



Safeguarding and Child Protection Policy

Our Lady of Compassion School

This is a core policy that forms part of the induction for all staff. It is a requirement that all members of staff have access to this policy and sign to say they have read and understood its contents.

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Dare of full review	1-09-2027

This policy will be reviewed at least annually and/or following any updates to national and local guidance and procedures.

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2026-27**

Key contacts

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1. Child centred approach to safeguarding

Introduction

Our Lady of Compassion School recognise our statutory responsibility to safeguard and promote the welfare of all children. Safeguarding is everybody's responsibility and all those directly connected (staff, volunteers, governors, leaders, parents, families, and learners) are an important part of the wider safeguarding system for children and have an essential role to play in making this community safe and secure.

Our Lady of Compassion School believe that the best interests of children always come first. All children (defined as those up to the age of 18) have a right to be heard and to have their wishes and feelings taken into account and all children regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection.

Staff working with children at Our Lady of Compassion School will maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child, staff will always act in the best interests of the child and if any member of our community has a safeguarding concern about any child or adult, they should act and act immediately.

Our Lady of Compassion School recognises the importance of providing an ethos and environment within school/college that will help children to be safe and to feel safe, including online. In our school/college children are respected and are encouraged to talk openly. We will ensure children's wishes and feelings are taken into account when determining what safeguarding action to take and what services to provide.

We acknowledge that a child may not feel ready or know how to tell someone that they are being abused, exploited, or neglected, and/or they may not recognise their experiences as harmful. We understand that this may happen for a range of reasons but would never let it prevent us from raising concerns with the DSL or local authority children's social care, as necessary. We are committed to building trusted relationships with children and young people and families which facilitate communication.

We believe that safeguarding is everyone's responsibility and that the provision of effective early help and early intervention is essential to promoting children's welfare and preventing concerns from escalating.

Our core safeguarding principles are:

Prevention

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Promoting a positive, supportive and safe culture, providing effective curriculum and pastoral opportunities, implementing safer recruitment practices, and identifying emerging needs at the earliest opportunity.

Protection

Following agreed safeguarding procedures and ensuring all staff are trained and supported to recognise, respond to and report concerns promptly, enabling timely intervention to reduce the risk of harm.

Support

Providing early help, support and appropriate interventions for children, families and staff, particularly where needs are emerging or there is a risk of harm.

Working in partnership

Working collaboratively with parents, carers and partner agencies to identify needs early, share information appropriately, and provide coordinated support and protection.

~~positive, supportive, safe culture, curriculum and pastoral opportunities for children, safer recruitment procedures.~~

*—Protection

~~following the agreed procedures, ensuring all staff are trained and supported to recognise and respond appropriately and sensitively to safeguarding concerns.~~

*—Support

~~for all learners, parents and staff, and where appropriate specific interventions are required for those who may be at risk of harm.~~

*—Working with parents and other agencies

~~to ensure timely, appropriate communications and actions are undertaken when safeguarding concerns arise.~~

The procedures contained in this policy apply to all staff, including (and governors, temporary or third-party agency staff and volunteers) and are consistent with those outlined within **KCSIE 2026**.

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Policy context

Governing bodies and proprietors have a strategic leadership responsibility for their school or college's safeguarding arrangements and must ensure that they comply with their duties under legislation. They must have regard to the Department for Education's, 'Keeping children safe in education' 2026 (KCSIE), ensuring policies, procedures and training in their schools or colleges are effective and comply with the law at all times.

This policy is implemented in accordance with our compliance with the KCSIE which requires individual schools and colleges to have an effective child protection policy.

Key legislation

This policy is informed by and complies with the statutory guidance *Keeping Children Safe in Education* and *Working Together to Safeguard Children*. It is underpinned by the legislation listed below and associated safeguarding legislation and regulations including the Statutory Framework for the Early Years Foundation Stage (where applicable).

1. Children Act 1989

The foundation of child protection law in England, establishing the principle that the child's welfare is paramount and setting out duties relating to children in need and those at risk of significant harm.

2. Children Act 2004

Introduced stronger multi-agency working arrangements and placed duties on organisations to safeguard and promote the welfare of children.

3. Education Act 2002 (Section 175 and Section 157)

Places duties on maintained schools, governing bodies, local authorities and proprietors of independent schools to safeguard and promote the welfare of children. KCSIE is issued under these provisions.

4. Education (Independent School Standards) Regulations 2014

Requires independent schools, academies and free schools to have effective safeguarding arrangements. KCSIE is issued partly under these regulations

5. Apprenticeships, Skills, Children and Learning Act 2009

6. Children and Social Work Act 2017

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Introduced local safeguarding partner arrangements to replace Local Safeguarding Children Boards and strengthened support for children in care and care leavers.

7. Safeguarding Vulnerable Groups Act 2006

Established the barring system and arrangements for preventing unsuitable people from working with children.

8. Protection of Freedoms Act 2012

Amended vetting and barring arrangements and introduced the Disclosure and Barring Service (DBS).

9. Counter-terrorism and Security Act 2015

Places the Prevent Duty on schools to have due regard to preventing people from being drawn into terrorism.

10. Data Protection Act 2018 and UK GDPR

Provides the legal framework for sharing and managing information appropriately in safeguarding contexts.

11. Equality Act 2010 inc. the Public Sector Equality Duty (PSED)

Requires schools to eliminate discrimination, advance equality of opportunity and protect pupils with protected characteristics.

This policy is informed by current children's social care reforms and developments in education and safeguarding policy, including the Families First Partnership Programme, reforms to family help and child protection arrangements, and relevant provisions arising from the Children's Wellbeing and Schools Bill where enacted. The Bill includes measures intended to strengthen information sharing between agencies and improve identification and support for vulnerable children. These developments reinforce the school's commitment to early intervention, effective multi-agency working and improving outcomes for children and families.

