or places.

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

5.6 Cooperation with Other Agencies

In addition to taking action when concerns arise at school, Les Varendes High School will cooperate in interagency safeguarding and child protection cases that have arisen through another agency. The DSL should coordinate action - sharing information, attending meetings, contributing to plans and taking action as may be necessary and, where appropriate, participating in formal ISCP audit and case reviews. Reports produced in response to requests from other Agencies/Services should follow the established Provision of Reports policy; reports should be fully completed and endeavour to present a clear view of the risks and harm, etc.

6.0 Confidentiality and Information Sharing

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

- If a staff member / volunteer has concerns about a child's welfare, or believes they might be at risk of harm, they must share information as set out in this policy
- Education settings should share information as early as possible to help identify, assess and respond to risks or concerns about child safety and welfare
- Staff should never promise a child that they will not tell anyone about a report of abuse
- Education settings should normally discuss any concerns about a learner with parents/carers, including telling them where a referral is being made. However, if the school believes that notifying parents could increase the risk to the child (including if this could introduce unacceptable delay in a time

sensitive situation), or exacerbate the problem, or lead to loss of evidence for a police investigation, advice should first be sought from MASH.

In all safeguarding matters:

- An appropriate level of confidentiality must be maintained, only involving those who need to be involved
- What is shared should be relevant, accurate and proportionate to the sensitivity of the information and the circumstances
- Security of information sharing must always be considered:
    - Conversations should take place in a way that means personal and sensitive information cannot be overheard.
    - Any paper-based information should be enclosed in an envelope, clearly addressed to the intended recipient, marked as 'Private and Confidential, to be opened by the addressee only'
    - Electronic email sharing of sensitive child protection issues within the States of Guernsey, on a need to know basis, must be through Egress.

ESC's Data Protection Officer can assist with any queries about sharing personal information (data.protection@gov.gg, or 01481 220012).

7.0 Records

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

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

Les Varendes High School uses CPOMS, a secure electronic safeguarding system, for its record keeping.

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

Records should be retained in line with Education's retention guidance.

If in doubt about recording requirements, staff should speak to the DSL. Assistance can also be obtained from ESC's Data Protection Officer, on data.protection@gov.gg, or 01481 220012.

7.1 Safeguarding Concern Log

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

7.2 Child Protection File

Child protection information for an individual child should be held in a confidential file. This may be in a separate area of the learner record, or in a separate linked file (but with its existence indicated on the main learner record). The DSL is responsible for ensuring that files are kept up to date and held securely, accessed only by those that need to see them.

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

7.2.1 Transferring files

When children leave Les Varendes High School:

- The DSL should ensure their child protection file is transferred to the new school. This transfer should be done as soon as possible, **within five days** for an in-year transfer or **within the first five days** of the start of a new term. The DSL should also consider if it would be appropriate to share any information with the new education setting in advance of a child leaving, for example to enable support to be in place for when the child arrives, and to inform any advance risk and need assessment that might be relevant. It is good practice for a conversation to take place between the designated safeguarding leads at both settings where there are issues or concerns.
- The file should be transferred separately from the main learner file, ensuring secure transit, and confirmation of receipt should be obtained. (If transferred by email, Egress should be used).
- The Education Data Retention Policy includes further information, including process in specific circumstances such as when learners transfer out of the Bailiwick; become home educated or otherwise transfer outside the States-maintained system.

Where Les Varendes High School receives a child protection file in respect of a new joiner, the DSL should review the information to ensure understanding of risks and needs, seeking clarification where necessary. They should ensure key staff are aware as required and that any other relevant action needed, is taken.

8.0 Communication

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

- Staff must be made aware of this policy and procedures through induction, annual refresh and training
- Children must be made aware of how school can help them. Students can speak to their Form Tutor to raise any immediate concerns in the first instance. They may also speak to any trusted adult in school.
- Parents/carers must be made aware of this policy when their child joins the school. It should also be on the website and available on request
- The school's safeguarding team are clearly displayed throughout the school.

The school should actively seek input from children and their parents/carers on safeguarding issues. This can be done through contacting any member of staff but also through regular parent and student forums and questionnaires/

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

9.0 Monitoring and Review

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

The DSL should:

On an ongoing basis

- Monitor staff compliance with this policy and procedures (including staff training completion/renewal, and reviewing how processes are being done).
- Keep individual case files under review, including those that have not met the threshold for referral and are being handled in school, and open case files for any relevant learners who attend alternative provision away from the school site. Half-termly checks should be made to make sure any actions have been completed. These checks should be undertaken in liaison with another relevant member of staff (for example, deputy/assistant DSL, class teacher or member of pastoral staff, as appropriate to individual cases) – this ensures reviews benefit from different perspectives. If a child's situation does not appear to be improving, the DSL has a duty to seek for actions to be re-examined. Any disagreement with another agency should follow ISCP guidance Resolution of Professional Disagreements - Escalation Policy.

At each review it should be considered whether the case file needs to continue being actively monitored, or may be considered inactive for routine monitoring purposes. In cases of Early Help and where Children Services are involved, the school should receive a clear indication when other agencies no longer need to be involved. However, it will often be appropriate to keep a file active for internal monitoring within Les Varendes High School, including active half-term review, for some time after (minimum three months). The decision to cease active routine monitoring, and when, must be a conscious one - consideration should include the nature and level of concern involved, the last time any issues were noted, and if there are outstanding actions, etc. Decisions to cease active routine monitoring should involve another relevant member of staff, and be documented. Any file should be re-activated if new concerns arise.

- Engage with relevant 'supervision' initiatives for discussion of practice with an appropriate senior member of staff, which provides support and opportunity for reflection.

Annually

- Undertake appropriate audit of child protection and safeguarding practice. This should alternate between completion of the relevant Education Office/ISCP audit tool (year 1), and a targeted monitoring visit by officers from Education Inclusion Services (year 2). Results should help to guide system improvements and should be shared, as relevant, with interested parties such as the Governance Board and Education Office.
- Review this policy, in liaison with staff, other DSLs and the Education Office. (The DSL should also be involved with review of other [setting] policies closely linked to safeguarding, ensuring a holistic approach.)

Additionally:

- Education officers probe elements of the school's safeguarding practice during scheduled review sessions or as may otherwise be required
- The Education Office's Head of Inclusion and Education Services generally oversees safeguarding and child protection across schools and services
- Safeguarding is a key element of reviews by Les Varendes High School Governance Board
- Les Varendes High School general safeguarding arrangements are reviewed through Ofsted inspections.

