



2023/24 Child Protection and Safeguarding Policy for



NEW COLLEGE SCHOOL, OXFORD
PRE-PREP & PREPARATORY SCHOOL

Consistent with Keeping Children Safe in Education 2023

This document is based on guidance from the 2023 KCSiE and Working Together documents. If the Government re-issues this guidance during the 2023/24 period, the policy will be updated to be compliant with any changes.

The safeguarding strategy at New College School is devised by the Senior Leadership Team and governing committee of the school, with contributions and suggestions for improvement always welcome from all members of the community. The safeguarding policy is ratified by the NCS governors at the beginning of each Michaelmas term (firstly by circulation and secondly in person). Safeguarding strategy is a standing item in the biennial 'strategy day' attending by NCS governors and SLT members. There is also a standing safeguarding item, led by the safeguarding governor, at each of the termly governors' meetings. The Designated Safeguarding Lead has a standing item in the weekly staff meetings in school. There is also the opportunity to share safeguarding issues and concerns during the school's weekly SLT meetings. The safeguarding policy is to be read and 'signed off' by all those who interact with the pupils of New College School, either in the school or New College context.

Published August 2023, to be reviewed by August 2024

Date agreed and ratified by Governing Body: by circulation August 2023, then in person at the governing body's first in-person meeting in Michaelmas 2023

The policy must be reviewed and updated at least annually and/or following any updates to national and local guidance and procedures

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At the end of this document there is specific information about the safeguarding of choristers in the context of their role in New College

Key Personnel	Name(s)	Contact details
Designated Safeguarding Lead (DSL)	Rosemary Cox	rosemary.cox@newcollegeschool.org 01865 285560
Deputy DSL(s)	Brett Morrison	brett.morrison@newcollegeschool.org 01865 285560
School's named 'Prevent' lead	Rosemary Cox	rosemary.cox@newcollegeschool.org 01865 285560
Nominated Safeguarding Governor	Jessica Williams <i>Caroline Jordan in JW's absence</i>	prephead@oxf.gdst.net 01865 559888 carolinejordan@headington.org 01865 759100
Chair of Governors	Miles Young <i>David Palfreyman in MY's absence</i>	warden@new.ox.ac.uk 01865 279524 bursar@new.ox.ac.uk
Education Safeguarding Advisory Team/ Local Authority Designated Officers (LADOs)	Jo Lloyd Donna Crozier Sandra Barratt Lorna Todd Becky Langstone Sophie Kendall	01865 810603 Lado.safeguardingchildren@oxfordshire.gov.uk ESAT.safeguardingchildren@oxfordshire.gov.uk
Locality Community Support Service (LCSS) worker	Dolcie Obhiozele	LCCS Central, Knights Court, Between Towns Road, Cowley, Oxford OX4 3LX 079919 298287
Multi Agency Safeguarding Hub (MASH)	Katrina Johnson	0345 050 7666
Out of hours Emergency Duty Team (EDT)		0800 833408
Police		101 or in emergencies 999

Our school recognises its responsibility for safeguarding and child protection.

1. INTRODUCTION

- 1.1. It is essential that everybody working in a school or college understands their safeguarding responsibilities. Everyone who comes into contact with children and families has a role to play in ensuring children and young people are safe from abuse, neglect, exploitation and harm. Our school is committed to safeguarding children and aims to create a culture of vigilance. All staff should make sure that any decisions made are in the best interests of the child.
- 1.2. Our pupils' welfare is our paramount concern. The governing body will ensure that our school will safeguard and promote the welfare of pupils and work together with agencies to ensure that our school has adequate arrangements to identify, assess and support those children who are suffering or where significant harm is suggested.
[What to do if you think a child is at risk of abuse or neglect - Oxfordshire Safeguarding Children Board \(oscb.org.uk\)](#)
- 1.3. This policy provides the basis for good practice within the school for Safeguarding work. It should be read in conjunction with the Oxfordshire Safeguarding Children's Board Safeguarding Policies and Procedures, plus the safeguarding appendix document. These are in keeping with relevant national procedures and reflect what the partnership considers to be safe and professional practice in this context.
- 1.4. This policy applies to all members of staff in our school, including all permanent, temporary and support staff, governors, volunteers, contractors and external service or activity providers.

2. THE LEGAL FRAMEWORK

- 2.1. This policy and the accompanying procedure have been developed in accordance with the following statutory guidance and local safeguarding procedures:

Working Together to Safeguard Children: A Guide to Inter-Agency Working to Safeguard and Promote the Welfare of Children, July 2018:

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges, September 2023

www.gov.uk/government/publications/keeping-children-safe-in-education--2

3. ROLES AND RESPONSIBILITIES

- 3.1. The school's Designated Safeguarding Lead (DSL) has overall designated responsibility for safeguarding and ensures there is always appropriate cover for this role. The responsibilities

of all Designated Safeguarding Leads are described in detail in Appendix A. The school's Designated Safeguarding Lead with overall designated responsibility for safeguarding is Rosemary Cox. We have a deputy designated safeguarding lead, Brett Morrison

- 3.2. The **governing body and proprietors** are collectively responsible for ensuring that safeguarding arrangements are fully embedded within the school's ethos and reflected in the school's day-to-day practice.
- 3.3. **All staff members, governors, volunteers and external providers** know how to recognise signs and symptoms of abuse, how to respond to pupils who disclose abuse and what to do if they are concerned about a child.
- 3.4. Our school acknowledges the need to treat everyone equally, with fairness, dignity and respect. Any discriminatory behaviours are challenged and children are supported to understand how to treat others with respect. We also have a statutory duty to report and record any of the above incidents.
- 3.5. The school and governing body takes all reasonable action to limit children's exposure to the risks from the school's IT system and ensure the school has appropriate filters and monitoring systems in place and regularly review their effectiveness in line with national expectations.

4. SUPPORTING CHILDREN

- 4.1. Our school will support all pupils by:
 - ensuring the content of the curriculum includes social and emotional aspects of learning through PSHE, RHSE and other curriculum contexts and ensuring that pupils are taught about safeguarding so that they 'recognise when they are at risk and how to get help when they need it'.
 - ensuring a comprehensive curriculum response to online safety, enabling children and parents to learn about the risks of new technologies and social media and to use these responsibly.
 - encouraging pupils to talk about feelings and are listened to, providing pupils with a range of appropriate adults to approach as needed.
 - supporting children to feel safe, develop confidence and independence and increase the development of self-esteem and self-assertiveness while not condoning aggression or bullying.
 - liaising and working together with other support services and those agencies involved in safeguarding children, including domestic abuse, Early Help and preventative services <https://www.gov.uk/government/consultations/domestic-abuse-act-statutory-guidance>

- considering intra familial harms and any necessary support for siblings following a report of sexual violence and/or harassment.
- having a behaviour policy that is aimed at supporting vulnerable pupils in the school. The behaviour policy outlines measures to prevent bullying, including cyber-bullying, prejudice-based and discriminatory bullying.
- having clear procedures in place for addressing and minimising the risk of child-on-child abuse, including harmful sexual behaviours, sexual violence, and sexual harassment (which could take place on or off-line).
- acknowledging the importance of 'contextual safeguarding', which considers wider environmental factors in a pupil's life that may be a threat to their safety and/or welfare.
- alerting the authority if it is aware of any child being looked after under a Private Fostering arrangement. On admission to school, and at other times, the school will be vigilant in identifying any private fostering arrangement.
- acknowledging that a child that is looked after (CWCF) or has been previously looked after by the Local Authority potentially remains vulnerable and all staff have the skills, knowledge and understanding to support these children.
- taking positive action, where it can be shown that it is proportionate, to deal with disadvantages affecting pupils or students with certain protected characteristics in order to meet their specific need. This includes making reasonable adjustments for disabled children and young people and those identified as having special educational needs.

5. DEALING WITH A CONCERN AND RECORD KEEPING

5.1. If a member of staff has a concern about a child or if a child tells them they are being abused, exploited or neglected. Staff will appropriately respond by listening and offering reassurance. Staff should:

1. Make an accurate factual record as soon as possible including details of:

- Dates and times of their observations
- Dates and times of any discussions in which they were involved
- Any injuries
- Explanations given by the child / adult
- What action was taken
- Any actual words or phrases used by the child
- Any questions the staff member asked (remembering not to ask any leading questions)

The records must be signed and dated by the author (or equivalent on electronic based records). Concern forms are kept via Schoolbase on the NCS central ICT system.

2. Listen to the wishes and feelings of the child, but not to promise confidentiality
 3. Report it to the DSL/DDSL
 4. The DSL will consider if there is a requirement for immediate medical intervention, however urgent medical attention should not be delayed if the DSL is not immediately available.
 5. In the absence of the DSL or DDSL, staff will refer directly to MASH or the child's social worker (if applicable) and the police (if appropriate) if there is a significant concern.
- 5.2. The DSL will ensure any decisions and justifications for those decisions will be recorded in writing with clear outcomes documented following any action taken.
 - 5.3. Our school will discuss any concerns we have with the child's parents. There may be occasions when this is not appropriate and school staff would consult with other agencies prior to involving parents. We will record any decision not to discuss with parents and why.
 - 5.4. Safeguarding records are kept for individual children and are maintained separately from all other records relating to the child in the school. Safeguarding records are kept in accordance with General Data Protection Regulations (GDPR) and our own school GDPR policy.
 - 5.5. All safeguarding records will be transferred in accordance with GDPR/KCSiE to the child's receiving school/setting within 5 school days.
 - 5.6. The Headteacher will be kept informed of any significant concerns by the DSL, if they are not the DSL, and all other staff are informed on a need-to-know basis.

6. THE ROLE OF AN APPROPRIATE ADULT IN SAFEGUARDING

- 6.1. The Police and Criminal Evidence (PACE) act advises that "The role of the appropriate adult (AA) is to safeguard the rights, entitlements and welfare of juveniles and vulnerable persons", with there being further elaboration that the AA is expected to observe that the police are acting properly and fairly in relation to a vulnerable detained persons rights and entitlements, as well as helping the detained person understand their rights.