~~This policy is implemented in accordance with our compliance with the statutory guidance from the Department for Education, 'Keeping children safe in education' 2025 (KCSIE) which requires individual schools and colleges to have an effective child protection policy.~~

~~This policy has been developed in accordance with the principles established by the Children Acts 1989 and 2004 and related guidance. This includes but is not limited to:~~

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- ~~Human Rights Act 1998, the Equality Act 2010, and the Public Sector Equality Duty (particularly as regards to diversity inclusion, prejudicial and discriminatory bullying and sexual violence & harassment).~~
- ~~Domestic Abuse Act 2021, section 3~~
- ~~Keeping children safe in education 2025 (KCSIE)~~
- ~~Working together to safeguard children 2023 (WTSC)~~
- ~~Ofsted: Education Inspection Framework' 2024 (new inspection framework expected Nov '25)~~
- ~~Children's Wellbeing and Schools Bill (currently at the House of Lords committee stage Aug 2025)~~
- ~~Solihull MBC Safeguarding Children Procedures~~
- ~~Early Years and Foundation Stage Framework 2024 (EYFS)~~
- ~~Digital and technology standards for schools and colleges (updated 2025)~~
- ~~The Education Act 2002~~
- ~~Education and Inspections Act 2006~~
- ~~The Education (Independent School Standards) Regulations 2014~~
- ~~The Non-Maintained Special Schools (England) Regulations 2015~~
- ~~Sections 157 and 175 of the Education Act 2002 require school governing bodies, local education authorities and further education institutions to make arrangements to safeguard and promote the welfare of all children who are pupils at a school, or who are students under 18 years of age. Such arrangements will have to have regard to any guidance issued by the Secretary of State.~~
- ~~The duties for all academies—including all free schools and independent schools—to safeguard and promote the welfare of pupils at the school/college is set down in Part 3 of the schedule to the Education (Independent School Standards) Regulations 2019.~~

Our Lady of Compassion School's policy reflects these duties and complies with our funding agreement and articles of association.

~~As a result of the Covid-19 pandemic some members of our community may have been exposed to a range of adversity and trauma including bereavement, anxiety and in some cases increased welfare and safeguarding risks. We will work with local services, such as health and the local authority, to ensure necessary support is in place.~~

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Definition of safeguarding

In line with **KCSIE 2026**, safeguarding and promoting the welfare of children is defined for the purposes of this policy as:

- Providing help and support to meet the needs of children as soon as problems emerge;
- Protecting children from maltreatment, whether that is within or outside the home, including online;
- Preventing the impairment of children's mental and physical health or Development;
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care;
- Taking action to enable all children to have the best outcomes.

The school acknowledges that safeguarding includes a wide range of specific issues including (but not limited to):

- Abuse, neglect and exploitation
- ~~Bullying, including cyberbullying~~
- Child abduction and community safety incidents
- **Child criminal exploitation (CCE) and child sexual exploitation (CSE)**
- **Children and the court system**
- Children with family members in prison
- ~~Children missing education (CME)~~
- Children who are absent from education
- Child-on-child abuse
- ~~Child missing from home or care~~
- ~~Child sexual exploitation (CSE)~~
- ~~Child criminal exploitation (CCE)~~
- ~~Contextual safeguarding (risks outside the family home)~~
- County lines and gangs
- Cybercrime
- Domestic abuse
- ~~Drugs and alcohol misuse~~
- ~~Fabricated or induced illness~~
- ~~Faith abuse~~

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- ~~Gender based abuse and violence against women and girls~~
- ~~Hate~~
- Homelessness
- ~~Human trafficking and m~~ Modern slavery **and the National Referral Mechanism**
- Mental health
- ~~Modern slavery~~
- ~~Nude or semi-nude image sharing, aka youth produced/involved sexual imagery or “Sexting”~~
- ~~Online safety including responding to harmful online challenges~~
- Preventing radicalisation and ~~extremism~~
- ~~Private fostering~~
- ~~Relationship abuse~~
- Serious violence
- Sexual violence and sexual harassment between children **in schools and colleges**
- So-called ‘honour-based’ abuse, including Female Genital Mutilation (FGM) and forced marriage
- **Violence Against Women and Girls (VAWG), including misogyny, sexual harassment, sexual violence, coercive behaviour, image-based abuse and other forms of gender-based abuse and violence.**
- ~~Upskirting~~

(Also see Part One and Annex **A** within ‘Keeping children safe in education’ **2026**)

We recognise that safeguarding issues are often linked and overlapping, including drug and alcohol misuse, persistent absence, criminal exploitation, radicalisation, serious violence, and the consensual or non-consensual sharing of nudes/semi-nudes.

Related safeguarding policies

This policy is one of a series in the Our Lady of Compassion School integrated safeguarding portfolio and should be read and actioned in conjunction with the policies as listed below.

Please see appendix 3 for more information about our safeguarding suite of policies, procedures and where copies are held.

- School’s Care and Behaviour Policy including use of reasonable force/physical restraint (which includes measures to prevent bullying, including cyberbullying, prejudice-based and discriminatory bullying)

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- OLAAS code of conduct policy should amongst other things, include low- level concerns, allegations against staff and whistleblowing, acceptable internet/social use
- Online safety (which, amongst other things, should include appropriate filtering and monitoring on school devices and school networks)
- Data protection and information sharing
- Relationship and Health Education (RHE)
- Personal and intimate care
- Health and safety
- Attendance and the school's response to children who are absent
- Risk assessments (e.g., school trips, use of technology, school/college re-opening)
- First aid and accidents
- Safer recruitment

Policy compliance, monitoring and review

Our Lady of Compassion School will review this policy at least annually (as a minimum) and will update it as needed, so that it is kept up to date with safeguarding issues as they emerge and evolve, including lessons learnt. The policy will also be revised following any national or local updates, significant local or national safeguarding events and/or learning, and/or any changes to our own procedures.