10.0 Particular Safeguarding Arrangements

10.1 School Life – Curriculum and Pastoral care

Les Varendes High School's ethos and pastoral care systems seek to ensure an environment in which children feel safe, secure, valued and respected, and confident to approach an adult if they (or their friends) are in difficulties. Positive values are promoted through the curriculum and general school life. Children are taught about mutual respect and tolerance of others; the right to be safe, and about safeguarding issues, appropriate to their needs. This includes delivery of effective PSHCE (including relationship education), but also extends across the wider curriculum. Any off-site visits to enrich the curriculum (including exchange visits etc.), Work experience – or visits by external providers should be undertaken in accordance with Education policy. Sporting/physical activities and other curriculum activities that may present safety risks should be undertaken in accordance with Education policy and guidance from relevant bodies (for example, professional associations, national governing bodies, subject associations, etc.) and other guidance as appropriate.

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

10.2 Missing Learners (including unexplainable and/or persistent absences from education)

Attendance and absence are closely monitored. There are clear school procedures in place and a designated Attendance Lead who works closely with the School Attendance Service. In any case where the Attendance Lead has concerns about a child's welfare, these should be raised with the DSL.

When a child is absent without explanation, procedures for unauthorised absence are followed. This includes a first day response system to make contact with a learner's registered contacts. Where possible more than one emergency contact number is held for children.

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

If a learner (of compulsory school age) is persistently failing to attend school without good reason, the DSL should consider whether a referral should be made to the Convenor.

The Education Office should be advised if a child of compulsory school age leaves the school without another school being named (including where it is intended to move to home education).

10.3 Online Safety & Digital, Photographic and Video Images

School takes online safety seriously and follows Education policies: 'Online Safety Policy and Guidance on Sexting in Schools', 'Use of Digital Images of Children and Young People' and 'Artificial Intelligence (AI)'.
Measures in place include:

- 'Acceptable use' agreements for children, staff and community users
- Internet content filtering and monitoring on school devices and networks. Monitoring is undertaken by the DSL. There is regular (at least annual) review to ensure filtering and monitoring systems are working effectively. Checks should be carried out by the DSL, in conjunction with IT support and other parties as relevant.
- Regular review of school online safety and practice
- School policy on the use of mobile technology (phones etc.)
- Training for staff on online safety issues
- Training for staff on cyber security matters, in line with the States of Guernsey corporate training offer and any additional Education Office direction
- Inclusion of relevant messages in teaching across the curriculum
- Ensuring that where staff/volunteers take images to support curriculum aims, only setting-owned devices are used and images are regularly deleted when their purpose has been fulfilled (and in line with the data retention schedule)
- Consent is obtained for publication/sharing of any image
- Parents/carers may take photographs or videos at a school event, but only for their private use. There may be exceptions to this, when no filming etc. is possible

- Communicating to parents/carers the importance of children being safe online and providing information to them about what school itself asks children to do online.

Les Varendes High School will follow guidance from the Education Office in any periods where learners have to learn (online) from home, rather than attend school.

10.4 Additional Learning Needs (previously known as Special Educational Needs)

Les Varendes High School's ALN Coordinators are Ms A Din and Mrs J O'Donnell. Les Varendes High School works in accordance with the ALN Code of Practice.

If there are concerns/reports of abuse involving a child with ALN, there should be close liaison between the DSL and ALN Coordinator.

10.5 Health and Safety

- First aid arrangements (equipment, trained staff) are based on a specific risk assessment
- Arrangements for welfare facilities (for example toilets, changing areas, etc.) consider relevant building standards and other guidance, etc.
- Health and safety audits take place in line with Education Office requirements
- All accidents and near-miss incidents must be recorded, in line with Education procedure
- Les Varendes High School works collaboratively with parents, children and healthcare professionals to support children with medical needs, in line with Education policy 'Supporting Learners with Medical Needs (both Physical and Mental) in Education'.
- Les Varendes High School works to promote healthy lifestyles through both the curriculum and practical measures, including following Education policies on 'Food in Guernsey Schools' and 'Physical Activity'.
- School implements and encourages good routines around hygiene and premises cleaning.
- School has a clear approach to the safe arrival at and departure of learners from the setting, which is communicated to parents/carers.

In times of any public health situation (e.g. communicable disease either in the setting or in the wider community) Les Varendes High School will follow the advice of the Education Office and States of Guernsey health professionals (such as Public Health Services and the School Nursing Service.) At such times, the safeguarding

policy should be reviewed and, where appropriate, revised (for example, creation of a temporary addendum).

10.6 Mental Health and Wellbeing

Les Varendes High School takes mental health and wellbeing seriously and follows Education policies 'Supporting Learners with Medical Needs (both Physical and Mental) in Education' and 'Positive Mental Health and Wellbeing'. The Mental Health and Wellbeing Lead is Ms W Shapcott.

Learners
Mental health issues can impact on a learner's behaviour and education. In some cases, they can develop into safeguarding concerns, such as eating disorders, self-harming or risk of suicide. Mental health issues can also be an indicator that a learner has suffered or is at risk of suffering abuse, neglect or exploitation, or that they have experienced/are experiencing some other kind of trauma. If staff have a mental health concern about a child that is also a safeguarding concern, action should be taken to speak to the DSL, in line with this Safeguarding policy. Any interventions that may be offered should be evidenced as safe and effective and appropriate for the need and phase of education.

Warning signs for mental health safeguarding concerns may include:

- Significant changes in behaviour
- Ongoing difficulty sleeping
- Withdrawing from social situations
- Not wanting to do things they usually like
- Physical signs of self-harm or neglecting themselves

Staff who have become involved in safeguarding and child protection cases may find the situation stressful and upsetting. The DSL should support such staff. Staff may also access the Employee Assistance Programme. Should the DSL need support, they should seek it from their line manager or appropriate Education Inclusion Services officers.

10.7 Substance Misuse

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

Les Varendes High School follows Education policy 'Drug, Alcohol, Tobacco Education and Management of Drug Related Incidents' to ensure:

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

10.8 Physical Intervention

Les Varendes High School's approach to behaviour management should mean use of restrictive physical intervention is rare. The school follows Education's policy on 'Positive Handling and Restrictive Physical Intervention' which sets out the framework for physical interventions when managing challenging behaviour. Such interventions are used only in the best interests of the learner and when they are used, everything possible is done to use only necessary, reasonable and proportionate force whilst preventing injury and maintaining the learner's sense of dignity.