7. INFORMATION SHARING

- 7.1. We recognise that all matters relating to Safeguarding are confidential.
- 7.2. All staff members have a professional responsibility to share information with other agencies to safeguard children.

- 7.3. All staff members who come into contact with children will be given appropriate training to understand the purpose of information sharing to safeguard and promote children's welfare.
- 7.4. We will ensure that staff members are confident about what they can and should do according to the law, including how to obtain consent to share information and when information can be shared without consent.
- 7.5. Staff should not assume a colleague or another professional will take action and share information that might be critical in keeping children safe.

8. MULTI AGENCY WORKING

- 8.1. We will develop and promote effective working relationships with other agencies, including agencies providing early help services to children, the police and Children's Social Care.
- 8.2. We will ensure that relevant staff members participate in multi-agency meetings and forums, including child protection conferences and core groups, to consider individual children
- 8.3. We will participate in Child Safeguarding Practice Reviews (CSPR's), other reviews and file audits as and when required to do so by the Oxfordshire Safeguarding Children's Board. We will ensure that we have a clear process for gathering the evidence required for reviews and audits and embed recommendations into practice and complete required actions within agreed timescales.

9. SAFER RECRUITMENT

- 9.1. Our school is committed to ensuring the development of a safe culture and that all steps are taken to recruit staff and volunteers who are safe to work with our pupils and staff.
- 9.2. The Governing Body and Leadership Team are responsible for ensuring that the school follows safe recruitment processes outlined within guidance.
- 9.3. The school maintains an accurate Single Central Record (SCR) in line with statutory guidance. This will be monitored and reviewed to ensure compliance by the Governing Body and the school's Leadership Team.
- 9.4. The Governing Body will ensure that at least one of the people who conducts a recruitment interview has completed safer recruitment training.
- 9.5. We are also committed to supporting the statutory guidance from the Department for Education on the application of the Childcare (Disqualification) Regulations 2018 and related obligations under the Childcare Act 2006 in schools. **(Applicable only to nursery, primary and childcare for children up to the age of 8)**

- 9.6. The school will ensure that contractors and providers are aware of the school's safeguarding policy and procedures and that this will be referred to and followed if an allegation is made regarding a member of their agency. The school will require that employees and volunteers provided by these organisations use the school's procedures to report concerns.
- 9.7. We will seek assurance that employees and volunteers provided by these organisations and working with our children have been subjected to the appropriate level of safeguarding checks in line with *Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges, 2023*. If assurance is not obtained, permission to work with our children or use our school premises may be refused.
- 9.8. When we commission services from other organisations, we will ensure that compliance with our policy and procedures is a contractual requirement.
- 9.9. We advise all staff to disclose any reason that may affect their suitability to work with children that could be a transferable risk to their role.

10. TRAINING

- 10.1. All staff in our school are expected to be aware of the signs and symptoms of abuse and must be able to respond appropriately.
- 10.2. Our DSL undergoes training to provide them with the knowledge and skills required to carry out their role. Our DSL and any members of our DSL team undergo their DSL training every 2 years to fulfil their role.
- 10.3. In our school, all staff receive appropriate safeguarding training at induction and is updated at least annually.
- 10.4. Separate training is provided to all new staff on appointment as part of their induction process including online safety which, amongst other things, includes an understanding of the expectations, applicable roles and responsibilities in relation to filtering and monitoring. This information will be regularly updated.
- 10.5. **Governing bodies** and **proprietors** should ensure that **all** governors and trustees receive appropriate safeguarding and child protection (including online) training at induction. This training should equip them with the knowledge to provide strategic challenge to test and assure themselves that the safeguarding policies and procedures in place in schools and colleges are effective and support the delivery of a robust whole school approach to safeguarding. Their training should be regularly updated.
- 10.6. We will ensure that staff members provided by other agencies and third parties, e.g. supply teachers and contractors, have received appropriate safeguarding training commensurate with their roles before starting work. They will be given the opportunity to take part in whole-school training if it takes place during their period of work for the school.

- 10.7. The Designated Safeguarding Lead will provide briefings to the school on any changes to safeguarding legislation and procedures and relevant learning from Child Safeguarding Practice Reviews (CSPR's) in line with Working Together 2018. These will occur annually or more frequently when necessary and will include safeguarding and child protection updates such as online safety (for example, via emails, e-bulletins and staff meetings), to provide them with the skills and knowledge to safeguard children effectively.
- 10.8. The school will maintain accurate and up to date records of staff induction and training.

11. WHISTLEBLOWING IN A SAFEGUARDING CONTEXT

- 11.1. While the school has a separate whistleblowing policy, this is a summary that outlines the process when there is a concern that safeguarding issues have not been reported or followed correctly.

This does not replace the whistleblowing policy and should be read in conjunction with the school policy.

Whistleblowing is a term that is used when staff want to report a concern within their organisation that involves their manager or a person senior to them in the organisation which may prevent them from following the normal reporting systems.

There are a limited number of areas that can be called Whistleblowing and the policy protects staff from being punished for raising concerns.

Within New College School, the headmaster, Matthew Jenkinson, is the senior manager and responsible for all staff. If you are concerned that any member of staff within the school is not following safeguarding processes or behaving in a way that is placing children at risk, you should, in the first place, make the headteacher aware.

If your concern is about the headmaster, you should raise this with Miles Young, our Chair of Governors by ringing 01865 279524 and/or emailing warden@new.ox.ac.uk

If you would prefer to raise your concerns outside of the school, then you are able to contact the NSPCC whistleblowing line on 0800 028 0285 or email help@nspcc.org.uk for national organisations or make contact with Oxfordshire County Council.

If you believe that a member of the school staff is harming a child (an allegation) and this has been reported to the headteacher and no / insufficient action has been taken, or the member of staff you have concerns about is the headteacher, then you are able to contact the Designated Officers team (LADO) on 01865 810603 or email lado.safeguardingchildren@oxfordshire.gov.uk

If you believe that a child is being abused by individuals outside the school, you can make a referral to Children's Social Care by calling the MASH on **0345 050 7666** (office hours) or **0800 833 408** (outside of office hours).

Further guidance for staff can be accessed through: [Child abuse concerns: guide for practitioners - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/child-abuse-concerns-guide-for-practitioners) and through the NSPCC website [What is Child Abuse & How to Keep Your Child Protected | NSPCC](https://www.nspcc.org.uk/what-is-child-abuse/how-to-keep-your-child-protected/)

12. SITE SECURITY

- 12.1. All staff members have a responsibility to ensure our buildings and grounds are safe, this includes ensuring the safety of any visitors into school.
- 12.2. The school will not accept the behaviour of any individual, parent or anyone else, that threatens school security or leads others, child or adult, to feel unsafe. Such behaviour will be treated as a serious concern and may result in a decision to refuse the person access to the school site.

13. QUALITY ASSURANCE

- 13.1. We will ensure that systems are in place to monitor the implementation of and compliance with this policy and accompanying procedures.
- 13.2. The school's senior management and the governing body will ensure that action is taken to remedy any deficiencies and weaknesses identified in child protection arrangements without delay.

14. POLICY REVIEW

- 14.1. This policy and the procedures will be reviewed every academic year. All other linked policies will be reviewed in line with the policy review cycle.
- 14.2. The Designated Safeguarding Lead will ensure that staff members, including volunteers and sessional workers are made aware of any amendments to policies and procedures.
- 14.3. Additional updates to the safeguarding policy and appendix will take place when needed.

Date approved by governing body: August 2023 *(by circulation and then in person at the governing body's first in-person meeting in Michaelmas 2023)*

Date reviewed by governing body: August 2024

APPENDIX A:

The role of the Designated Safeguarding Lead

Managing referrals:

- Refer cases to MASH and the police, where appropriate, in a timely manner avoiding any delay that could place the child at increased risk
- Identify any safeguarding issues relating to individual children, especially ongoing enquiries under section 47 of the Children Act 1989.
[Refer to the Oxfordshire Threshold of needs to assist with decision making - Oxfordshire-Threshold-of-Needs-2021.pdf \(oscb.org.uk\)](#)
- Act as a source of support, advice and expertise to staff members on matters of child protection and safeguarding, including contextual safeguarding.
- Have responsibility to ensure there is at least one key adult for 'Operation Encompass'* and a point of contact for Child Exploitation. *Guiding principles of the scheme are here <https://www.operationencompass.org/school-participation>. An annual information letter must be sent to parents.
- To ensure that the Local Authority are notified if children are persistently absent or [missing from education](#)

Record keeping:

- Keep written (or online) records of safeguarding and welfare concerns and ensure a stand-alone file is created as necessary for children with safeguarding concerns
- Schools should have at least two emergency contacts for every child in the school in case of emergencies and in case there are welfare concerns at the home.
- Maintain a chronology of significant incidents for each child with safeguarding concerns, including a record of decisions made and the reasons for those decisions.
- Ensure such records are kept confidentially and securely and separate from the child's educational record.
- When a child leaves our school the Designated Safeguarding Lead will contact the Designated Safeguarding Lead at the new school and will ensure that the safeguarding file is forwarded to the receiving school within 5 school days. We will retain evidence to demonstrate how the file has been transferred; this may be in the form of a written confirmation of receipt from the receiving school and/or evidence of recorded delivery.

Multi-agency working and information sharing:

- The DSL recognises and is committed to its responsibility to work with other professionals and agencies in line with statutory guidance.
- Our School is not the investigating agency when there are child protection concerns. We will, however, contribute to the investigation and assessment processes as required. We recognise the importance of multi-agency working and will support attendance at relevant

safeguarding meetings, including Child Protection Conferences, Core Groups, Strategy Meetings, Child in Need meetings or other early help multi-agency meetings.