All staff (including temporary staff and volunteers) will be provided with a copy of this policy and Part One and/or Annex A of KCSIE 2026 as appropriate. This is available on the school website and on the staff's SharePoint.

Annex A contains important additional information about specific forms of abuse and safeguarding issues. School and college leaders and those staff who work directly with children should read this.

Parents/carers can obtain a copy of the school/college Child protection policy and other related policies on request. Additionally, our policies can be viewed via the school/college website: [Policies](#)

The policy forms part of Our Lady of Compassion School development plan and will be reviewed annually by the governing body who has responsibility for oversight of safeguarding and child protection systems.

The designated safeguarding lead and headteacher will ensure regular reporting on safeguarding activity and systems to the governing body. The governing body will not

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receive details of individual learner situations or identifying features of families as part of their oversight responsibility.

Key responsibilities

Governance and leadership

The governing body and leadership team **has** a strategic responsibility for our safeguarding arrangements and will comply with ~~their~~ **its** duties under legislation.

The governing body have regard to the KCSIE **2026** guidance and will ensure our policies, procedures and training are effective and comply with the law at all times.

The school has a nominated governor (or equivalent) for safeguarding. The nominated governor will support the DSL and have oversight in ensuring that the school has an effective policy which interlinks with other related policies, that locally agreed procedures are in place and being followed, and that the policies are reviewed at least annually and when required.

All governors and trustees receive appropriate safeguarding and child protection (including online) training at induction. Training is updated regularly.

The governing body and leadership team will ensure that the DSL is supported in their role and is provided with sufficient time so they can provide appropriate support to staff and children regarding any safeguarding and welfare concerns.

The governing body is aware of its obligations under the Human Rights Act 1998, the Equality Act 2010, (including the Public Sector Equality Duty), and the local multi-agency safeguarding arrangements.

The governing body has reviewed the Department for Education filtering and monitoring standards and has met them in partnership with the designated safeguarding lead, IT staff and service providers; the filtering and monitoring standards are as follows:

- 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

The headteacher will ensure that our child protection and safeguarding policies and procedures adopted by the governing body, are understood, and followed by all staff.

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Designated safeguarding lead (DSL)

The school has appointed Anna Vella, Deputy Headteacher, a member of the senior leadership team as the designated safeguarding lead (DSL). This is explicit in their job description.

The DSL is the school's lead professional for safeguarding (including online safety and understanding the filtering and monitoring systems and processes in place), responsible for coordinating child protection arrangements, managing referrals, advising staff, maintaining records, working with agencies, and ensuring that children receive the right help at the right time.

~~The DSL has overall responsibility for the day-to-day oversight of safeguarding and child protection systems (including online safety and understanding the filtering and monitoring systems and processes in place) in school.~~

Whilst the activities of the DSL may be delegated to the deputies, the ultimate lead responsibility for safeguarding and child protection remains with the DSL and this responsibility will not be delegated.

The school has also appointed deputy DSLs who will have delegated responsibilities and act in the DSLs absence.

- Neil Emery – Headteacher; Kate Moir – Footsteps Manager

It is the role of the DSL to carry out their functions as identified in Annex C of KCSIE 2026. This includes but is not limited to:

- Taking lead responsibility for safeguarding and child protection (including online safety) and understanding the filtering and monitoring systems and processes in place)
- ~~▪ Acting as the central contact point for all staff to discuss any safeguarding concerns~~
- Acting as a source of support, advice and expertise for all staff and as a point of contact with the safeguarding partners.
- Liaising with staff (especially teachers, pastoral support staff, school nurses, IT technicians, senior mental health leads and special educational needs coordinators (SENCOs), or the named person with oversight for SEND in a college and senior mental health leads) on matters of safety and safeguarding and welfare (including online and digital safety) and when deciding whether to make a referral by liaising with relevant agencies so that children's needs are considered holistically
- Liaising with the senior mental health lead and, where available, the mental health support team, where safeguarding concerns are linked to mental health

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- Maintaining a confidential recording system for safeguarding and child protection concerns that is accurate, kept up to date and stored securely.
- Ensuring that child protection files are transferred to any new schools as soon as possible and within 5 days for an in-year transfer or within the first 5 days of the start of a new term.
- Sharing any relevant safeguarding or support information with a child's new school or college before they leave, where appropriate, so the receiving setting can put suitable support in place, keep the child safe, and help them succeed.
- ~~Coordinating safeguarding action for individual children~~
- ~~When supporting children with a social worker or looked after children the DSL should have the details of the child's social worker and the name of the virtual school head in the authority that looks after the child (with the DSL liaising closely with the designated teacher)~~
- Liaising with other agencies and professionals in line with KCSIE 2025 and WTSC 2023.
- Liaise with the headteacher to inform them of issues- especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations. This should include being aware of the requirement for children to have an Appropriate Adult. Further information can be found in the Statutory guidance - PACE Code C 2019.
- Ensuring that locally established procedures as put in place by the three safeguarding partners as part of the West Midlands Safeguarding and Child Protection Procedures including referrals, are followed, as necessary.
- ~~Representing, or ensure the school/college is appropriately represented at multi-agency safeguarding meetings (including child protection conferences)~~
- ~~Managing and monitoring the school/college role in any multi-agency plan for a child.~~
- Being available during term time (during school hours) for staff in the school to discuss any safeguarding concerns.
- ~~Helping promote educational outcomes by sharing the information about the welfare, safeguarding and child protection issues that children, including children with a social worker, are experiencing, or have experienced, with teachers and school/college leadership staff.~~
- Working with the headteacher and relevant strategic leads, taking lead responsibility for promoting educational outcomes by knowing the welfare, safeguarding and child protection issues that children in need are experiencing, or have experienced, and identifying the impact that these issues might be having on children's attendance, engagement and achievement at school or college. This includes:

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ensuring that the school or college knows who its cohort of children who have or have had a social worker are, understanding their academic progress and attainment, and maintaining a culture of high aspirations for this cohort, and

supporting teaching staff to provide additional academic support or reasonable adjustments to help children who have or have had a social worker reach their potential, recognising that even when statutory social care intervention has ended, there is still a lasting impact on children's educational outcomes

- ~~Ensuring adequate and appropriate DSL cover arrangements in response to any closures and out of hours and/or out of term activities.~~
- ~~Ensuring all staff access appropriate safeguarding training and relevant updates in line with the recommendations within KCSIE.~~
- Ensuring each member of staff has access to, and understands, the school or college's child protection policy and procedures, especially new and part-time staff.
- Ensuring the school/college's child protection policy is reviewed annually (as a minimum) and the procedures and implementation are updated and reviewed regularly, and work with the governing board/proprietor regarding this.
- Ensuring the child protection policy is available publicly and parents know that referrals about suspected abuse or neglect may be made and the role of the school/college in this
- Linking with the safeguarding partner arrangements to make sure staff are aware of any training opportunities and the latest local policies on local safeguarding arrangements.
- Helping promote educational outcomes by sharing information about welfare, safeguarding and child protection issues that children who have or have had a social worker are experiencing with teachers and school/college leadership staff.
- ~~Informing the headteacher/principal of any significant safeguarding issues.~~
- Liaising with the "case manager" (as per Part four KCSIE) and the local authority designated officer(s) (LADO) for child protection concerns in cases which concern a staff member.
- Promoting supportive engagement with parents and/or carers in safeguarding and promoting the welfare of children, including where families may be facing challenging circumstances.

The designated safeguarding lead will refer cases:

- of suspected abuse and neglect to the local authority children's social care as required and support staff who make referrals to local authority children's social care
- to the Channel programme where there is a radicalisation concern as required and support staff who make referrals to the Channel programme

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- where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service as required, and
- where a crime may have been committed to the Police as required. NSPCC - When to call the Police should help understand when to consider calling the police and what to expect when working with the police.

The DSL will undergo appropriate and specific training to provide them with the knowledge and skills required to carry out their role. **The DSL also undertakes Prevent awareness training.**

The DSL's training will be updated formally at least every two years, but their knowledge and skills will be updated through a variety of methods at regular intervals and at least annually.

Deputy DSLs will be trained to the same standard as the DSL.

At Our Lady of Compassion School we have the following arrangements in place to ensure that our DSLs and their deputies a good understanding of their own role, how to identify, understand and respond to specific needs that can increase the vulnerability of children, as well as specific harms that can put children at risk, and the processes, procedures and responsibilities of other agencies, particularly local authority children's social care.

The DSLs and deputies at Our Lady of Compassion School have the training, knowledge and skills so that they:

- **understand the assessment process for providing early help and statutory intervention, including local criteria for action and local authority children's social care referral arrangements**
- **have a working knowledge of how local authorities conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so**
- **understand the importance of the role the designated safeguarding lead has in providing information and support to local authority children social care in order to safeguard and promote the welfare of children**
- **understand the lasting impact that adversity and trauma can have, including on children's behaviour, mental health and wellbeing, and what is needed in responding to this in promoting educational outcomes**
- **are alert to the specific needs of children in need, those with special educational needs and disabilities (SEND), those with relevant health conditions and young carers**
- **understand the importance of information sharing, both within the school and college, and with the safeguarding partners, other agencies, organisations and practitioners**

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- understand and support the school or college with regards to the requirements of the Prevent duty and are able to provide advice and support to staff on protecting children from the risk of radicalisation.
- are able to understand the unique risks associated with online safety and be confident that they have the relevant knowledge and up to date capability required to keep children safe whilst they are online at school or college.
- can recognise the additional risks that children with special educational needs and disabilities (SEND) face online, for example, from bullying, grooming and radicalisation and are confident they have the capability to support children with SEND to stay safe online.
- obtain access to resources and attend any relevant or refresher training courses, encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, and in any measures the school or college may put in place to protect them.

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~~Deputy DSLs will be trained to the same standard as the DSL. The DSLs training will be updated formally at least every two years, but their knowledge and skills will be updated through a variety of methods at regular intervals and at least annually.~~

Members of staff

All members of staff have a responsibility to:

- Have read and understood this policy, Part one and Annex A (where they work directly with children) of KCSIE.
- Provide a safe environment in which children can learn.
- Be aware of the indicators of abuse, neglect and exploitation so that they can identify cases of children who may need help or protection.
- Know what to do if a child tells them that he or she is being abused, neglected or exploited and understand the impact abuse and neglect can have upon a child.
- Know how to manage the requirement to maintain an appropriate level of confidentiality.
- Be able to identify and act upon indicators that children are, or at risk of developing mental health issues.
- Be prepared to identify children who may benefit from early help.
- Understand the early help process and their role in it.
- Understand the school/college safeguarding policies and systems including:
 - child protection policy (which includes the policy and procedures to deal with child-on-child abuse),
 - behaviour policy (which includes measures to prevent bullying, including cyberbullying, prejudice-based and discriminatory bullying),
 - staff code of conduct (which includes low-level concerns, allegations against staff and whistleblowing),
 - our safeguarding response to children who are absent from education, particularly on repeat occasions and /or prolonged periods,
 - role of the designated safeguarding lead (including the identity of the designated safeguarding lead and any deputies).
- Undertake regular and appropriate training which is regularly updated.
- Be aware of the local process of making referrals to children's social care and statutory assessment under the Children Act 1989.
- Support social workers and other agencies following any referral.
- Know how to maintain an appropriate level of confidentiality.