Corporal punishment (any punishment in which physical force is used and intended to cause some degree of pain or discomfort) is not permitted in States of Guernsey education settings.

10.9 Children who have a Social Worker

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

10.10 Children in Care (CiC) (previously known as 'Looked After Children')

The most common reason for children becoming cared for is as a result of abuse and/or neglect. Staff should understand that children in care (and children who have previously been in care) can be particularly vulnerable.

Les Varendes High School] follows States of Guernsey guidance set out in 'Promoting the Education of Looked-After Children'. Appropriate staff should have information about a child's looked after status and care arrangements.has particular responsibility for promoting the educational achievement of children in care. They should liaise with the DSL and Education Inclusion Services' Education Development Officer (EDO) for Inclusion and CiC, for support and advice as may be necessary.

10.11 Young carers

Staff should be alert to the needs of young carers, as caring responsibilities can impact on their attendance, attainment, behaviour and wellbeing. Early identification is essential to ensure young carers receive support, at the right time, from appropriate services. The Youth Commission runs a support group for Young Carers (7-18). DSLs can make direct referrals to the Youth Commission.

10.12 Domestic Abuse (Operation Encompass)

Les Varendes High School is part of Operation Encompass. This is a Police and education early intervention safeguarding partnership which supports children and young people who experience domestic abuse. Operation Encompass means that the Police will share information about domestic abuse incidents with the DSL **prior** to the start of the next school day when they have been called to a domestic incident. Information is stored in line with all other confidential safeguarding and child protection information. (See section 13.8 for more information on domestic abuse.)

10.13 Private 'Foster' Arrangements

The Committee *for* Health & Social Care (HSC) has a duty[8] to ensure the well-being of children who are being cared for, outside of HSC arrangements, by someone who is not a close relative or guardian[9] (in circumstances where a parent, adult relative or guardian is not also living at the same premises), for more than 28 days.

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

[8] Under the Child Protection (Guernsey) Law, 1972

[9] Parents, grandparents, brothers, sisters, uncles, aunts (whether full blood, half blood or marriage)

should be encouraged to contact HSC direct, but the DSL should also liaise with MASH.

Appendix 4 provides additional information.

10.14 Site Access During the School Day

There are clear arrangements in place for visitors to Les Varendes High School

- Visitors must only access the site/building through established entrances.
- Sign in / out procedures for visitors (including e.g. volunteers, contractors, visiting support staff).
- A check that the person who has arrived is who was expected, including check of ID where appropriate.
- Issue of a visitor badge, to be worn while on the premises. Badges to be returned prior to leaving site. Staff to monitor badges to ensure any discrepancy can be identified and rectified.
- Visitors to be aware of safeguarding information appropriate to their role on-site.
- Visitors to be appropriately accompanied by staff (in line with what they are doing, and whether they have had DBS checks, etc. (Headteachers should use their professional judgement about the need to escort/supervise temporary visitors who are not working/volunteering at the setting, such as parents/carers attending an event. DBS checks should not be requested for such circumstances.)
- Staff to be aware to challenge unknown adults.
- Setting procedures for dealing with incidents involving abusive, threatening or violent adult visitors – as set out in the Managing Abusive and Aggressive Visitors policy and guidelines.

10.15 Premises Hire

The agreement to hire Les Varendes facilities includes safeguarding elements (such as safeguarding policies and procedures, and DBS checks for supervisors, appropriate to the activity/event. 1:1 coaching activities for children under the age of 18 is not permitted.)

If the school receives an allegation about an incident that happened when an individual or organisation was using premises to run activities for children (for example community groups, sports associations, or service providers that run extra-curricular activities), school safeguarding policies should be followed. It may, for example, require onward sharing to MASH. (Education Office procedure around

managing safeguarding concerns and allegations should be referred to, as appropriate.)

11.0 Other Policies

There are safeguarding elements to many areas of life at Les Varendes High School. Other policies of particular relevance are as follows:

12.0 Appendix 1: Abuse and Neglect

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

Physical Abuse

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

Examples of physical abuse include:

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

Factors that should arouse concern

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

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

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

You must also be concerned if the child:

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

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

Sexual Abuse

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

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

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

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

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

Potential physical indicators	Potential behavioural indicators
● Tiredness, lethargy ● Complaints of genital itching or pain ● Wetting or soiling ● 'Love bites' ● Indicators of self-harming behaviours (e.g. deep scratches/cuts on arms, eating disorders) ● Phobias or panic attacks ● Pregnancy or Sexually Transmitted Infections (STIs) ● Unexplained gifts or money There may be other indicators that are not apparent at school.	● Sudden inexplicable changes in behaviour, educational performance or school avoidance ● Sexual knowledge inappropriate for ages, shown for example in drawings, play, vocabulary ● Sexualised behaviour in young children ● Sexually provocative behaviour / promiscuity / hinting at sexual activity in older children ● Depression / social withdrawal ● Overly-compliant behaviour ● Acting out, aggressive behaviour ● Secretive behaviour ● Onset of insecure, clinging behaviour ● Tendency to cry easily ● Poor trust in significant adults

	● Regression to younger behaviour, e.g. thumb sucking, playing with discarded toys ● Arriving early at school, leaving late, running away from home ● Suicide attempts, self-mutilation, self-disgust ● Eating disorders ● Fear of undressing for PE or similar.

Emotional Abuse

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

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

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

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

Potential developmental issues

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

Potential social issues

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

Potential emotional responses

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

Potential general behavioural indicators

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

Neglect

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

Types of neglect include:

- Medical neglect
- Nutritional
- Emotional
- Physical
- Lack of supervision and guidance
- Educational
- Dental

Neglect of a child may involve a parent/carer failing to, for example:

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

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

Potential indicators of neglect include:

Potential physical indicators	Potential behavioural indicators
● Underweight/failure to grow within normal pattern ● General failure to achieve developmental milestones ● Observed lack of appropriate food ● Constant hunger ● Constantly tired, listless, with no clear cause ● Hair loss ● Poor personal hygiene ● Inadequate and / or dirty clothing ● Unsuitable dress for weather ● Untreated medical problems ● Frequently unsupervised	● Low self-esteem ● Stealing or scavenging, especially for food ● Poor relationships with peers, isolated ● Destructive tendencies ● Frequent lateness or non-attendance ● Missing medical appointments ● Risk taking behaviour.