Training:

The DSL will ensure all staff undertake appropriate annual updates in order to:

- be able to recognise signs of abuse and how to respond to them, including special circumstances such as child sexual exploitation, female genital mutilation, fabricated or induced illness
- understand the assessment process for providing early help and intervention e.g. OSCB thresholds of need, preventative education and the local offer
- have a working knowledge of how the local authority conducts initial and review child protection (CP) case conferences and contribute effectively to these
- be alert to the specific needs of children in need (as specified in section 17 of the Children Act 1989), those with special educational needs, pregnant teenagers, young carers, those who are privately fostered, vulnerable to exploitation, racialisation and subject to listening to or hearing domestic abuse.
- Encourage a culture of listening to children and taking account of their wishes and feelings in any action the school takes to protect them.
- Ensure each member of staff has read and understood the school's safeguarding policy and procedures, including providing induction on these matters to new staff members. Induction and training must include the school's behaviour policy and the school's procedures for managing children who are absent from education, as well as the staff code of conduct, the child protection policy, responsibilities in relation to filtering and monitoring in relation to ICT and dealing with disclosures and managing allegation processes.
- Organise face-to-face whole-school Safeguarding training for all staff members at least **every three years**.
- The DSL will ensure their training remains in date (every 2 years)
- All staff should be aware of key policies within their school which supports safeguarding and these should be explained to them as part of staff induction.
- Ensure the school allocates time and resource every year for relevant staff members to attend training and receive continuous professional development opportunities.
- Maintain accurate records of induction, ongoing training and continual professional development (CPD) relating to safeguarding.

Awareness raising:

- Ensure our school's child protection policies are known, understood and used appropriately
- Ensure our school's safeguarding policy is reviewed annually (as a minimum) and the procedures are updated and reviewed regularly
- Ensure our safeguarding policy is available publicly and parents know referrals about suspected abuse or neglect may be made and the role of the school or college in this.

- Ensure that all staff are aware of the school's policy on ICT and understand the expectations, applicable roles and responsibilities in relation to filtering and monitoring.

Quality assurance:

- Monitor the implementation of and compliance with policy and procedures, including periodic audits of Safeguarding files (at a minimum once a year), as well as oversight of ICT monitoring and filtering.
- Complete the 175/157 annual safeguarding report and submit to the Local Authority
- Provide regular reports to the governing body detailing changes and reviews to policy, training undertaken by staff members and the number of children with child protection plans and other relevant data.
- Take lead responsibility for remedying any deficiencies and weaknesses identified in Safeguarding arrangements.

Support for staff:

- The school will have a framework for providing an opportunity for staff who are working directly with vulnerable young people to have regular access to an appropriate manager to talk through and reflect on their involvement with the child's case.

APPENDIX B:

Safeguarding Procedures

Definitions:

- **Abuse:** a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults or another child or children.
- **Children** are any people who have not yet reached their 18th birthday; a 16-year-old, whether living independently, in further education, in the armed forces or in hospital, is a child and is entitled to the same protection and services as anyone younger. KCSIE applies to providers of post 16 education as set out Education and Training (Welfare of Children) Act 2021.
- **Child protection** is part of safeguarding and promoting the welfare of children and refers to activity undertaken to protect specific children who are suffering, or likely to suffer, significant harm or significant harm is suggested.
- **Early help** means providing support as soon as a problem emerges, at any point in a child's life, from the foundation years to teenage years.

- **Harm** is ill treatment or impairment of health and development, including impairment suffered from seeing or hearing the ill treatment of another.
- **Safeguarding children** is the action we take to promote the welfare of children and protect them from harm.
- **Safeguarding and promoting the welfare of children** is defined as:
 - protecting children from maltreatment
 - preventing the impairment of children's mental health, physical health or development
 - ensuring the children grow up in circumstances consistent with the provision of safe and effective care
 - taking action to enable all children to have the best outcomes

School staff are particularly important, as they are in a position to identify concerns early, provide help for children, promote children's welfare and prevent concerns from escalating (KCSIE 2023)

A bespoke helpline is available for children and young people who've experienced abuse at school, and for worried adults and professionals that need support and guidance. If you are concerned about something, you can contact the NSPCC helpline Report Abuse in Education on **0800 136 663** or email help@nspcc.org.uk

- **Significant harm** is the threshold that justifies compulsory intervention in the family in the best interests of the child. Section 47 of the Children Act 1989 states 'where the question of whether harm suffered by a child is significant turns on the child's health or development; his health or development shall be compared with that which could reasonably be expected of a similar child.'
- **Vulnerable children:** Any child may benefit from [Early Help and the Locality Community Support Service \(LCSS\) - Oxfordshire Safeguarding Children Board \(oscb.org.uk\)](#) but all school and college staff should be particularly alert to the potential need for early help for a child who:
 - is disabled and has specific additional needs
 - has special educational needs (whether they have a statutory Education, Health and Care Plan)
 - is a young carer
 - is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups
 - is frequently missing/goes missing from care or from home
 - is at risk of modern slavery, trafficking or exploitation
 - is at risk of being radicalised or exploited
 - is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse
<https://www.gov.uk/government/collections/domestic-abuse-bill>
 - is misusing drugs or alcohol themselves
 - has returned home to their family from care

- is a privately fostered child

CATEGORIES OF ABUSE:

- **Emotional abuse** is the persistent emotional maltreatment of a child such that it causes severe and persistent adverse effects on the child's emotional development and conveying that they are worthless or unloved, inadequate or valued only insofar as they meet the needs of another person. It may include:
 - not giving the child opportunities to express their views
 - deliberately silencing them or 'making fun' of what they say or how they communicate

It may feature:

- age or developmentally inappropriate expectations being imposed on children
- interactions that are beyond a child's developmental capability
- overprotection and limitation of exploration and learning
- preventing the child from participating in normal social interaction
- seeing or hearing the ill-treatment of another
- serious bullying (including cyberbullying)
- causing children frequently to feel frightened or in danger or the exploitation or corruption of children

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

- **Neglect** is the persistent failure to meet a child's basic physical or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance misuse. Once a child is born, it may involve a parent failing to:
 - provide adequate food, clothing and shelter, including exclusion from home or abandonment
 - protect a child from physical and emotional harm or danger
 - ensure adequate supervision, including the use of inadequate care givers
 - ensure access to appropriate medical care or treatment

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs. Educational neglect is also considered: <https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/neglect/>

- **Physical abuse** may involve hitting, shaking, throwing, poisoning, burning, scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.
- **Sexual abuse:** involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact,

including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include 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. [The sexual abuse of children by other children is a specific safeguarding issue in education \(KCSIE 2023\)](#).

MENTAL HEALTH:

- All staff should also be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation
- Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. Staff, however, are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one
- Where children have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood. It is key that staff are aware of how these children's experiences can impact on their mental health, behaviour and education
- If staff have a mental health concern about a child that is also a safeguarding concern immediate action should be taken, following their child protection policy and speaking to the designated safeguarding lead or a deputy.

<https://www.gov.uk/government/publications/promoting-children-and-young-peoples-emotional-health-and-wellbeing>

The department has published advice and guidance [Preventing bullying - GOV.UK \(www.gov.uk\)](#) and [Mental Health and Behaviour in Schools](#) (which may also be useful for colleges). In addition, Public Health England has produced a range of resources to support secondary school teachers to promote positive health, wellbeing and resilience among young people including its guidance [Promoting children and young people's emotional health and wellbeing](#). Its resources include social media, forming positive relationships, smoking and alcohol. See [Every Mind Matters](#) for links to all materials and lesson plans.

APPENDIX C:

Further information

Female Genital Mutilation

Female Genital Mutilation (FGM) comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the

UK and a form of child abuse with long-lasting harmful consequences. Professionals in all agencies and individuals and groups in relevant communities, need to be alert to the possibility of a girl being at risk of FGM or already having suffered FGM. [Harmful Practices - Oxfordshire Safeguarding Children Board \(oscb.org.uk\)](http://www.oscb.org.uk)

- **Indicators** - There is a range of potential indicators that a girl may be at risk of FGM. Warning signs that FGM may be about to take place, or may have already taken place, can be found on pages 16-17 of the Multi-Agency Practice Guidelines, and Chapter 9 of those Guidelines (pp42-44) focuses on the role of schools and colleges. Section 5C of the Female Genital Mutilation Act 2003 (as inserted by section 75 of the Serious Crime Act 2015) gives the Government powers to issue statutory guidance on FGM to relevant persons. Once the government issues any statutory multi-agency guidance this will apply to schools and colleges.
- **Actions** - If staff have a concern they should activate local safeguarding procedures, using existing national and local protocols for multi-agency liaison with police and children's social care. Mandatory reporting commenced in October 2015. These procedures remain when dealing with concerns regarding the potential for FGM to take place. Where a teacher discovers that an act of FGM appears to have been carried out on a girl who is aged under 18, there will be a statutory duty upon that individual to report it to the police.
- **Mandatory Reporting Duty** -From October 2015, Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) placed a statutory duty upon teachers, along with social workers and healthcare professionals, to report to the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. Those failing to report such cases will face disciplinary sanctions. It will be rare for teachers to see visual evidence, and they should not be examining pupils, but the same definition of what is meant by "to discover that an act of FGM appears to have been carried out" is used for all professionals to whom this mandatory reporting duty applies. Unless the teacher has a good reason not to, they should still consider and discuss any such case with the school's designated safeguarding lead and involve the Integrated Front Door as appropriate.

Fabricated or Induced Illness

Staff must be aware of the risk of children being abused through fabricated or induced illness (FII). There are three main ways of the carer fabricating or inducing illness in a child.

These are not mutually exclusive and include:

- fabrication of signs and symptoms. This may include fabrication of past medical history
- fabrication of signs and symptoms and falsification of hospital charts and records and specimens of bodily fluids. This may also include falsification of letters and documents
- induction of illness by a variety of means

Where this is identified and considered a risk a referral will be made to the MASH for support and guidance. School may involve other agencies in making their assessments. That could

include school nurse, community paediatrician, occupational therapists for example.

Gang and Youth / Serious Violence

Children and Young People who become involved in gangs are at risk of violent crime and as a result of this involvement are deemed vulnerable. Agencies and professionals have a responsibility to safeguard these children and young people and to prevent further harm both to the young person and their potential victims. Risks associated with gang activity include access to weapons (including firearms), retaliatory violence and territorial violence with other gangs, knife crime, sexual violence and substance misuse

<https://www.gov.uk/government/publications/serious-violence-strategy>

Children are also increasingly being targeted and recruited online using social media. Children can easily become trapped by this type of exploitation as county lines gangs can manufacture drug debts which need to be worked off or threaten serious violence and kidnap towards victims (and their families) if they attempt to leave the county lines network.

