

Child protection and safeguarding: COVID-19 addendum

Updated 30 May 2020

Safeguarding during Covid-19 Pandemic

In line with Government advice, Marling School closed to most students at the end of the school day on Friday 20 March 2020. The government instructed all schools to remain open from Monday 23 March 2020 for students in the following categories:

- Students of key workers critical to the national Covid-19 pandemic response, who are unable to stay safely at home
- Students who are vulnerable
- Students with an EHCP

This is an addendum to the Marling Safeguarding and Child Protection policy and gives detail regarding the safeguarding arrangements at the school during the Covid-19 pandemic

This addendum has been updated to reflect the potential return of more children from 1 June 2020

Contacts:

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| Safeguarding Governor | Rebecca Castledine | 07525845933 | rebeccak91669@gmail.com |
| Out of Hours (Daytime during school holidays) | Multi Agency Safeguarding Hub (MASH) | 01452 426565 | https://www.gsrb.org.uk/contact-gsrb-and-sign-up-for-gsrb-alerts/ |
| Out of Hours (Bank Holiday, Evening and weekend) | MASH Emergency Duty Team | 01452 614194 | https://www.gsrb.org.uk/contact-gsrb-and-sign-up-for-gsrb-alerts/ |

Vulnerable Students

DfE guidance defines vulnerable students as those:

- who have a social worker, which will include students on a Child Protection Plan (CPP), those on a Child in Need Plan (CIN) and those who are Students in care (CiC)
- who have an Education Health Care Plan (EHCP).

For all students who have a social worker there is an expectation that they will attend school. However, everyone is being asked to stay at home and this includes these students - as long as it is safe to do so. Marling School cannot insist these students are in school, but the school must ensure these students remain safe and they will be contacted by the pastoral team and the school will liaise with social services and other lead professionals throughout the Covid-19 pandemic period.

For the majority of students with EHCPs it will be safer for them to stay at home. Where a child with an EHCP will be better supported in school, the school will make all 'reasonable endeavours' to continue to maintain the provision in their plan. Where this is not possible, the school will consider each case individually and agree with the parents on the best course of action. The SEN team are best placed to make this assessment and will continue to monitor the needs of all students on EHCPs throughout the Covid-19 pandemic period.

Attendance

Education settings do not need to complete their usual day to day attendance processes to follow up non-attendance, however all students who attend Marling School during the Covid-19 pandemic period (because they are either vulnerable or they are students of key workers) will be entered on the daily attendance sheet submitted to the DfE and GCC by 12pm each day. Marling school is maintaining a list of students who are due to attend each day and any student who does not attend will be followed up. In the case of any child with a social worker who was expected to attend and does not, the social worker will be informed.

Safeguarding Team and Reporting a Concern

All school staff will continue to have full access to the Designated Safeguarding Leads. Staff should continue to report concerns to the DSLs, immediately and without any delay.

During school hours the DSLs can be contacted by phone (voicemail messages available) or preferably by email, and out of hours access is available to the Multi Agency Safeguarding Hub (MASH) and to the MASH duty team. Staff should pass on concerns to the DSLs. DSLs will then log this information on the Child Protection Online Monitoring and Safeguarding

system (CPOMS) and liaise with the relevant agency as appropriate. DSLs will continue to work with students' social workers, carry out statutory assessments and attend all multi agency meetings, if necessarily remotely.

Safeguarding Training and Induction

All existing staff will already have had safeguarding training and have read part 1 of Keeping Children Safe in Education (KCSIE). All staff have been reminded of the procedures to report any safeguarding concerns during the period of the Covid-19 pandemic.

Where new staff are recruited, or new volunteers enter the school, they will continue to be provided with a safeguarding induction.

If staff are redeployed from another school the school will judge, on a case-by-case basis, the level of safeguarding induction required. In most cases, the existing workforce will already have received appropriate safeguarding training and all they will require is a copy of the school's child protection policy, confirmation of local processes and confirmation of DSL arrangements.