13.0 Appendix 2: Specific Forms of Abuse and Safeguarding Issues

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

[Whilst some links to further information are included in the below, KCSIE 2026 includes many others on pages 157-174, organised in categories. These obviously provide information relevant to the England/UK context, and have not been reviewed by Education, but may be of some interest/assistance.]

13.1 Child Abduction and Community Safety Incidents

Unauthorised removal or retention of a minor from a parent or anyone with legal responsibility for the child (abduction out of jurisdiction, kidnap offences) can be committed by parents/carers or other family members; by people known but not related to the victim (such as neighbours, friends and acquaintances); and by strangers. (Police are also able to act in situation where a child subject to a care order is kept away from the community.)

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

As children get older and are granted more independence (for example, as they start walking to their education setting on their own) it is important they are given practical advice on how to keep themselves safe - Guernsey Police can be contacted to assist. It is important that lessons focus on building children's confidence and abilities rather than simply warning them about all strangers. Further information is available at: www.actionagainstabduction.org and www.clevernevergoes.org.

13.2 Children and the Court System

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

Staff should recognise that, whatever the reason, involvement with court matters can be stressful or distressing for children and may impact learning and behaviour in various ways.

13.3 Children Missing from Education (including unexplainable and/or persistent absences from education)

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

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

13.4 Children with Family Members in Prison

Staff should be aware that children who have a parent in prison are at a greater risk of poor outcomes including poverty, stigma, isolation and poor mental health. There is a need for tailored, trauma-informed and sensitive support to help mitigate potential harm.

Guernsey Prison works in partnership with other local agencies in relation to safeguarding children affected by parental imprisonment. It provides a number of services under the 'Family Support' pathway, including ways to maintain contact and encouraging parents in prison to be creative in the ways they can continue to be involved and support their children despite being absent from the home environment. Examples of how a parent may be able to be involved with their child's education include:

- Parents in custody being able to attend parent/teacher appointments. This can be done either in person in The Cabin facility or via Microsoft Teams as an online meeting.
- Parents in custody being sent a copy of school reports or certificates of achievement etc.
- Storybook Mums/Dads
- Children bringing in examples of their school work, reading books or homework to complete with a parent during visit sessions.

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

[Part of 'Risk Outside the Home']
Both CCE and CSE occur where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into any criminal or sexual activity. Factors that could make a child more vulnerable to exploitation include: age, sexual identity, cognitive ability, having a physical or learning disability, being neurodivergent, communication ability, physical strength, status and access to economic or other resources. It may involve an exchange for something the victim needs or wants, and/or financial or other advantage for the perpetrator or facilitator and/or violence or the threat of violence. Exploitation can be committed or facilitated by an organised network or gang, and the victim may identify as being part of the group. The victim may have been exploited even if the activity appears consensual. CCE & CSE does not always involve physical contact; it can also occur through the use of technology.

CCE and CSE can affect any child and can include children moved (trafficked) for the purpose of exploitation. This may constitute modern slavery (see 13.6 below). Children can be exploited by any adult, as individuals or groups. They can also be exploited by other children, who may themselves be experiencing exploitation; where this is the case it is important that the perpetrator is also recognised as a victim.

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

The DSL should be aware of the local Risk Outside the Home (ROTH)* Framework Guidance that is in place (*previously known as Multi-Agency Child Exploitation (MACE)). _Other general information can be seen below:

13.5.1 Child Criminal Exploitation (CCE)

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

* Staff may be familiar with the term 'County lines', which is used to describe gangs and criminal networks involved in exporting illegal drugs into importing areas (within the UK), using dedicated mobile phone lines or other form of 'deal line'. Children can be targeted/recruited in a number of locations (including education settings), or via social media. Children involved in moving drugs may be exposed to techniques such as 'plugging', where drugs are concealed internally to avoid detection.

Some of the following can be indicators of CCE:

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

Children can become trapped by this type of exploitation as perpetrators can threaten victims (and their families) with violence, or entrap and coerce them into debt. They may be coerced into carrying weapons such as knives or begin to carry a knife for a sense of protection from harm from others. Children who are criminally exploited should have their vulnerabilities recognised by adults and professionals (particularly older children) and should be treated as victims. It is not possible for a child to consent to be exploited, abused or trafficked, and they may not recognise what is happening to them.

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

13.5.2 Child Sexual Exploitation (CSE)

CSE is a form of child sexual abuse. CSE can affect any child or young person under the age of 18 years, including 16 and 17 year olds who can legally consent to have sex. Most sexual abuse is committed by people previously known to the victim. Some children may not realise they are being manipulated, groomed and exploited e.g. they believe they are in a genuine romantic relationship. Victims are not always recognised as such and can be criminalised for actions taken under coercion.

CSE can include both contact (penetrative and non-penetrative acts) and non-contact sexual activity such as involving children in the production of sexual images, forcing children to look at sexual images or watch sexual activities,

encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse including via the internet. It may occur without the child or young person's immediate knowledge (e.g. through others copying videos or images they have created and posted on social media). The above CCE indicators can also be indicators of CSE, as can:

- Children who have older boyfriends or girlfriends
- Children who suffer from sexually transmitted infections or become pregnant

13.6 Modern Slavery

Modern slavery encompasses exploitation, human trafficking and slavery, servitude and forced or compulsory labour. It can include sexual exploitation, forced criminality and the removal of organs.

More information is available at:

- TriX - Children from Abroad, including Victims of Modern Slavery...
- English Government Statutory Guidance. Modern slavery: how to identify and support victims - GOV.UK.

13.7 Serious Violence

All staff should be aware of indicators that may signal that children are at risk from, or are involved with, serious violent crime. Staff should report any concerns that a child might be involved in serious violence – including about a child carrying or using a weapon (or expressing intent to do so) - to the DSL. Early, evidence-based support for those considered at risk is vital.

Indicators may include increased absence from education, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs.

Risk factors that increase the likelihood of involvement in serious violence include being male, having been frequently absent, suspended or permanently excluded from their education setting, spending time in alternative provision, having experienced child maltreatment and having been involved in offending, such as theft or robbery.

Professionals should also be aware that violence can often peak in the hours just before or just after school, when pupils are travelling to and from their education

setting and can concentrate in certain places. These times can be particularly risky for young people involved in serious violence. Listening to learners can help establish when and where they feel unsafe. Working with wider safeguarding partners can build understanding of the local context and contribute to a collective safeguarding response.