A number of the indicators for CSE and CCE may be applicable to where children are involved in county lines. Some additional specific indicators that may be present where a child is criminally exploited through involvement in county lines are children who:

- go missing and are subsequently found in areas away from their home
- have been the victim or perpetrator of serious violence (e.g. knife crime)

Faith Based Abuse

Our policy recognises the 'National Action Plan to Tackle Abuse linked to faith or belief' which describes this abuse as:

'not about challenging people's beliefs, but where beliefs lead to abuse that must not be tolerated. This includes belief in witchcraft, spirit possession, demons or the devil, the evil eye, or djinns, dakini, kindoki, ritual or muti murders and use of fear of the supernatural to make children comply with being trafficked for domestic slavery or sexual exploitation. The beliefs which are not confined to one faith, nationality or ethnic community.'

When this type of abuse is suspected staff will make a referral to the MASH Team for support and guidance.

<https://www.gov.uk/government/publications/national-action-plan-to-tackle-child-abuse-linked-to-faith-or-belief>

Risk of Trafficking

Article 3 of the Palermo Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Supplementing the United Nations Convention Against Transnational Organised Crime to the UN Convention (2000) (ratified by the UK on 6 February 2006) defines trafficking as:

- "Trafficking of persons" shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat of or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a

position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.

- The consent of a victim of trafficking in persons to the intended exploitation set forth in sub-paragraph (a) of this article shall be irrelevant where any of the means set forth in subparagraph (a) have been used.
- The recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation shall be considered “trafficking in persons” even if this does not involve any of the means set forth in sub-paragraph (a) of this article
- “Child” shall mean any person under eighteen years of age.

Children trafficked into the country may be registered at a school for a term or longer, before being moved to another part of the UK or abroad. This pattern of registration and de-registration may be an indicator that a child has been trafficked. It has been identified as a particular concern in schools which are situated near ports of entry, but practitioners should be alert to this possibility in all schools. However, practitioners should always bear in mind that not all children who go missing from education have been victims of trafficking. For example, there may be instances of children from communities that move around – Gypsy, Roma, traveller or migrant families – who collectively go missing from school.

If a member of the school staff suspects that a child may have been trafficked, they should act immediately to inform the senior member of staff with designated responsibility for child protection and ensure that police or local authority children’s social care are contacted immediately.

Risks Associated with Parent/Carer Mental Health

The majority of parents who suffer mental ill-health can care for and safeguard their children and/or unborn child. Some parents, however, will be unable to meet the needs and ensure the safety of their children.

Our approach is to recognise, seek support, instil preventive factors and monitor.

Designated Safeguarding Lead should seek support through Early Help team but escalate to the MASH Team if they are concerned that the child involved is being placed at immediate risk of harm.

Drugs and Alcohol

Children can be at risk of drugs and alcohol directly and indirectly. They may be at direct risk of having access to these substances (see guidance on gangs) or indirectly because they effect family life at home through use by parents/carers, siblings, child-minders etc. Risks associated with drugs and alcohol and should be built into the curriculum policy.

More details can be found at: [Substance Misuse - Oxfordshire Safeguarding Children Board \(oscb.org.uk\)](http://oscb.org.uk)

Honour Based Violence and Forced Marriages

Honour Based Violence and Forced Marriage refers to a collection of practices used to control behaviour within families to protect perceived cultural or religious beliefs and honour. Violence can occur when offenders perceive that a relative has shamed the family or community by breaking their 'code of honour'. Honour Based Violence cuts across all cultures and communities: Turkish, Kurdish, Afghani, South Asian, African, Middle Eastern, South and Eastern European for example. This is not an exhaustive list. Where a culture is heavily male dominated, HBV may exist.

'A forced marriage is a marriage in which one or both spouses do not (or, in the case of some vulnerable adults, cannot) consent to the marriage and duress is involved. Duress can include physical, psychological, financial, sexual and emotional pressure.' In addition, since February 2023 it has also been a crime to carry out any conduct whose purpose is to cause a child to marry before their eighteenth birthday, even if violence, threats or another form of coercion are not used. As with the existing forced marriage law, this applies to non-binding, unofficial 'marriages' as well as legal marriages.

For more information see:

<http://www.fco.gov.uk/en/travel-and-living-abroad/when-things-go-wrong/forced-marriage/>

<http://www.karmanirvana.org.uk/>

Managing Allegations against School Staff (including those accessing the school premises)

The Local Authority Designated Officer for Allegations (LADO) must be told of allegations against adults working with children and young people within 24 hours. This includes allegations relating to individuals or organisations using the school premises for the purpose of running activities for children (for example community groups, sports associations or service providers that run extra-curricular activities). As with any safeguarding allegation, schools and colleges should follow their safeguarding policies and procedures, including informing the LADO.

Chairs of Governors should refer to this guidance if there is an allegation against the headteacher. This includes all cases that meet the harm threshold where a person is alleged to 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 towards a child or children in a way that indicates they may pose a risk of harm to children
- behaved or may have behaved in a way that indicates they may not be suitable to work with children. This includes behaviour that may have happened outside of school or college, that might make an individual unsuitable to work with children and is known as transferable risk. Where appropriate an assessment of transferable risk to children with whom the person works should be undertaken. If in doubt seek advice from the local authority designated officer (LADO)

There are two levels of allegation/concern:

- allegations that may meet the harms threshold (see definition above)

- allegation/concerns that do not meet the harm threshold – referred to in 2023 guidance as ‘low level concerns’

Governing bodies and proprietors should have policies and processes to deal with concerns (including allegations) which do not meet the harm threshold. Concerns may arise in several ways and from a number of sources. For example: suspicion, complaint or disclosure made by a child, parent or other adult within or outside of the organisation; or as a result of vetting checks undertaken.

It is important that schools and colleges have appropriate policies and processes in place to manage and record any such concerns and take appropriate action to safeguard children.

‘Low Level Concerns’ - Creating a culture in which all concerns about adults, including allegations that do not meet the harm threshold, are shared responsibly and with the right person, recorded and dealt with appropriately, is critical.

A low-level concern is any concern - no matter how small, and even if no more than causing a sense of unease or a ‘nagging doubt’ - that an adult working in or on behalf of the school or college may have acted in a way that is inconsistent with the staff code of conduct, including inappropriate conduct outside of work and does not meet the allegations threshold or is otherwise not considered serious enough to consider a referral to the LADO.

Examples of such behaviour could include, but are not limited to:

- being over friendly with children
- having favorites
- taking photographs of children on their mobile phone
- engaging with a child on a one-to-one basis in a secluded area or behind a closed door
- humiliating pupils

Such concerns should always be recorded and reviewed so that potential patterns of concerning, problematic or inappropriate behaviour can be identified. Such behaviour can exist on a wide spectrum, from the inadvertent or thoughtless, or behaviour that may look to be inappropriate, but might not be in specific circumstances, through to that which is ultimately intended to enable abuse.

Responsibilities of staff

It is important that all staff are clear of the expectations the school stipulates from them as contained in the Staff Code of Conduct. This is covered annually by the Designated Safeguarding Lead, and as part of the school’s induction for new staff.

It is crucial that any concerns in relation to a staff member’s behaviour, including those which do not meet the harm threshold, are shared responsibly and with the Headmaster. This should be done without delay.

Where there are concerns/allegations about the Headmaster, this should be referred to the Chair of Governors (whose contact details can be found at the front of this document).

Staff members who are concerned about how their behaviour may have been interpreted, or, on reflection, re-evaluate their behaviour as one that may have been in contrary to the school's code of conduct and expectations, self-refer to the Headmaster.

Dealing with Low-Level Concerns

All low-level concerns may be shared verbally with the Headmaster in the first instance, but must then be recorded in writing.

The record should include:

- details of the concern
- the context in which the concern arose -action taken

The name of the individual sharing their concerns should also be noted, but if the individual wishes to remain anonymous then that should be respected as far as reasonably possible.

Where the low-level concern is provided verbally, the Headmaster should make an appropriate record of the conversation, either at the time or immediately following the discussion, paying heed to the details above. Records will be signed, timed and dated. Records will remain confidential in accordance with the school's Data Protection policies and GDPR.

Responding to a Low-Level Concern

The Headmaster will in the first instance satisfy himself that it is a low-level concern and should not be reclassified as a higher level concern/allegation and dealt with under the appropriate procedure below. The circumstances in which a low-level concern might be reclassified are where:

- (a) the threshold is met for a higher-level concern/allegation
- (b) there is a pattern of low-level concerns which collectively amount to a higher-level concern/allegation or
- (c) there is other information which when taken into account leads to a higher-level concern/allegation.

Where the Headmaster is in any doubt whatsoever, advice will be sought from the LADO, if necessary, on a 'no-names' basis.

Having established that the concern is low-level, the Headmaster will discuss it with the individual who has raised it and will take any other steps to investigate it as necessary. If the concern has been raised via a third party, the Headmaster should collect as much evidence as possible by speaking:

- directly to the person who raised the concern, unless it has been raised anonymously;

- to the individual involved and any witnesses.

The information collected will help them to categorise the type of behaviour and determine what further action may need to be taken. All of this needs to be recorded along with the rationale for their decisions and action taken. Reports about supply staff and contractors will be notified to their employers, so any potential patterns of inappropriate behaviour can be identified.

Most low-level concerns by their very nature are likely to be minor and will be dealt with by means of management guidance, training etc. In dealing with a low-level concern with a member of staff, this will be approached in a sensitive and proportionate way. In many cases, a low-level concern will simply require a conversation with the individual about whom the concern has been raised.

Details of the concern will be recorded along with the rationale for decisions and action taken.

Any conversation with a member of staff following a concern will include being clear with the individual as to why their behaviour is concerning, problematic or inappropriate, what change is required in their behaviour, enquiring what, if any, support they might need in order to achieve and maintain that, and being clear about the consequences if they fail to reach the required standard or repeat the behaviour in question. Ongoing and transparent monitoring of the individual's behaviour may be appropriate. An action plan or risk assessment may be required. Some concerns may trigger the school's disciplinary, grievance or whistleblowing procedures, which will be followed where appropriate. Some concerns may be related to performance management and advice may be sought from the New College HR manager.