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- Maintain professional curiosity even where children may not feel ready or know how to tell someone they are being abused.
- Reassure children who report concerns that they are being taken seriously and that they will be supported and kept safe.
- Be aware that children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected, and/or they may not recognise their experiences as harmful.
- The Teachers' Standards 2012 state that teachers (which includes headteachers) should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties.

Children and young people

Children and young people (learners) have a right to:

- Be protected from maltreatment, abuse, neglect and exploitation.
- Feel safe and be safe at school. be listened to, and have their wishes and feelings taken into account.
- Have their welfare, best interests, wishes and feelings taken into account.
- Receive help and support at the earliest opportunity.
- Confidently report abuse, knowing their concerns will be treated seriously, and knowing they can safely express their views and give feedback.
- Contribute to the development of school/college safeguarding policies.
- Receive appropriate support when they are vulnerable or at greater risk of harm.
- Receive support from a trusted adult who recognises the additional barriers that some young people may face, for example those who identify as lesbian, gay, bisexual, or who may be questioning their gender.
- Learn how to keep themselves safe and recognise risks, including online.

Parents and carers

Parents/carers have a responsibility to:

- Understand and adhere to the relevant school/college policies and procedures.
- Support the school's safeguarding policies, procedures and expectations, including those relating to behaviour, attendance, online safety and the use of technology.
- Work in partnership with the school to promote their child's safety, wellbeing and educational achievement.

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- Talk to their children about safeguarding issues and support the school in their safeguarding approaches.
- ~~Identify behaviours which could indicate that their child is at risk of harm including online.~~
- Share any concerns about their child's welfare, behaviour, mental health, online activity or safety with the school at the earliest opportunity.
- Inform the school of any safeguarding concerns, including those that may arise outside school, which could affect their child's welfare or educational experience.
- Engage positively with early help, Family Help and other support services where concerns are identified and additional support is offered.
- Ensure their child attends school regularly, punctually and is ready to learn.
- Seek help and support from the school or other agencies.

Child protection procedures

Recognising indicators of abuse, neglect and exploitation

All staff are made aware of the definitions and indicators of abuse and neglect **and exploitation** as identified by Working together to safeguard children 2023 and Keeping children safe in education **2026**. These are outlined locally within the West Midlands Regional Child Protection Procedures.

Our Lady of Compassion School recognise that when assessing whether a child may be suffering actual or potential harm there are four categories of abuse:

- Physical abuse
- Sexual abuse
- Emotional abuse
- Neglect

For further information see Appendix 1.

Our Lady of Compassion School recognises that concerns may arise in many different contexts and can vary greatly in terms of their nature and seriousness. The indicators of child abuse, neglect **and exploitation** can vary from child to child. Children develop and mature at different rates, so what appears to be worrying behaviour for a younger child might be normal for an older child. It is important to recognise that indicators of abuse and neglect do not automatically mean a child is being abused however all concerns should be taken seriously and will be explored by the DSL on a case-by-case basis.

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Our Lady of Compassion School recognises abuse, neglect, exploitation and other safeguarding issues are rarely standalone events and cannot always be covered by one definition or one label alone. In many cases, multiple issues will overlap with one another, therefore staff will always be vigilant and always raise concerns with a DSL.

Our Lady of Compassion School recognises that children can be at risk of harm inside and outside of the school/college, inside and outside of home, and online.

Parental behaviours can indicate child abuse or neglect, so staff will be alert to parent-child interactions or concerning parental behaviours; this could include parents who are under the influence of drugs or alcohol or if there is a sudden change in their mental health.

Children may report abuse happening to themselves, their peers or their family members. All reports made by children to staff will be taken seriously and will be responded to in line with this policy.

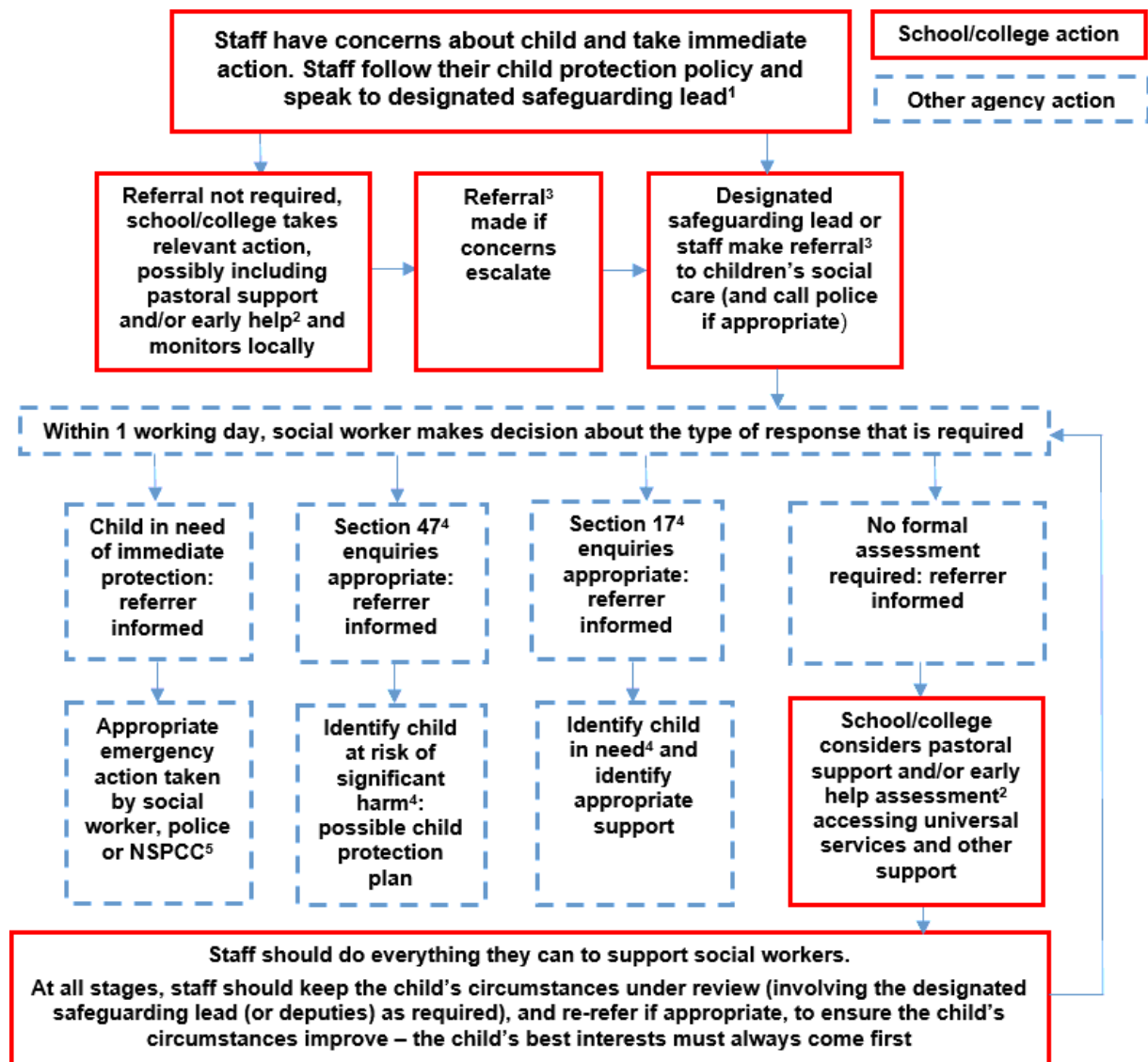
Safeguarding incidents and/or behaviours can be associated with factors and risks outside the school. Children can be at risk of abuse or exploitation in situations outside their families; extra-familial harms take a variety of different forms and children can be vulnerable to multiple harms including (but not limited to) sexual exploitation, criminal exploitation, sexual abuse, serious youth violence and county lines.