13.8 Domestic Abuse

Domestic violence and abuse is: any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. Anyone can be a victim of domestic abuse. The abuse can encompass, but is not limited to: psychological (including stalking); physical; sexual; financial and emotional.

Children and young people can be victims of domestic abuse. They may see, hear or experience the effects of domestic abuse at home where domestic abuse occurs between family members, but also experience it within their own intimate personal relationships (teenage relationship abuse). Experiencing domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children and young people – including impacting their health, well-being, development, and ability to learn. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result.

More information is available at:

- TriX - Domestic Abuse
- Safer – Guernsey domestic abuse charity
- http://iscp.gg/article/118116/Safeguarding-Children-Affected-by-Domestic-Abuse.
- Advice on identifying children who are affected by domestic abuse and how they can be helped is available at https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/domestic-abuse/signs-symptoms-effects/

As noted in the main policy, Les Varendes High School is part of Operation Encompass (see section 10.12 for more detail).

13.9 Homelessness

Being homeless or being at risk of becoming homeless presents a real risk to a child's welfare. Indicators that a family may be at risk of homelessness include

household debt, rent arrears, domestic abuse and anti-social behaviour, as well as the family being asked to leave a property.

In most cases staff will be considering homelessness in the context of children who live with their families, and intervention will be on that basis. However, it should also be recognised in some cases 16 and 17 year olds could be living independently from their parents/carers, for example through their exclusion from the family home, and will require a different level of intervention and support.

Action for Children (Guernsey) provides, amongst other things, support for young people (aged 16-25) with housing and accommodation issues Young People & Homelessness | Guernsey Youth & Housing Project | Action for Children

13.10 Honour or Faith-Based Abuse (including Female Genital Mutilation and Forced Marriage)

'Honour or faith-based' abuse (HBA) encompasses incidents or crimes which have been committed to protect or defend the honour of the family and/or the community, including female genital mutilation (FGM), forced marriage, and practices such as breast ironing.

All forms of HBA are abuse (regardless of the motivation) and should be handled and escalated as such. If staff have a concern regarding a child that might be at risk of HBA or who has suffered from HBA, they should speak to the DSL (or deputy/assistant). As appropriate, they will activate local safeguarding procedures. Abuse committed in the context of preserving 'honour' often involves a wider network of family or community pressure and can include multiple perpetrators. It is important to be aware of this dynamic and additional risk factors when deciding what form of safeguarding action to take.

More information is available at: TriX - So Called 'Honour-Based' Abuse.

FGM

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

A girl may request help directly if she is aware or suspects that she might be at risk of FGM. Otherwise, the following may be indicators of risk of FGM:

- A family indicates strong levels of influence held by pro-FGM elders involved in the bringing up of girls

- A girl/her family has limited integration within the local community
- A girl from a practising community is withdrawn from PSHE and/or Sex and Relationship Education
- A girl may mention that she is going to have a ‘special procedure’ or to attend a special occasion to ‘become a woman’
- A family indicates that they or a relative will take the child out of the country for a prolonged period and are evasive about why
- A girl is taken abroad to a country with high prevalence of FGM, especially during the summer holidays

The following may be indicators that FGM has occurred:

- Prolonged absence from their education setting
- Frequent need to go to the toilet
- Long break needed to urinate
- Urinary tract infections
- Noticeable behaviour change
- Talk of something that somebody has done to them, which they are not allowed to talk about
- Change of dress from tight to loose fitting clothing
- Menstrual problems
- Difficulty in sitting down comfortably
- Complaint about pain between their legs

More information is available at: TriX - Female Genital Mutilation.

Forced marriage

A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats or any other form of coercion is used to cause a person to enter into a marriage. Threats can be physical or emotional and psychological. A lack of full and free consent can be where a person does not consent or where they cannot consent (if they have learning disabilities, for example). Nevertheless, some perpetrators use perceived cultural practices as a way to coerce a person into marriage. Schools and colleges can play an important role in safeguarding children from forced marriage.

More information is available at: TriX - Forced Marriage

13.11 Preventing Radicalisation

Children are vulnerable to extremist ideology and radicalisation. Similar to protecting children from other forms of harms and abuse, protecting children from this risk should be a part of a setting's safeguarding approach.

•**Extremism** is the vocal or active opposition to fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.

•**Radicalisation** is the process of a person legitimising support for, or use of, terrorist violence.

•**Terrorism** (in summary, and based on The Terrorism and Crime (Bailiwick of Guernsey) Law, 2002) is an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes with or disrupts an electronic system. The use or threat must be designed to influence the government or an international organisation or to intimidate the public and is made for the purpose of advancing a political, religious, racial or ideological cause.

There is no single way of identifying whether a child is likely to be susceptible to an extremist ideology and radicalisation into terrorism. There are factors that can indicate concern – Designated Safeguarding Leads may find the following guidance published by the UK Government helpful: Managing risk of radicalisation in your education setting.

It is possible to protect vulnerable people from extremist ideology and intervene to prevent those at risk of radicalisation being drawn into terrorism. As with other safeguarding risks, staff should be alert to changes in children's behaviour, which could indicate that they may be in need of help or protection, with a referral made to the DSL.

DSLs who are concerned about potential radicalisation should complete a Prevent referral form and email it to the Guernsey Police Counter Terrorism and Border Policing (CTBP) unit - CTBP@Guernsey.police.gg. This is **in addition** to completing a standard MASH referral. (When completing the MASH referral, it is important to ensure any online risks are explicitly mentioned and where appropriate, to contact

the Contextual Safeguarding Coordinator at MASH to discuss whether a Risk Outside the Home referral is indicated.)

The CTBP can be contacted by phone on tel. 222222 in the event of queries. Prevent referrals received are assessed to determine if the person is at risk of being drawn into terrorism and consider the appropriate support required.

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

More information is available here: TriX - Radicalisation, Terrorist and Extremist Ideology

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

13.12 Child-on-Child Abuse: Harmful Sexual Behaviour, Sexual Violence and Sexual Harassment

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

Harmful sexual behaviour

Children's sexual behaviour exists on a wide continuum, ranging from normal and developmentally expected to inappropriate, problematic, abusive and violent. Problematic, abusive and violent sexual behaviour is developmentally inappropriate and may cause developmental damage. A useful umbrella term is 'harmful sexual behaviour' (HSB).