Monitoring of Low-Level Concerns

The Headmaster will securely retain confidential files on low-level concerns. A central log will be shared and monitored by the school's Senior Leadership Team on a monthly basis to ensure that all such concerns are being dealt with promptly and appropriately, and that any potential patterns of concerning, problematic or inappropriate behaviour are identified. A record will be kept of this review within SLT Minutes.

No record will be made of the concern on the individual's personnel file (and no mention made in job references) unless either:

- (a) the concern (or group of concerns) has been reclassified as a higher-level concern, or
- (b) the concern (or group of concerns) is sufficiently serious to result in formal action under the school's grievance, capability or disciplinary procedure.

*The Local Authority Designated Officer is **Jo Lloyd**, contactable by phone on 01865 810603 or by email at lado.safeguardingchildren@oxfordshire.gov.uk*

For serious and/or persistent low level concerns, an Allegation and Consultation Referral Form must be completed by the Headteacher or manager in full and forwarded to the LADO via email within 24 hours of the concern being raised.

Preventing Radicalisation

Protecting children from the risk of radicalisation should be part of schools' wider safeguarding duties and is similar in nature to protecting children from other forms of harm and abuse. During the process of radicalisation, it is possible to intervene to prevent susceptible people being radicalised.

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. Specific background factors may contribute to vulnerability which are often combined with specific influences such as family, friends or online, and with specific needs for which an extremist or terrorist group may appear to provide an answer. The internet and the use of social media has become a major factor in the radicalisation of young people. As with managing other safeguarding risks, staff should be alert to changes in children's behaviour which could indicate that they may need help or protection. School staff should use their professional judgement in identifying children who might be at risk of radicalisation and act proportionately which may include making a referral to the Channel programme

From 1 July 2015 all schools are subject to a duty under section 26 of the Counterterrorism and Security Act 2015 ('The CTSA 2015'). Schools must have regard to statutory PREVENT GUIDANCE issued under section 29 of the CTSA 2015. Paragraphs 57-76 of the Prevent guidance are concerned specifically with schools' responsibility to the need to prevent people from being drawn into terrorism. "This duty is known as the Prevent duty. It applies to a wide range of public-facing bodies.

The statutory Prevent guidance summarises the requirements on schools in terms of four general themes:

- risk assessment
- working in partnership
- staff training
- IT policies

Schools are expected to assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology. This means being able to demonstrate both a general understanding of the risks affecting children and young people in the area and a specific understanding of how to identify individual children who may be at risk of radicalisation and what to do to support them. Schools and colleges should have clear procedures in place for protecting children at risk of radicalisation. It is not necessary for schools and colleges to have distinct policies on implementing the Prevent duty. The Prevent duty builds on existing local partnership arrangements. For example, governing bodies and proprietors of all schools should ensure that their safeguarding arrangements

consider the policies and procedures of Local Safeguarding Children Board (LSCBs).

Designated safeguarding leads and other senior leaders should familiarise themselves with the revised [Prevent duty guidance: for England and Wales](#).

The **Prevent** guidance refers to the importance of Prevent awareness training to equip staff to identify children at risk of being drawn into terrorism and to challenge extremist ideas. Individual schools are best placed to assess the training needs of staff in the light of their assessment of the risk to pupils at the school of being drawn into terrorism. As a minimum, however, schools should ensure that the designated safeguarding lead undertakes Prevent awareness training and is able to provide advice and support to other members of staff on protecting children from the risk of radicalisation.

Schools must ensure that children are safe from terrorist and extremist material when accessing the internet in schools. Schools should ensure that suitable filtering is in place. It is also important that schools teach pupils about online safety more generally. Further information and guidance are available on the OSCB website: [Radicalisation - Oxfordshire Safeguarding Children Board \(oscb.org.uk\)](#)

The Department for Education has also published advice for schools on the Prevent duty and is intended to complement the Prevent guidance and signposts other sources of advice and support. <https://www.gov.uk/government/publications/protecting-children-from-radicalisation-the-prevent-duty>

Channel

School staff should understand when it is appropriate to make a referral to the Channel team. Channel is a programme which focuses on providing support at an early stage to people who are identified as being susceptible to being drawn into terrorism. It provides a mechanism for schools to make referrals if they are concerned that an individual might be susceptible to radicalisation. An individual's engagement with the programme is entirely voluntary at all stages and an individual will be required to provide their consent before any support delivered through the programme is provided.

Section 36 of the CTSA 2015 places a duty on local authorities to ensure Channel panels are in place. The panel must be chaired by the local authority and include the police for the relevant local authority area. Following a referral, the panel will assess the extent to which identified individuals are at risk of being drawn into terrorism and, where considered appropriate and necessary, consent is obtained and support arranged and provided to those individuals. Section 38 of the CTSA 2015 requires partners of Channel panels to co-operate with the panel in the carrying out of its functions and with the police in providing information about a referred individual. Schools and colleges are required to have regard to Keeping Children Safe in Education and, as partners, are required to cooperate with local Channel panels. Channel guidance can be found here:

<https://www.gov.uk/government/publications/channel-and-prevent-multi-agency-panel-pmap-guidance>

Children Who Are Absent from Education

All children, regardless of their circumstances, are entitled to a full-time education which is suitable to their age, ability, aptitude and any special educational needs they may have. Local authorities have a duty to establish, as far as it is possible to do so, the identity of children of compulsory school age who are absent for prolonged periods or missing from education in their area.

Children being absent from education for prolonged periods and/or on repeat occasions can act as a vital warning sign to a range of safeguarding issues including neglect, child sexual and criminal exploitation - particularly county lines. School staff should follow the school's procedures for dealing with children who are persistently absent and children missing education to identify such abuse as early as possible and, in the case of absent pupils, this helps prevent the risk of them becoming a child absent from education in the future. This includes when problems are first emerging but also where children are already known to local authority children's social care and have a social worker (such as a child who is a child in need, who has a child protection plan or is a child we care for), where being absent from education may increase known safeguarding risks within the family or in the community. See 'working together to improve school attendance' for further guidance: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1099677/Working_together_to_improve_school_attendance.pdf

Schools should put in place appropriate safeguarding policies, procedures and responses for children who are identified as absent or missing from education, particularly on repeat occasions. It is essential that all staff are alert to signs to look out for and the individual triggers to be aware of when considering the risks of potential safeguarding concerns such as travelling to conflict zones, FGM and forced marriage.

The law requires all schools to have an admission register and, with the exception of schools where all pupils are boarders, an attendance register. All pupils must be placed on both registers. An appropriated response is needed when a child has poor attendance or is regularly missing education.

<https://www.gov.uk/government/publications/children-missing-education>

All schools must inform their local authority of any pupil who is going to be deleted from the admission register where they:

- have been taken out of school by their parents and are being educated outside the school system e.g. home education, have ceased to attend school and no longer live within reasonable distance of the school at which they are registered
- have been certified by an appropriate medical practitioner as unlikely to be in a fit state of health to attend school before ceasing to be of compulsory school age and neither he/she nor his/her parent has indicated the intention to continue to attend the school after ceasing to be of compulsory school age
- are in custody for a period of more than four months due to a final court order and the proprietor does not reasonably believe they will be returning to the school at the end of the period

- have been permanently excluded

The local authority must be notified when a school is to delete a pupil from its register under the above circumstances. Schools should contact the Admissions Team: Tel: 01865 815175. This should be done as soon as the grounds for deletion are met, but no later than deleting the pupil's name from the register. It is essential that schools comply with this duty, so that local authorities can, as part of their duty to identify children of compulsory school age who are missing education, follow up with any child who might be in danger of not receiving an education and who might be at risk of abuse or neglect.

All schools must inform the local authority of any pupil who fails to attend school regularly or has been absent without the school's permission for a continuous period of 10 school days or more, at such intervals as are agreed between the school and the local authority (or in default of such agreement, at intervals determined by the Secretary of State).

Child Sexual Exploitation & Child Criminal Exploitation

Both CSE and CCE are forms of abuse and both occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into sexual or criminal activity. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status and access to economic or other resources. In some cases, the abuse will be in exchange for something the victim needs or wants and/or will be to the financial benefit or other advantage (such as increased status) of the perpetrator or facilitator. The abuse can be perpetrated by individuals or groups, males or females and children or adults.

The abuse can be a one-off occurrence or a series of incidents over time and range from opportunistic to complex organised abuse. It can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence. Victims can be exploited even when activity appears consensual, and it should be treated as exploitation. As well as being physical, it can be facilitated and/or take place online.

Child Sexual Exploitation (CSE)

CSE occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into sexual activity (a) in exchange for something the victim needs or wants and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. CSE does not always involve physical contact; it can also occur through the use of technology. CSE can affect any child or young person (male or female) under the age of 18 years, including 16- and 17-year-olds who can legally consent to have sex. It can include both contact (penetrative and non-penetrative acts) and non-contact sexual activity and 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). CCE indicators can also be indicators of CSE, as can children who have older boyfriends or girlfriends and children who suffer from sexually transmitted infections or become pregnant.

The department provide: [Child sexual exploitation: guide for practitioners](#)

A full list of indicators can be found here: [Child Sexual Exploitation - Oxfordshire Safeguarding Children Board \(oscb.org.uk\)](#)

Child Criminal Exploitation (CCE)

While there is still no legal definition of 'Child Criminal Exploitation' or CCE, it is increasingly being recognised as a major factor behind crime in communities, while also simultaneously victimising vulnerable young people and leaving them at risk of harm. A simple definition of CCE is: CCE often occurs without the victim being aware that they are being exploited and involves young people being encouraged, cajoled or threatened to carry out crime for the benefit of others. In return they are offered friendship or peer acceptance, but also cigarettes, drugs (especially cannabis), alcohol or even food and accommodation.