Technology can be a significant component in many safeguarding and wellbeing issues. Children are at risk of abuse online as well as face to face and in many cases, abuse will take place concurrently via online channels and in daily life. ~~Children can also abuse their peers online.~~ Children can also abuse other children online, this can take the form of abusive, harassing, and misogynistic/misandrist messages, the non-consensual sharing of indecent images, especially around chat groups, and the sharing of abusive images and pornography to those who do not want to receive such content. ~~Children may also be exposed to harmful online challenges and online hoaxes.~~

By understanding the indicators of abuse, neglect and exploitation, we can respond to problems as early as possible and provide the right support and services for the child and their family.

Where there are concerns about a child, we will follow the flow chart below:

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All members of staff are expected to be aware of and follow this approach if they are concerned about a child

1. In cases which also involve a concern or an allegation of abuse against a staff member, see Part four of **KCSIE 26**.
2. Early help means providing support as soon as a problem emerges at any point in a child's life. Where a child would benefit from co-ordinated early help, an early help inter-agency assessment should be arranged. ~~Chapter one of~~ Working together to safeguard children (WTTSC 2023) provides detailed guidance on the early help process.
3. Referrals should follow the process set out in the local threshold document and local protocol for assessment. Chapter one of WTTSC 2023.
4. Under the Children Act 1989, local authorities are required to provide services for children in need for the purposes of safeguarding and promoting their welfare. This can include s17 assessments of children in need and s47 assessments of

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children at risk of significant harm. Full details are in chapter one of Working together to safeguard children.

5. This could include applying for an Emergency Protection Order (EPO).

In all cases, if staff are unsure, they will always speak to the DSL (or deputy).

~~Our Lady of Compassion School recognises that some children have additional or complex needs and may require access to intensive or specialist services to support them.~~

~~If deemed necessary by the headteacher or by staff authorised by the headteacher following a concern about a child's safety or welfare, the searching and screening of children and confiscation of any items, including electronic devices, will be managed in line with the school/college 'Searching, Screening and Confiscation' policy and behaviour policy, which is informed by the DfE 'Searching, screening and confiscation at school' guidance.~~

Responding to child protection concerns

If staff are made aware of a child protection concern, they are expected to:

- listen carefully to the concern and be non-judgmental.
- reassure children that they have been heard and that they have done the right thing by speaking out.
- only use open questions to clarify information where necessary, e.g., who, what, where, when or Tell, Explain, Describe (TED).
- never promise confidentiality to a child and explain that information may need to be shared with those who can help keep them safe.
- ~~▪ not promise confidentiality as concerns will have to be shared further, for example, with the DSL and potentially Children's Services.~~
- ~~▪ inform the DSL (or deputy), as soon as practically possible.~~
- be clear about boundaries and how the report will be progressed.
- record the concern in line with school record keeping requirements.
- report concerns immediately to the DSL or a DDSL.

The DSL or a deputy should always be available to discuss safeguarding concerns. If in exceptional circumstances, a DSL is not available, this should not delay appropriate action being taken. Staff should speak to a member of the senior leadership team and/or take advice from MASH. In these circumstances, any action taken will be shared with a DSL as soon as is practically possible.

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Where a safeguarding concern may involve prohibited items, evidence of abuse, exploitation, criminal activity or a risk of harm to a child or others, authorised staff may undertake searches and confiscate items, including electronic devices, in accordance with the school's Searching, Screening and Confiscation Policy, Behaviour Policy and DfE guidance. Any action taken will be proportionate, lawful and focused on safeguarding the child.

Our Lady of Compassion School will respond to concerns in line with the West Midlands Regional Child Protection Procedures.

- The full West Midlands child protection procedures and additional guidance relating to reporting concerns and specific safeguarding issues can be found on their website: <https://westmidlands.procedures.org.uk/page/contents>

For children who live in Solihull, if we have concerns for a child, we may discuss them with Solihull Children's Social Work Services by calling the Multi Agency Safeguarding Hub (MASH) on 0121 788 4300.