Safer Recruitment, Volunteers and Movement of Staff

It remains essential that people who are unsuitable are not allowed to enter the school's workforce or gain access to students. If the school is recruiting new staff, it will continue to follow the relevant safer recruitment processes for their setting, including, as appropriate, relevant sections in part 3 of KCSIE. In response to COVID-19, the Disclosure and Barring Service (DBS) has made changes to its guidance on standard and enhanced DBS ID checking to minimise the need for face-to-face contact.

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

Regarding members of the school workforce already engaging in regulated activity and who already have the appropriate DBS check, there is no expectation that a new Disclosure and Barring Service (DBS) check will be obtained where that member of the workforce temporarily moves to another school to support the care of students. The type of setting on the DBS check, for example a specific category of school, is not a barrier. The same principle applies if childcare workers move to work temporarily in the school setting. The receiving institution will risk assess as they would for a volunteer. Whilst the onus remains on the school to satisfy ourselves that someone in the setting has had the required checks, including as required those set out in part 3 of KCSIE, in the above scenario this can be achieved via seeking assurance from the current employer rather than requiring new checks.

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

The schools will continue to consider and make referrals to the Teaching Regulation Agency (TRA) as per paragraph 166 of KCSIE and the TRA's, 'Teacher misconduct advice for making a referral. During the COVID-19 period all referrals will be made by emailing Misconduct.Teacher@education.gov.uk

Whilst acknowledging the challenge of the current environment, it is essential from a safeguarding perspective that the school is aware, on any given day, which staff/ volunteers will be in the school or college, and that appropriate checks have been carried

out, especially for anyone engaging in regulated activity. As such, the school will continue to keep the single central record (SCR) up to date as outlined in paragraphs 148 to 156 in KCSIE.

Online Safety in School

The school will continue to provide a safe environment, including online. The school will continue to ensure that appropriate filters and monitoring systems are in place to protect students when they are online on the school IT systems. The school will ensure staff have the technical knowledge to maintain safe IT arrangements.

Students and Online Safety Away from School

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

The potential return of more children from 1 June 2020

This revised child protection and safeguarding: COVID-19 addendum reflects that more children may return from 1 June, depending on the then current government advice

In these circumstances:

Staff and volunteers may identify new safeguarding concerns about individual students as they see them in person following partial school closures. Should such concerns be noticed, they should use the procedure described above to inform the DSL or DDSLs of such concerns, with email being the preferred method of initial contact. An emergency phone number available during school hours is also available and all staff have details of how to contact the Multi Agency Safeguarding Hub (MASH) and the MASH duty team. It continues to be important that all staff and volunteers act immediately on any safeguarding concerns, including new concerns where students are returning. Depending on the number of reports the DSL and DDSLs may need more time to support staff and students regarding new concerns (and referrals as appropriate) as more students return.

All relevant safeguarding and welfare information held on all students (including returning students) should remain accurate. The schools will do all it reasonably can to ask parents and carers to advise them of any changes regarding welfare, health and wellbeing that they should be aware of before a student returns.

Peer on peer abuse remains a threat and for returning students any report of such abuse and consequent support of victims should continue to follow the advice in part 5 of KCSIE.

If staff or a volunteer should have concerns about a staff member or volunteer who may pose a safeguarding risk to students, they should continue to follow the procedure of informing the most senior member of staff, the Executive Headteacher or Associate Headteacher who will if appropriate contact the Local Authority Designated Officer (LADO).

For students not accessing the school site physically, staff should continue to report any safeguarding concerns that have arisen from online work to the DSL or DDSLs.

The school will continue to follow the procedure for making a referral to Gloucestershire Safeguarding Childrens Board (GSCB) and will take advice from the MASH appropriately.

Any updated advice received from local authorities regarding students with education, health and care (EHC) plans, the local authority designated officer and children's social care, reporting mechanisms, referral thresholds and children in need will be acted on as directed.

In summary, the school will place continued importance for school and college staff to work with and support children's social workers, the local authority virtual school head for looked-after and previously looked-after children and any other relevant safeguarding and welfare partners as appropriate to a student's circumstance.