County Lines is a term used to describe gangs, groups or drug networks that supply drugs from urban to suburban areas across the country, including market and coastal towns, using dedicated mobile phone lines or 'deal lines.' They exploit children and vulnerable adults to move the drugs and money to and from the urban area, and to store the drugs in local markets. They will often use intimidation, violence and weapons, including knives, corrosives, and firearms. County lines is a major, cross-cutting issue involving drugs, violence, gangs, safeguarding, criminal and sexual exploitation, modern slavery and missing persons and the response to tackle it involves the police, the National Crime Agency, a wide range of Government departments, local government agencies and voluntary and community sector organisations. County lines activity and the associated violence, drug dealing and exploitation has a devastating impact on young people, vulnerable adults and local communities. Further information can be found here: [Child Criminal Exploitation - Oxfordshire Safeguarding Children Board \(oscb.org.uk\)](#)

Sexual Harassment, Violence, Harmful Sexual Behaviours (inc. child on child abuse, consent and 'upskirting')

Sexual violence and sexual harassment can occur between two children of any age and sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children. Sexual violence refers to sexual offences under the Sexual Offences Act 2003, including rape, assault by penetration and sexual assault.

It is important that schools and colleges are aware of sexual violence and the fact children can, and sometimes do, abuse their peers in this way. When referring to sexual harassment we mean 'unwanted conduct of a sexual nature' that can occur online and offline and both inside and outside of school/college. When we reference sexual harassment, we do so 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.

Staff must challenge any form of derogatory and sexualised language or behaviour. Staff should be vigilant to sexualised/aggressive touching/grabbing. DfE guidance situates sexual violence, sexual harassment and harmful sexual behaviour in the context of developing a whole-school safeguarding culture, where sexual misconduct is seen as unacceptable and

not 'banter' or an inevitable part of growing up. Advice about tackling and reporting sexual harassment in schools and colleges is available in the DFE guidance Keeping Children Safe in Education 2023

It should be recognised that these issues are likely to occur and so schools should have procedures in place to deal with them. Groups at particular risk include girls, students who identify as Lesbian, Gay, Bisexual, Transgender+ (LGBT+) or are perceived by peers to be LGBT+ and pupils with SEND. We recognise that these children can be targeted by other children, so it is vital your school provide a safe space for these children to speak out and share their concerns with members of staff. Pupils are protected from 'upskirting', bullying, homophobic, biphobic and transphobic behaviour, racism, sexism and other forms of discrimination. Staff have familiarity with the [Equality Act 2010 and the Public Sector Equality Duty](#) (PSED), the Human Rights Act 1998 and recent reforms to the Act and how they apply to safeguarding

<https://www.gov.uk/government/consultations/human-rights-act-reform-a-modern-bill-of-rights/outcome/human-rights-act-reform-a-modern-bill-of-rights-consultation-response> ,

Our school acknowledges the need to treat everyone equally, with fairness, dignity and respect. Any discriminatory behaviours are challenged and children are supported to understand how to treat others with respect. We also have a statutory duty to report and record any of the above incidents. Schools must record incidents across the whole spectrum of sexual violence, sexual harassment and harmful sexualised behaviours so that they can understand the scale of the problem in their own schools and make appropriate plans to reduce it.

All such incidents should be immediately reported to the Designated Safeguarding Lead (DSL) or equivalent and managed in line with your setting's child protection policies. Victims of harm should be supported by the school's pastoral system, their wishes and feelings considered and they understand the law on child-on-child abuse is there to protect them, not criminalise them.

The appropriate safeguarding lead person should be familiar with the full guidance from the UK Council for Internet Safety (UKCIS), Sharing nudes and semi-nudes: advice for education settings working with children and young people

<https://www.gov.uk/government/publications/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people>

Upskirting

'Upskirting' is where someone takes a picture under a person's clothing (not necessarily a skirt) without their permission and/or knowledge, with the intention of viewing their genitals or buttocks (with or without underwear) to obtain sexual gratification or cause the victim humiliation, distress or alarm. It is a criminal offence. Anyone of any gender can be a victim. The Voyeurism (Offences) Act, which is commonly known as the Upskirting Act, came into force on 12 April 2019.

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 s/he agrees by choice to that penetration and has the freedom and capacity to make that choice. Further information about consent can be found here: [Rape Crisis England & Wales -](#)

Sexual consent

- a child under the age of 16 can never consent to any sexual activity
- the age of consent is 16

Online Safety, Remote Learning and Filtering & Monitoring

It is essential that children are safeguarded from potentially harmful and inappropriate online material. An effective whole school and college approach to online safety empowers a school or college to protect and educate pupils, students and staff in their use of technology and establishes mechanisms to identify, intervene in and escalate any concerns where appropriate.

The breadth of issues classified within online safety is considerable and ever evolving, but can be categorised into four areas of risk:

- **content:** being exposed to illegal, inappropriate or harmful content, for example: pornography, fake news, racism, misogyny, self-harm, suicide, anti-Semitism, radicalisation and extremism.
- **contact:** being subjected to harmful online interaction with other users, for example: peer to peer pressure, commercial advertising and adults posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial or other
- **conduct:** online behaviour that increases the likelihood of, or causes, harm, for example, making, sending and receiving explicit images (e.g. consensual and non-consensual sharing of nudes and semi-nudes and/or pornography, sharing other explicit images and online bullying
- **commerce:** risks such as online gambling, inappropriate advertising, phishing and/or financial scams. If you feel your pupils, students or staff are at risk, please report it to the Anti-Phishing Working Group (<https://apwg.org/>)

The school has an Online Safety policy, which covers the use of mobile phones, cameras and other digital recording devices e.g. i-Pads. For online safety, within the policy there is support about children accessing the internet whilst they're at school using data on their phones. This considers that many children have unlimited and unrestricted access to the internet via 3G, 4G and 5G networks. This access means some children, whilst at school, sexually harass, bully and control others via their mobile and smart technology, share indecent images consensually and non-consensually and view and share pornography and other harmful content. This has been carefully considered within schools ICT Policy, including the management of devices, filtering and monitoring and access to smart technology. The policy

also reinforces the importance of online safety, including making parents aware of what the school asks children to do online (e.g. sites they need to visit or who they'll be interacting with online)

Filters and monitoring

Governing bodies and proprietors are doing all that they reasonably can to limit children's exposure to the above risks from the school's IT system. As part of this process, governing bodies and proprietors ensure their school has appropriate filters and monitoring systems in place and that there is regular review of their effectiveness.

Whilst considering their responsibility to safeguard and promote the welfare of children and provide them with a safe environment in which to learn, governing bodies and proprietors also consider the age range of their pupils, those who are potentially at greater risk of harm and how often they access the IT system along with the proportionality of costs versus safeguarding risks.

The appropriateness of any filters and monitoring systems are a matter for individual schools and will be informed in part, by the risk assessment required by the Prevent Duty.

To support schools and colleges to meet this duty, the Department for Education has published filtering and monitoring standards (see below link) which set out that schools and colleges should:

- identify and assign roles and responsibilities to manage filtering and monitoring systems
- review filtering and monitoring provision at least annually
- block harmful and inappropriate content without unreasonably impacting teaching and learning
- have effective monitoring strategies in place that meet their safeguarding needs

Governing bodies and proprietors understand their responsibilities for periodically reviewing the effectiveness of these procedures and the standards and will discuss this with IT staff and service providers, discussing what more needs to be done to support schools and colleges in meeting this standard. This includes an understanding of responsibilities to have an appropriate level of security protection and an understanding of evolving cyber-crime technologies and e-security.

Monitoring and filtering standards: <https://www.gov.uk/guidance/meeting-digital-and-technology-standards-in-schools-and-colleges/filtering-and-monitoring-standards-for-schools-and-colleges>

Cyber security standards: <https://www.gov.uk/guidance/meeting-digital-and-technology-standards-in-schools-and-colleges/cyber-security-standards-for-schools-and-colleges>

The policy for remote learning demonstrates an understanding of how to follow safeguarding procedures when planning remote education strategies and teaching remotely. The school maintains the capability to provide remote education when it is not possible for some or all of their pupils to attend in person.

<https://www.gov.uk/government/publications/providing-remote-education-guidance-for-schools>

Pre-Appointment Checks and Safer Recruitment

Any offer of appointment made to a successful candidate, including one who has lived or worked abroad, must be conditional on satisfactory completion of the necessary pre-employment checks.

When appointing new staff, schools and colleges must:

- verify a candidate's identity. Identification checking guidelines can be found on the GOV.UK website
- obtain (via the applicant) an enhanced DBS certificate (including barred list information for those who will be engaging in regulated activity)
- obtain a separate barred list check if an individual will start work in regulated activity before the DBS certificate is available
- verify the candidate's mental and physical fitness to carry out their work responsibilities. A job applicant can be asked relevant questions about disability and health to establish whether they have the physical and mental capacity for the specific role
- verify the person's right to work in the UK, including EU nationals. If there is uncertainty about whether an individual needs permission to work in the UK, follow advice on the GOV.UK website
- if the person has lived or worked outside the UK, make any further checks the school or college consider appropriate and verify professional qualifications, as appropriate
- verify professional qualifications, as appropriate. The Teaching Regulation Agency's (TRA) Employer Access Service should be used to verify any award of qualified teacher status (QTS), and the completion of teacher induction or probation.
- carry out an online search on shortlisted candidates to help identify any issues that are publicly available online. Shortlisted candidates will be informed before online searches are carried out. Ensure that evidence of these checks has been retained

In addition:

- independent schools, including academies and free schools, must check that a person taking up a management position is not subject to a section 128 direction made by the Secretary of State
- maintained schools must check that the Governing body is not subject to a section 128 direction made by the Secretary of the State
- ensure that an applicant to be employed to carry out teaching work is not subject to a prohibition order issued by the Secretary of State for prohibition checks or any sanction or restriction imposed (that remains current) by the GTCE before its abolition in March 2012
- all schools and colleges providing childcare must ensure that appropriate checks are carried out to ensure that individuals employed to work in reception classes or in wraparound care for children up to the age of 8, are not disqualified from working in these settings under the 2018 Childcare Disqualification Regulations.

The Education and Training (Welfare of Children) Act 2021 extended safeguarding provisions to providers of post 16 Education: 16-19 Academies, Special Post-16 institutions and Independent Training Providers.