Out of office hours, we will contact the Emergency Duty Team (EDT) on 0121 605 6060

If we think a child is in immediate danger, we will call the emergency services on 999.

For other local authority multi-agency safeguarding arrangements, please see Appendix B.

Our Lady of Compassion School recognise that in situations where there are immediate child protection concerns for a child as identified in line with **Thresholds Guidance**, it is NOT to investigate as a single agency, but to act in line with West Midlands procedures which may involve multi-agency decision making.

The DSL may seek advice or guidance from a social worker within MASH who are the first point of contact for Children's Services.

All staff are aware of the process for making requests for support referrals for statutory assessments under the Children Act 1989, along with the role they might be expected to play in such assessments.

Where it is identified a child may benefit from early help support the DSL (or deputy) will generally lead as appropriate and complete an early help assessment in partnership with the child/young person and their family.

We can access support for early help assessments from our SMBC early help coordinator, Tracey Palmer (tpalmer@solihull.gov.uk). You can find out more about early help in Solihull here: [Early Help | Solihull Metropolitan Borough Council](#).

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You will also find the links to the Family helpline which is for families and professionals, and Family Hub information. Sessions are hosted by a range of partners. Signposting to foodbanks, travel passes, family support drop in clinics and parent/carer sessions with the Education Participation and Advisory Service take place within the hubs.

The DSL will keep all early help cases under constant review and consideration will be given to escalating concerns to the MASH if the situation does not appear to be improving or is getting worse.

If, after a request for support or any other planned external intervention, a child's situation does not appear to be improving **and these concerns are not being addressed through the appropriate review processes**, or there is a concern regarding decisions made, the DSL will consider following Solihull Safeguarding Children Partnership's escalation procedures to ensure their concerns have been addressed and, most importantly, that the child's situation improves: Escalation policy: Resolution of professional disagreements (procedures.org.uk)

Operation Encompass

Our Lady of Compassion School are working in partnership with West Midlands Police and Solihull Children's Services to identify and provide appropriate support to children who have experienced domestic abuse in their household; this scheme is called Operation Encompass.

On receipt of any information, the DSL will decide on the appropriate support the child requires. All information sharing and resulting actions will be undertaken in accordance with the Operation Encompass Joint Agency Protocol for Domestic Abuse. We will record and store this information in accordance with the record keeping procedures around safeguarding the wellbeing of children and young people.

Parental consent

As a school, we recognise the important role that parents and carers play in safeguarding and promoting the welfare of children and young people. Wherever possible, concerns about a child's welfare will be discussed with parents and carers, and their consent will normally be sought before making referrals to early help, Family Help or other support services. However, consent will not be sought, or parental involvement may be delayed, if doing so would place a child at increased risk of harm, prejudice a child protection enquiry, compromise the prevention or detection of a crime, or otherwise be contrary to the child's best interests.

In such circumstances, the DSL will make decisions in consultation with relevant agencies and in accordance with local safeguarding procedures. The safety, welfare and best interests of the child will always be the school's paramount consideration.

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Appropriate information may be shared without consent where there is a lawful safeguarding reason to do so.

~~In the event of a request for support to MASH being necessary, parents/carers will be informed and consent to this will be sought by the DSL in line with guidance provided by West Midlands child protection and safeguarding procedures for the relevant local authority. Parents/carers will be informed of this, unless there is a valid reason not to do so, for example, if to do so would put a child at risk of harm or would undermine a criminal investigation.~~

A decision by any professional not to seek parental permission before making a referral to Children's Services will be recorded and the reasons given.

Where a parent has agreed to **a request for support/services**, this will be recorded and confirmed on the multi-agency referral form (MARF). Where the parent is consulted and **does not give permission** ~~refuses to give permission for the referral~~, further advice will be sought from MASH, unless to do so would cause undue delay. Any further advice and decision making will be fully recorded.

If, having taken full account of the parent's wishes, it is still considered that there is a need for a referral:

- The reason for proceeding without parental agreement will be recorded;
- Children's Services will be told that the parent has withheld her/his permission;
- The parent will be contacted by the referring professional to inform her/him that after considering their wishes, a referral has been made. The timing of this contact will be agreed with Children's Services.

Recording concerns

All safeguarding concerns, discussions and decisions, and reasons for those decisions, will be recorded on the school safeguarding system (CPOMS) which is passed without delay to the DSL. Incident/Welfare records of concern are recorded on CPOMS.

Records will be completed as soon as possible after the incident/event, using the child's words and will be signed and dated by the member of staff. Child protection records will record facts and not personal opinions. A body map will be completed if injuries have been observed. If there is an immediate safeguarding concern the member of staff will consult with a DSL before completing the form as reporting urgent concerns takes priority.

If members of staff are in any doubt about recording requirements, they will discuss their concerns with the DSL.

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Child protection records will include a clear and comprehensive summary of the concern, details of how the concern was followed up and resolved and details regarding any action taken, decisions reached and the outcome.

Child protection records will be kept confidential and stored securely. Child protection records will be kept for individual children and will be maintained separately from all other records relating to the child in the school/college. Child protection records are kept in accordance with data protection legislation and are retained centrally and securely by the DSL.

All child protection records will be transferred in accordance with data protection legislation to the child's subsequent school/college, under confidential and separate cover as soon as possible, and within 5 days for an in-year transfer or within the first 5 days of the start of a new term to allow the new school or college to have support in place for when the child arrives. Child protection files will be transferred securely to the new DSL, separately to the child's main file, and a confirmation of receipt will be obtained. In addition to the child protection file, the DSL will also consider if it would be appropriate to share any information with the DSL at the new school or college in advance of a child leaving, for example, information that would allow the new school or college to continue to provide support. Where the school/college receives child protection files, the DSL will ensure key staff such as the special educational needs co-ordinators (SENCOs)/ named person with oversight for SEN, will be made aware of relevant information as required.