ISCP documents on HSB give information on local processes and support and general information can be found at NSPCC Understanding sexualised behaviour in children.

When considering HSB, both ages and the stages of development of the children are critical factors. Sexual behaviour between children can be considered harmful if one of the children is much older, particularly if there is more than two years' difference 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 or smaller in stature.

HSB can, in some cases, progress on a continuum. Addressing inappropriate behaviour can be an important intervention that helps prevent problematic, abusive and/or violent behaviour in the future. Children displaying HSB have often experienced their own abuse and trauma. It is important that they are offered appropriate support.

Trained setting staff can use the Brook traffic light tool to support response in cases of HSB.

Sexual violence and sexual harassment between children in schools and colleges
Sexual violence and sexual harassment can occur between two children of any age (including primary) and sex. It can occur online. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

Children who suffer sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment and will be exacerbated if the child who has allegedly displayed the harmful sexual behaviour attends the same education setting. Sexual violence and sexual harassment exist on a continuum and may overlap, they can occur online and offline (both physical and verbal) and are never acceptable. It is important that all victims are taken seriously and offered appropriate support. Staff should be aware that evidence shows girls, children with ALN and LGB children are at greater risk.

Staff should be aware of the importance of:

- Making clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up
- Not tolerating or dismissing sexual violence or sexual harassment as ‘banter’, ‘part of growing up’, ‘just having a laugh’ or ‘boys being boys’, and
- Challenging behaviours (potentially criminal in nature), such as grabbing bottoms, breasts and genitalia, flicking bras and lifting up skirts. Dismissing or tolerating such behaviours risks normalising them.

What is sexual violence and sexual harassment?
Sexual violence
For the purposes of this document, sexual violence includes:

- **Rape**: A person (A) commits an offence of rape if: he intentionally penetrates the vagina, anus or mouth of another person (B) with his penis, B does not

consent to the penetration and A does not reasonably believe that B consents.

- **Assault by Penetration**: A person (A) commits an offence if: they intentionally penetrate the vagina or anus of another person (B) with a part of their body or anything else, the penetration is sexual, B does not consent to the penetration and A does not reasonably believe that B consents.
- **Sexual Assaul**t: A person (A) commits an offence of sexual assault if: they intentionally touch another person (B), the touching is sexual, B does not consent to the touching and A does not reasonably believe that B consents.
- **Sexual Coercion:** A person (A) commits an offence if: they intentionally cause another person (B) to engage in an activity, the activity is sexual, B does not consent to engaging in the activity, and A does not reasonably believe that B consents.

(Definitions in line with the Sexual Offences (Bailiwick of Guernsey) Law, 2020)

What is consent?
Consent is about having the freedom and capacity to choose. Consent to sexual activity may be given to one sort of sexual activity but not another, e.g.to vaginal but not anal sex or penetration with conditions, such as wearing a condom. Consent can be withdrawn at any time during sexual activity and each time activity occurs. Someone consents to vaginal, anal or oral penetration only if they agree by choice to that penetration and has the freedom and capacity to make that choice.

- A child under the age of 13 cannot consent to any sexual activity
- The age of consent is 16
- Sexual intercourse without consent is rape

Sexual harassment
In this document, sexual harassment means ‘unwanted conduct of a sexual nature’ that can occur online and offline, and in the context of child on child sexual harassment. Sexual harassment is likely to: violate a child’s dignity, and/or make them feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment.

It is important that schools and colleges consider sexual harassment in broad terms. Sexual harassment (as set out above) creates a culture that, if not challenged, can normalise inappropriate behaviours and provide an environment that may lead to sexual violence.

Whilst not intended to be an exhaustive list, sexual harassment can include:

- Sexual comments, such as: telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names
- Sexual “jokes” or taunting
- Physical behaviour, such as: deliberately brushing against someone, interfering with someone’s clothes (schools and colleges should be considering when any of this crosses a line into sexual violence - it is important to talk to and consider the experience of the victim)
- Displaying pictures, photos or drawings of a sexual nature, and
- Online sexual harassment. This may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence. It may include:
    - Non-consensual sharing of nude and semi-nude images and videos. (Taking and sharing indecent images of under 16s is an offence under the Sexual Offences (Bailiwick of Guernsey) Law, 2020)
    - Sharing of unwanted explicit content
    - Sexualised online bullying
    - Unwanted sexual comments and messages, including on social media
    - Sexual exploitation, coercion and threats and
    - Upskirting.

Upskirting

‘Upskirting’ typically involves taking a picture under a person’s clothing (not necessarily a skirt) without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm. Anyone, of any gender, can be a victim. This falls under ‘Voyeurism’ in the Sexual Offences (Bailiwick of Guernsey) Law, 2020.

The response to a report of sexual violence or sexual harassment

The initial response to a report from a child is important. It is essential that all victims are reassured that they are being taken seriously and that they will be supported and kept safe. A victim should never be given the impression that they are creating a problem by reporting sexual violence or sexual harassment. Nor should a victim ever be made to feel ashamed for making a report.

Reports of sexual violence and sexual harassment are likely to be complex and require difficult professional decisions to be made, often quickly and under pressure.

Pre-planning and effective training provide the foundation for a calm, considered and appropriate response to any reports.

Further detailed advice can be seen in Part 5 of 'Keeping Children Safe in Education 2026'.

13.13 Fabricated or Induced Illness (by Parent/Carer)

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

Parents/carers may:

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

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

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

More information can be found in the (Guernsey ISCP TriX) Fabricated or Induced Illness guidance.

HSC has a 'Child and Adult Safeguarding Named Nurse' who can be contacted should health guidance be required.

13.14 Cybercrime

Cybercrime is criminal activity committed using computers and/or the internet. It is broadly categorised as either 'cyber-enabled' (crimes that can happen off-line but are enabled at scale and at speed on-line) or 'cyber dependent' (crimes that can be committed only by using a computer). Cyber-dependent crimes include:

• unauthorised access to computers (illegal ‘hacking’), for example accessing a school’s computer network to look for test paper answers or change grades awarded
• ‘Denial of Service’ (Dos or DDoS) attacks or ‘booting’. These are attempts to make a computer, network or website unavailable by overwhelming it with internet traffic from multiple sources, and,
• making, supplying or obtaining malware (malicious software) such as viruses, spyware, ransomware, botnets and Remote Access Trojans with the intent to commit further offence, including those above.