Single Central Record

Schools and colleges must keep a single central record. The single central record must cover the following people:

- all staff (including supply staff and teacher trainees on salaried routes) who work at the school. In colleges, this means those providing education to children
- The information that must be recorded in respect of staff members (including teacher trainees on salaried route) is whether the following checks have been carried out or certificates obtained and the date on which each check was completed/certificate obtained
- an identity check / a barred list check / an enhanced DBS check / certificate / a prohibition from teaching check
- further checks on people who have lived or worked outside the UK – overseas checks/right to work
- a check of professional qualifications and a check to establish the person's right to work in the United Kingdom

For supply staff, schools should also include whether written confirmation that the employment business supplying the member of supply staff has carried out the relevant checks and obtained the appropriate certificates, whether any enhanced DBS check certificate has been provided in respect of the member of supply staff and the date that confirmation was received.

The details of an individual should be removed from the single central record once they no longer work at the school or college.

Maintained school governors - Governors in maintained schools are required to have an enhanced criminal records certificate from the DBS. It is the responsibility of the governing body to apply for the certificate for any of their governors who does not already have one. Governance is not a regulated activity and so they do not need a barred list check unless, in addition to their governance duties, they also engage in regulated activity.

Safeguarding Choristers

While New College Choristers, as pupils of New College School, come under the umbrella of the whole-school safeguarding policies, there are issues and arrangements specific to the chorister experience which require additional attention. The safeguarding of choristers is the responsibility of everyone working in and around New College School, Choir and Chapel: the Headmaster, NCS Governors, Chorister Tutors, Organist, Assistant Organist, Organ Scholars, Lay Clerks, Academical Clerks, Chaplain, Assistant Chaplain, Verger, Choir and Chapel Administrators, and anyone whatsoever who has the opportunity for contact with the choristers, or observes them. There should never be the assumption that 'someone else will do it'.

The Headmaster of NCS and Organist meet formally once a week during school term to discuss the wellbeing and safeguarding of choristers, including going through issues concerning each chorister individually, and monitoring the choristers' workload to make appropriate adjustments; they also liaise much more frequently informally.

Pre-Appointment Safeguarding (DBS) Checks and Risk Assessments

All of those who fall into 'Regulated Activity' (see below) in the Choir and/or Chapel must have the usual safeguarding pre-appointment checks before they begin their work with opportunity for access to the choristers. It is the responsibility of the Choir Administrator and the Chaplain (sometimes deputised to the Chapel Administrator for chapel appointments and roles) to inform the NCS Office of proposed appointments, so pre-appointment safeguarding checks can be made in good time. The details of these checks are stored on the NCS Single Central Register, which is overseen by the NCS Office, the Headmaster, the NCS Safeguarding Governor and an additional 'back-stop' member of the SLT.

There may be some individuals (e.g. depts, dep vergers and the like) whose work does not constitute 'Regulated Activity', but it may become 'Regulated Activity' if the frequency of their presence in the Choir/Chapel increases.

'Regulated Activity' is work that a barred person must not do. In relation to children this comprises regular (see below) work in schools with opportunity for contact with children. (Not work by supervised volunteers.)

'Regular' includes 'frequent' and these are defined together as: once a week or more often; or on 4 or more days in a 30-day period; or overnight (between 2am and 6am).

When a Choir dep is required, the clerk who requires the dep must inform the Choir Administrator in good time of the name of the dep who is deputising. Again, safeguarding is everyone's responsibility and if a clerk arranges for a dep who has not been risk assessed, or who has not had the requisite safeguarding checks, they are putting the safety and wellbeing of the choristers at risk. Once informed by a clerk of a proposed dep, the Choir Administrator then carries out a risk assessment which is communicated to the NCS Headmaster/Office so there is oversight to ensure that a dep without full safeguarding checks does not fall into 'Regulated Activity'. This risk assessment is stored in the NCS Office so there is oversight of the frequency of a dep's presence with opportunity for access to children. A core list of depts

who have undergone full pre-appointment checks is available and these depts can be used without these restrictions, and without the need for there to be a separate risk assessment. The same situation pertains to deputising vergers. The verger who is being deputised should inform the Chaplain/Chapel Administrator and they should inform the NCS Headmaster/Office, with a risk assessment completed to ensure that the dep verger does not fall into 'Regulated Activity'.

Supervision During Services in New College

Supervision is carried out benignly by all members of Choir and School staff present, but the most direct supervision during services is by the Headmaster (Tues, Thurs, Fri, Sun) or Chorister Tutor on duty (Sat). They sit in close proximity to the choristers and Organist for easy and timely communication should there be a concern about a chorister's welfare. The closest first aid is provided by the porters on duty; the number for the porter's lodge is in the mobile phones of all staff and is also easily contacted via the phone in the vestry. The member of staff on duty may also be assisted by the verger on duty. It is best practice not to be alone with a lone chorister, so once the initial emergency has been seen to (usually a medical one), the adult on duty should either ensure there is a second adult present in the Song Room or vestry, or take the chorister to the more public area of the antechapel where they can sit at the side while the adult on duty can keep a benign eye on the rest of the choristers during the service. There is a unicameral toilet available directly opposite the Antechapel door, should the chorister need to use the facilities.

The Role of the Chorister Tutors

The Chorister Tutor role has two primary functions:

Pastoral– the CTs keep a close eye on the wellbeing of all the choristers, being the first port of call for any issues to do with that wellbeing. They work to ensure that there is harmony among the choristers, that their concerns (and those of their parents) are listened to and acted upon. They also act as the choristers' voice with other colleagues, for example to flag up any issues of concern or times when the choristers' workload may have an effect on their performance in other parts of the school

Logistical– the CTs ensure that the choristers are in the right place at the right time, with the right kit. This entails tight timings to ensure that rehearsals begin and end promptly and choristers get their requisite rest/play time. This applies in school and also on tour and during extra rehearsals and concerts. CTs should keep a close eye on the schedule sent out by the choir administrator (available on the TeamUp choir calendar), which includes concerts and other events that are in addition to the weekly routine. The schedule is often amended slightly during the term, so it is important to put any updates promptly in CTs' diaries. Any significant changes to the schedule in TeamUp are also communicated to parents and CTs via Parentmail.

Receiving boys at lunchtimes/after evensong

The CT should wait at the door of the 1903 building and should be present when the boys appear at the NCS gate. The colleague (the Organist, Assistant Organist or Organ Scholar)

who has walked them over from College should make visual contact with CT to ensure effective handover as the boys must be supervised from the gate to the NCS chorister room. The CT should lead choristers from the front to the chorister room. They must also be supervised going in/out of the chorister room to avoid clashes. At lunchtimes, the CT supervises as the boys line up outside the dining hall and use the hand sanitizer.

After evensong, the same handover applies, but note that parents will be gathering outside the 1903 door. In cold weather they may well wish to gather in the library, which should be open for them – this is also a good time to touch base with chorister parents and generally to make social contact to ensure all is going well. After making sure the 1903 door is open, once the boys have returned the CT hovers around form room corridors to ensure boys are all safe, before heading out to 'hand over' the boys to parents and to sign them out. Also please keep a close eye on boys and cars at this point. The chorister parents are good at driving safely on NCS premises, but there tend to be boys running around as they drive (slowly) away.

Weekend Rehearsals and Services: Drop-offs and Pick-ups

For weekend commitments, choristers are dropped off by their parents/carers at NCS, from where they are collected by Choir staff and walked, supervised by two adults, to College. Parents are told to aim for the drop-off time as precisely as they can, and to stay with their sons until they see that a member of Choir or School staff is present and has taken over supervision responsibilities. Other parents do not count as members of staff, and cannot act as supervisors for other choristers, and parents are informed of this. At the end of their commitments in College on weekends, the boys are picked up from the Song Room door, overseen by a member of Choir or School staff: usually the Headmaster, Organist or a Chorister Tutor.

The 'Crisis Kit'

This is a red rucksack that ordinarily lives in the School Office; the Song Room and vestry in College have their own first aid kits available. It has in it a full first aid kit and other medical necessities (sick bags etc) as well as contact details of all chorister parents. This kit must be with the boys wherever they go when not in College but on a choir event, e.g. domestic concerts, tours. This includes all moments on tours like breakfast/lunch/dinner/excursions. The kit should be updated regularly, with the first aid kit checked in liaison with Jemma Kilkenny in the office.

Rest breaks in College

When in the hall, the boys should use the facilities at the bottom of the internal hall stairs (on the way down to the kitchens). They go in small groups with both senior and junior boys present (these are allocated A, B, C, D at the start of each year). The boys should be reminded to hold the handrail as they go and not to run. Generally the groups go with short delays. The CT should keep an eye on comings and goings between hall and restrooms.

For other events in College, the Long Room toilets are usually used. The CT stands outside these, in the outside courtyard, counting the boys in and out. These are the College's public

toilets so extra vigilance must be taken. There is a further unicameral toilet for Choir use only which is directly opposite the door to the Antechapel and is accessible via a fob; all members of staff supervising the choristers should ensure that their fob/university card is programmed to allow access to this. The organists supervise a further rest break between rehearsal and service; occasional help from the Headmaster or CTs with this duty may be required, e.g. in the absence of one or more of the organists.

Special Dinners in New College

These events are for alumni of New College to return for evensong and dinner. The precise timings vary according to each event, but generally they include an evensong followed by a short rehearsal, the choristers singing grace, supper in the undercroft, then rest and entertainment (e.g. a film) in one of the College function rooms – or singing at the start of the meal and then going straight home. Mobile phones are used on the night to enable the Organist to keep contact with CTs so there is clarity with regard to timings and the boys' welfare. As with all events, parents should be contacted if the finish/pickup time is likely to be notably beyond that advertised, though there is a cut-off time after which the choristers should not be expected to sing.

Tours and concerts

CTs are responsible for the pastoral wellbeing and logistical concerns of choristers when they are away from NC/NCS. This includes ensuring safety during travel (e.g. ensuring seatbelts worn), wellbeing during that travel (e.g. ensuring travel sickness tablets taken in advance), and making sure that the boys are in the right place at the right time, wearing the right things and carrying the right music. They have responsibility for carrying and administering any medication for the choristers, once they have written permission from the chorister parent, specifying dosage and timing of said medication.