Children with particular skills and interest in computing and technology may inadvertently or deliberately stray into cyber-dependent crime.

13.15 Hoarding

Hoarding disorder is characterised by the persistent accumulation of large quantities of possessions and significant difficulty discarding them, often resulting in living spaces becoming unusable for their intended purpose. When children live in hoarded environments, they may be exposed to serious physical, emotional and developmental harm. Risks can include unsafe living conditions, poor hygiene, restricted access to essential facilities, social isolation and disrupted development. The impact on a child's wellbeing and basic care needs may constitute neglect. A coordinated multi-agency response is often required to support both the child and the parent.

More information can be found at: NHS Hoarding leaflet.

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

The below is based on the Children (Guernsey and Alderney) Law 2008 (as amended). Please note that the definition for a child at risk, as presented below, is expected to apply from Quarter 4 2026. Prior to that date, a slightly different definition is in force. The applicable definition in force at any point in time can be found by looking at the consolidated version of the 2008 Law on the Guernsey Legal Resources website.

A child is in need if: (section 23)

(i) he, or his family, requires the provision of additional services to enable him to achieve or maintain a reasonable standard of health or development,
(ii) his health or development is likely to be significantly impaired, or further impaired, without the provision of additional services,
(iii) he is disabled, or
(iv) he is, or is likely to be, adversely affected by the disability or illness of a parent or another member of his family without the provision of additional services

(**"Additional services"** means services which are additional to the health, social, child care and educational services normally provided by the States to, or in respect of, any family or child)

A child is at risk if there is reasonable cause to believe that at least one of the grounds[10] referred to in subsection (2) appears to exist in respect of that child (sections 23b and 35)

(2) The grounds for the purpose of subsection (1) are, that on a balance of probabilities
(a) the child has suffered unnecessarily, or is likely to suffer unnecessarily,
(aa) the child's health or development has been, or is likely to be, significantly impaired
(b) the child has suffered, or is likely to suffer, sexual or physical abuse,
(c) the child has –
(i) misused drugs or alcohol, or
(ii) deliberately inhaled a volatile substance,
(d) -
(e) the child –
(i) has displayed conduct that has had, or is likely to have, a serious adverse effect on the health, safety or development of the child or another person, or
(ii) is otherwise beyond parental control,

[10] grounds exist in respect of that child for compulsory intervention under Part VII

(f) the child, being of 12 years of age or more, has committed –

(i) a criminal offence, or

(ii) what would be a criminal offence if the child had the necessary capacity, or

(g) the child (being under the upper limit of the compulsory school age) is failing to attend school without good reason

(h) a specified offence has been committed in respect of the child,

(i) the child has, or is likely to have, a close connection with a person who has committed a specified offence,

(j) the child has, or is likely to have, a close connection with a person who has carried out domestic abuse,

(k) the child is, or is likely to become, a member of the same household as a child in respect of whom a specified offence has been committed,

(l) the child is being provided with accommodation by the Committee under section 25 or a community parenting order is in force in respect of the child.

(3) For the purposes of paragraphs (i) and (j) of subsection 2, a child is to be taken to have a close connection with a person if –

(c) the child is a member of the same household as the person, or

(d) the child is not a member of the same household as the person but the child has significant contact with the person.

(4) In this Law -

"**domestic abuse**" is behaviour that would constitute an offence under section 1 of the Domestic Abuse and Related Provisions (Bailiwick of Guernsey) Law, 2024.

"**specified offence**" means such offence as the Committee may by regulations prescribe.

15.0 Appendix 4: Private 'Foster' Arrangements

- Private fostering describes certain situations when a child is cared for by people who are neither close family members nor approved foster carers. Privately fostered children are a particularly vulnerable group and the law regulates the arrangements to ensure that such children are safe and properly cared for.

- A care arrangement will be a private fostering arrangement when a child is cared for, and provided with accommodation, by an adult who is not a parent, close relative or legal guardian[11][1], for 28 days or more in Guernsey or Alderney. (For children over 16 years, that care must have commenced before the child was 16 years of age).

- The law[12][2] places a duty on individuals who are privately fostering a child to notify the Committee for Health and Social Care (HSC) of that arrangement in advance and a corresponding duty on HSC to satisfy itself as to the wellbeing of that child. Failure to provide the notification is an offence and the individual may be liable to a fine or imprisonment for a term not exceeding six months or to both. HSC has powers to impose conditions and prohibit private fostering arrangements.

- A privately fostered child is not looked after by the States and private foster carers do not hold parental responsibility. Usually a birth parent chooses and arranges a private foster placement. Private fostering situations could involve children being sent to Guernsey or Alderney by birth parents living overseas, children living with a friend's family as a result of separation, divorce or arguments at home, teenagers living with the family of a boyfriend or girlfriend, or children whose parents' work or study involves unsociable hours which make it difficult for them to use ordinary day care or after school care.

- Many private foster carers fail to notify HSC of such arrangements (often because they do not realise they need to). This leaves the children outside of the statutory framework in place to ensure the well-being of such children. Professionals in the education, health and social care fields have a shared responsibility to work together to identify such arrangements and to ensure that any privately fostered children are notified to HSC. If a staff member becomes aware that a child may be living in a private foster arrangement, they should notify the DSL so that this can be further considered. The carer should be encouraged to contact HSC direct, but the DSL should also liaise with MASH. By doing so the DSL may help

[11][1] Parents, grandparents, brothers, sisters, uncles, aunts (whether full blood, half blood or marriage)
[12][2] The Child Protection (Guernsey) Law, 1972, as amended

to ensure that the welfare of the child(ren) concerned is safeguarded and promoted.

16.0 Appendix 5: Guide to the Role of Designated Safeguarding Lead (DSL) / Deputy/Assistant DSL

SUMMARY

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

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

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

Deputy/Assistant DSLs

Where the education setting has one or more deputy/assistant DSLs, they should be trained to the same standard as the DSL. The role should be included in their job description.

MAIN DUTIES AND RESPONSIBILITIES

Availability

During term time the DSL (or a deputy/assistant) should always be available during school/college hours, for staff to discuss any safeguarding concerns. Whilst generally speaking the DSL (or deputy/assistant) would be expected to be available in person, it is a matter for individual setting, working with the DSL, to consider whether in exceptional circumstances availability via phone or other communication method is acceptable. If an emergency situation arises outside of term-time that requires direct input from school, the DSL/deputy/assistant may be contacted for assistance (for example, about providing a report or suitable attendance at an urgent meeting). In circumstances where contact is not possible, MASH may seek information from the central Education Inclusion Service. DSL unavailability and cover arrangements should be notified to the Education Safeguarding Officer within MASH.