There are well-established routines for hotel stays. The boys must stay in pairs (at a minimum), with all rooms and rooms of chaperones on the same hotel floor. The chaperones' rooms must have a post-it note on their doors notifying the boys where the chaperones are present and it is often a good idea to place post-its on the boys' doors (with initials rather than full names) making clear to the chaperones where each of the boys is. When the boys are in their rooms, they must not leave those rooms unless they have been told to, or in an emergency. They must place a shoe in their door to enable easy communication while still ensuring the boys' privacy. While those shoes are in the door, the CTs must be present in the corridor. The CTs stay in the corridor once the boys have gone to bed until the boys are asleep, at which point the doors are closed. CTs must be available in an emergency during the night and, if a chorister does need assistance, for the CT's protection it is recommended that another adult is woken so there are two adults present to help deal with the issue. In the very unlikely event that a chorister needs to be taken to the hospital for medical attention, they should be accompanied by two members of staff out of the Chorister Tutors, Headmaster, Organist, Assistant Organist, and Organ Scholars. At least one of these should be from the school. The remainder of the choristers should be supervised by at least two members of the staff who remain. Frequent contact should be kept between the staff in the different locations.

There may be occasions when choristers dine in locations where members of the public are present: either when 'at home' in New College or on tour. On all occasions, the choristers are directly supervised by at least two members of School or Choir staff. There is no need for any interaction between choristers and members of the public, beyond brief pleasantries (for example after a concert when often members of the public wish to congratulate the choristers). Again, any such interactions are supervised.

There are rest periods built in to the concert days to ensure the boys are prepared for their evening concert. It is vital that the boys rest during these periods and CTs should treat those periods as if the boys are going to bed at night (lights out, curtains drawn etc.). On tours the CTs are responsible for keeping an eye on the boys' healthy nutrition. During concerts, the CTs sit in allocated seats close to the boys and they are present to assist the boys should they be taken ill during a concert. After the concert, the CTs coordinate the boys' packing away of cassocks, ruffs, music etc. and returning to transport/hotel in a safe and timely fashion.

While we enjoy pleasant and convivial relations between all members of the choir, CTs should keep an eye out for inappropriate interactions between the adults in the choir and the choristers. Polite conversation is fine, but CTs should ensure that the boys do not 'attach' themselves to any members of the back row, nor that any adult members pursue a 'friendship' with any of the boys. On tours, especially, aside from some travel (e.g. flights, bus journeys) the boys and the adults of the choir remain distinct constituencies. This is also covered in the Choir's memorandum for Clerks, and must be followed punctiliously. If CTs have any concerns whatsoever, the usual child protection avenues outlined in this policy must be followed.

Consistency between New College School and New College

The safeguarding strategy and policy for New College School also applies to those pupils who are present, rehearsing and performing in New College – principally the choristers of New College Choir, but also any NCS pupil who is on the New College premises, especially in New College Chapel and its environs. The Headmaster and Organist of New College meet formally weekly (and, informally, more frequently) to discuss any safeguarding issues pertaining to the choristers of New College Choir. The Headmaster and Chaplain of New College liaise frequently to cover any safeguarding matters to ensure there is consistency between the school and the chapel environment. All recruitment in the chapel and/or choir context which involves individuals who will be in 'regulated activity' follows the same processes, and occurs in tandem with, the Headmaster and NCS office to ensure consistency in the application of the requisite safeguarding checks.

Musical Excellence and Child Welfare

Staff involved in the Choir of New College and at New College School recognise that there can be a tension between musical excellence and child welfare. The Headmaster and Organist meet formally each week to discuss the choir's schedule, in the context of the

children's other school commitments. Each chorister is discussed individually to ensure that there is consistency and awareness across both school and choir. When appropriate, especially during busy times of the year, mitigations are put in place to help support the children's workload. Reasonable adjustments are also put in place for individuals who would qualify and benefit from those adjustments or extra areas of support. There is a standing item in the school's weekly staff meetings, during which the chorister tutors keep all school staff abreast of issues pertaining to choristers, notably any pastoral issues or particular periods of increased activity in the choir context. This information is then circulated to all NCS staff via the meeting's minutes.

During rehearsals and services/performances, the children are well supported with an appropriate extra adult in attendance who can, at little to no notice, attend to a chorister who has a medical issue or is in distress. Choristers are aware of when it is appropriate to leave a rehearsal, service or performance, and they are familiar with the adults who will be looking after them in an emergency (usually a chorister tutor, the Headmaster, the Assistant Organist, Organist or an Organ Scholar).

Contemporary behaviour management strategies are promoted in the choir and school context, with relevant personnel (especially those at the beginning of their careers) attending training courses and/or liaising with the Headmaster and NCS staff about effective positive discipline.

Chorister feedback is sought through semi-formal 'check-ins' with the chorister tutors, alongside day-to-day informal interactions with the relevant members of staff. The following questions/issues are covered:

Generally:

1. What do you think are the positives and enjoyable aspects of being a New College chorister?
2. How could your experience of being a New College chorister be made even better?
3. Who would you speak to if you had any concerns or worries related to your life as a chorister?
4. Are your teachers understanding about the demands of being a chorister when it comes to your work in school (for example, are they understanding if you are unable to complete preps)?
5. Do you have any comments or observations you would like to make about the balance between your schoolwork and your life as a chorister?
6. Do the choristers in other year groups (especially those older than you) help and support you?

When in New College:

1. Who do you think is in charge of your safety and wellbeing when you are in New College?
2. When you are in New College, which adults could you speak to if you had any worries or concerns?

3. Do you feel safe and well looked-after when you are rehearsing and performing in New College Chapel (including the Song Room)?
4. Do you feel safe and well looked-after when you are in New College but not rehearsing and performing (for example, during mealtimes or rest/recreation periods)?
5. Do you feel safe and well looked-after at special evening events that are not services or concerts in the Chapel (for example, when singing at dinners in the hall)?
6. What would you do if you became injured or unwell during a service or other performance in New College and who do you think would look after you?
7. In which circumstances do you think it would be ok for the choir to stop singing and to leave the chapel?
8. What would you do if there was an emergency (for example, if the fire alarm went off) in chapel?

When away from New College (for example, when on tour internationally, or performing in the UK but at other venues):

1. Who do you think is in charge of your safety and wellbeing when you are away from NCS and New College (for example, when you are on tour)?
2. When you are on tour or at a concert away from New College, which adults could you speak to if you had any worries or concerns?
3. Do you feel safe and well looked-after when you are travelling for concerts or tours (for example, in airports, on planes, on buses)?
4. Do you feel safe and well looked-after when you are rehearsing and performing in venues away from New College?
5. Do you feel safe and well looked-after when you are staying overnight in hotels or the equivalent when on tour?
6. Do you feel safe and well looked-after during rest/recreation periods when on tour?
7. What would you do if you became injured or unwell during a service or other performance on tour and who do you think would look after you?
8. What would you do if there was an emergency (for example, if the fire alarm went off) at a venue when you were on tour?

Is there anything else you would like to say, or that you would like us to know?

Alcohol

The consumption of alcohol by any pupil at NCS is strictly forbidden. There may be events in New College School or in New College at which NCS pupils are present and where alcohol is being served. To ensure that NCS pupils are properly safeguarded at these events:

- No alcohol must be left out without the oversight of a member of NCS or New College staff. If alcohol is laid out prior to an event, it must be kept in a locked container
- No NCS pupil is to be left unsupervised at any event where alcohol may be present
- No alcohol may be consumed by NCS employees during the school day (taken to mean the formal teaching school day; they may consume alcohol at special events after the end of the formal teaching day)
- While NCS and NC employees (including those employed by New College Choir) may consume alcohol at an appropriate level at social events after the end of the school day, they must drink reasonably ('family style') and must not become intoxicated. They must remain aware that there are children present and adults employed by NCS/NC Choir are figures of authority and trust towards whom children look for an example.
- There must always be at least one member of staff present who is not drinking alcohol
- Especial care must be taken regarding appropriate behaviour and language during these events; alcohol must never be consumed to the point when there may be concerns about this behaviour and language
- Any concerns must be directed immediately to the most senior NCS/NC employee present (usually the Headmaster, a Deputy Head, or the Organist of New College). They must also then be followed up with the Headmaster as a low-level (or more serious, when appropriate) concern
- (The choristers of New College Choir very occasionally sing at events in New College dining hall where alcohol is served. In these instances, the children sing on a gallery separate and a significant distance from those dining with alcohol)

Safeguarding Pupils in 1:1 Settings (e.g. in Music Lessons)

To ensure the wellbeing of pupils, the music department:

- publishes the dates, times, and locations of all 1:1 music lessons at least one week in advance; parents and staff have access to this information via SchoolBase, and pupils can view the timetables posted in their form rooms;
- ensures that all teaching spaces are safe, clean, and visible; and
- ensure that all VMTs are familiar with safeguarding practices in the school.

In addition, Visiting Music Teachers (VMTs) are required to adhere to the following guidelines at all times:

- to follow and enact all sector-wide and school-wide safeguarding policies and practices
- register any concerns about a pupil with the DSL at the earliest opportunity
- ensure changes to the timetable are recorded on the online registers and logged with the Assistant Director of Music
- when teaching the music practice rooms, ensure no coats, bags, or other objects obscure the view through the glass doors
- in all teaching rooms, the pupil should be placed nearest the door at all times
- physical contact between teachers and pupils should be the exception, not the rule.

Physical contact is sometimes necessary to demonstrate or help the pupil develop their technique and gain a greater understanding of the topic under discussion. The VMT should always check with the pupil in each instance that they are happy to make physical contact. When a pupil gives permission for one such contact, it should not be assumed that they will consent again; permission is not 'rolling', but should be sought each time anew. VMTs should consider if there are other ways to demonstrate the point under discussion, or any ways in which physical contact can be limited (for example: raising a pupil's wrist position at the piano by gently employing the soft end of a pencil, rather than picking up the child's hand). Any contact should be gentle, momentary, and limited specifically to the purposes at hand. Any concerns should be registered with the DSL at the earliest opportunity.