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

Responding to safeguarding concerns and managing referrals

The DSL/deputy/assistant is expected to:

- Refer cases of suspected abuse and neglect to the Multi-Agency Support Hub (MASH) (or social worker if a child already has one), and support other staff who make referrals

- In the case of radicalisation concerns, complete an additional Prevent referral (see section 13.11 of the S&CP policy)
- Share information about potential contextual safeguarding concerns relating to locations, places, peer groups or adults of concern with MASH, by email
- Refer cases of risk outside the home to MASH (or social worker if a child already has one). (The Contextual Safeguarding Coordinator based in MASH will subsequently provide advice and support to professionals in completing a ROTH screening tool where appropriate)
- Refer cases where a crime may have been committed to the Police as required (see Police 'Education Settings' policy for further information)
- Refer cases of emerging low-level family difficulties (no suspicion of abuse) to MASH for 'early help' (and/or support other staff who make referrals)
- Refer cases to the Convenor where a care requirement may support change and/or help keep children safe
- Undertake/contribute to (as relevant) risk and needs assessments
- Monitor any cases where there have been safeguarding concerns and act to seek reconsideration if the child's situation does not seem to be improving

<u>Working with others</u>

The DSL/deputy/assistant is expected to:

- Act as a source of support, advice and expertise for all staff
- Seek advice as required from the Education Office's Lead Safeguarding Officer (ELSO)
- Act as a point of contact with MASH, the Police, the Convenor and relevant other local agencies (for example, the Prison, etc.). This includes acting as the 'Key Adult' for Operation Encompass. In the case of a Police investigation (where the child is a suspect) the DSL should be aware that the child should have an 'Appropriate Adult'
- Liaise with the Headteacher/Principal and ELSO to inform them of issues, as appropriate
- As required, liaise with the 'case manager' in cases where there has been an allegation of abuse against a staff member
- Liaise with staff (for example, teachers, pastoral staff, school nurses, IT Technicians, Mental Health Leads and ALNCOs) on matters of safety, safeguarding and welfare, and when deciding whether to make a referral
- Promote supportive engagement with parents/carers in respect of safeguarding matters
- Engage in 'Team around the Family' processes, in an appropriate capacity (lead or member)
- Attend, or ensure other appropriate staff attend, child protection conferences, Child in Need (CIN) Meetings, strategy meetings and other inter-agency meetings, as required
- Liaise with other agencies working with a child, sharing information as appropriate to the circumstances and contributing to assessments

- Attend all Island DSL meetings, to receive Island-wide updates and share practice

Training, knowledge and skills

In respect of their own training, knowledge and skills, the DSL/deputy/assistant should:

- Undergo formal training, as determined by the ISCP and Education Office. Training should be updated in line with the organisations' recommendations – currently every three years for the full ISCP Level 3 Safeguarding Children & Young People course, plus at least one other formal ISCP Level 3 specialist training course each year, relevant to the cohort of learners. Where DSLs do not deliver in-school (Level 2) training themselves, they should attend it alongside setting colleagues.
- Refresh their knowledge and skills informally at regular intervals, and at least annually. (For example, through e-bulletins, meeting other safeguarding leads, or reading about and digesting safeguarding developments). The DSL/deputy/assistant should be supported to obtain access to resources and attend any relevant or refresher training courses

Training should give the DSL/deputy/assistant the knowledge and skills to:

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

In respect of the training, knowledge and skills of others, the DSL/deputy/assistant should:

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

- Where they officially deliver ISCP courses, remain up-to-date with content to be delivered and be subject to any relevant ISCP trainer agreements

Raising Awareness

The DSL/deputy/assistant should:

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

Understanding the views of children

The DSL/deputy/assistant should:

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

Online safety

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

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

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

The DSL/deputy/assistant is responsible for:

- Understanding the importance of information sharing to support children when there are S&CP matters, and the duty they have within the law
- Being familiar with relevant data protection legislation and guidance, including the Data Protection (Bailiwick of Guernsey) Law 2017, General Data Protection Regulation and the ISCP Information Sharing Guidance
- Keeping detailed, accurate, up-to-date and secure written records of concerns, discussions and decisions, including the rationale for decisions. Records should distinguish between observed concerns, professional opinion and historic information. This includes where referrals are not made. Records should be separate to the main learner file, and retained in line with Education's retention guidance
- Ensuring that S&CP information is only shared with those who need it, and that sharing is secure and in-line with Education and States of Guernsey policy and guidance
- Ensuring that when a child with a child protection file leaves the setting, the file is transferred to the new setting as soon as possible (and within five days for an in-year transfer or within the first five days of the start of a new term). A clear summary identifying current safeguarding concerns, relevant context and ongoing support needs should be included. The file should be transferred separately from the main learner file, with secure transit, and confirmation of receipt obtained. The DSL should also consider if it would be appropriate to share any additional information with the new setting in advance of a child leaving, to help the new setting have in place the right support for when the child arrives
- When receiving a child protection file for a new joiner:
    - Reviewing the information to ensure understanding of risks and needs. This includes seeking any clarification needed and good practice is for a conversation with the previous DSL where there are issues or concerns
    - Ensuring key staff at the setting are aware of relevant information
    - Ensuring other relevant action is taken as needed.

Quality assurance – Review, monitoring and audit

The DSL/deputy/assistant should:

- Ensure the setting S&CP policy and procedures are updated annually (as a minimum), collaborating with others as appropriate
- Contribute to the review of other setting policies with a close link to S&CP

- Keep active safeguarding files under review, including half-termly checks undertaken in liaison with another relevant member of staff, always being alert to the potential need to re-consider approach if there is no improvement
- Consider, in liaison with another relevant member of staff, when a file may be considered inactive for routine monitoring purposes, documenting this decision (but ensuring it can be re-activated should new concerns arise)
- Monitor staff compliance with policy and procedures on an ongoing basis
- Undertake appropriate annual audit/examination of child protection and safeguarding practice. This should alternate between completion of the relevant Education Office/ISCP audit tool (year 1), and a targeted monitoring Visit by officers from Education Inclusion Services (year 2).
- Take lead responsibility for remedying any deficiencies and weaknesses identified in S&CP arrangements