Multi-agency working

Our Lady of Compassion School recognises and is committed to its responsibility to work within the West Midlands Child Protection and Procedures safeguarding arrangements. The leadership team and DSL will work to establish strong and co-operative local relationships with professionals in other agencies in line with statutory guidance.

Our Lady of Compassion School recognises the importance of multi-agency working and is committed to working alongside partner agencies to provide a coordinated response to promote children's welfare and protect them from harm. This includes contributing to West Midlands processes as required, such as, participation in relevant safeguarding multi-agency plans and meetings, including child protection conferences, core groups, strategy meetings, child in need meetings or other early help multi-agency meetings.

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Confidentiality and information sharing

Our Lady of Compassion School recognises our duty and powers to hold, use and share relevant information with appropriate agencies in matters relating to child protection at the earliest opportunity as per statutory guidance outlined within **KCSIE 2026**.

Our Lady of Compassion School has an appropriately trained Data Protection Officer (DPO) as required by the General Data Protection Regulations (GDPR) to ensure that our school/college is compliant with all matters relating to confidentiality and information sharing requirements.

Siobhan Chambers – s7@schambers@olc-solihull.sch.uk

The Data Protection Act 2018 and GDPR do not prevent the sharing of information for the purposes of keeping children safe. Fears about sharing information must not be allowed to stand in the way of the need to safeguard and promote the welfare and protect the safety of children (**KCSIE 2026**). DfE “Information sharing advice for safeguarding practitioners” (2025) provides further detail (located within the staff SharePoint).

The headteacher and DSL will disclose relevant safeguarding information about a learner with staff on a ‘need to know’ basis.

All members of staff must be aware that whilst they have duties to keep information confidential, in line with our confidentiality policy, they also have a professional responsibility to be proactive in sharing information as early as possible to help identify, assess, and respond to risks or concerns about the safety and welfare of children; this may include sharing information with the DSL and with other agencies as appropriate. All staff are aware they cannot promise confidentiality in situations which might compromise a child’s safety or wellbeing.

Complaints

All members of the school community should feel able to raise or report any concerns about children’s safety or potential failures in the school safeguarding regime. The school/college has a complaints procedure available to parents, learners and members of staff and visitors who wish to report concerns or complaints. This can be found on the website: [Policies](#)

Whilst we encourage members of our community to report concerns and complaints directly to us, we recognise this may not always be possible. Children, young people, and adults who have experienced abuse at school can contact the NSPCC ‘Report Abuse in Education’ helpline on 0800 136 663 or via email: help@nspcc.org.uk .

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Staff can also access the NSPCC whistleblowing helpline if they do not feel able to raise concerns regarding child protection failures internally. Staff can call 0800 028 0285 (8:00 AM to 8:00 PM Monday to Friday) or email help@nspcc.org.uk .

The leadership team at Our Lady of Compassion School will take all concerns reported to the school seriously and all complaints will be considered and responded to in line with the relevant and appropriate process.

Anything that constitutes an allegation against a member of staff or volunteer will be dealt with in line with our managing allegations policy. Any member of staff/volunteer/parent/carers can contact Solihull's local authority designated officer (LADO) lado@solihull.gov.uk 07795 128638 if they have a concern about an adult working/volunteering in our school.

Specific forms of abuse and safeguarding issues

Our Lady of Compassion School is aware of a range of specific forms of abuse and safeguarding issues that can put children at greater risk of harm. In addition to Part One, DSLs, school/college leaders and staff who work directly with children will read annex **A of KCSIE 2026** which contains important additional information about specific forms of abuse and safeguarding issues.

Where staff are unsure how to respond to these types of abuse and safeguarding issues, they should speak with the DSL or a deputy.

Child-on-child abuse

All members of staff at Our Lady of Compassion School recognise that children are capable of abusing their peers, and that it can happen both inside and outside of school and online.

Our Lady of Compassion School recognises that child-on-child abuse can take many forms, including but not limited to:

- Bullying, including cyberbullying, prejudice-based and discriminatory bullying
- Abuse in intimate personal relationships between peers
- Physical abuse which can include hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm
- Sexual violence and sexual harassment. **(See further information in policy and Part 5 KCSIE)**
- Consensual and non-consensual sharing of nudes and semi-nude images and/or videos **(also known as sexting or youth produced sexual imagery)** ~~-(also known as sexting or youth produced sexual imagery)~~

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- Causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party
- Upskirting (which is a criminal offence), which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm
- Initiation/hazing type violence and rituals

Our Lady of Compassion School believes that abuse is abuse and it will never be tolerated or dismissed as “banter”, “just having a laugh”, “part of growing up” or “boys being boys” as this can lead to a culture of unacceptable behaviours and an unsafe environment for children.

Our Lady of Compassion School recognises that even if there are no reported cases of child-on-child abuse, such abuse is still likely to be taking place.

All staff have a role to play in challenging inappropriate behaviours between peers. Staff recognise that some child-on-child abuse issues may be affected by gender, age, ability and culture of those involved, i.e., for gender-based abuse, girls are more likely to be victims and boys more likely to be perpetrators.

The school recognises that child-on-child abuse can be influenced by harmful attitudes, beliefs and behaviours, including misogyny, sexism and other forms of prejudice. We recognise the Government's focus on tackling Violence Against Women and Girls (VAWG) and will not tolerate behaviour that normalises sexual harassment, sexual violence, abuse, coercion, intimidation or discrimination. All reports of such behaviour will be taken seriously, challenged and responded to appropriately.

Concerns about learner's behaviour, including child-on-child abuse taking place offsite will be responded to as part of a partnership approach with learners and parents/carers. Offsite behaviour concerns will be recorded and responded to in line with existing appropriate policies, for example anti-bullying, acceptable use, behaviour and child protection policies. Section 89(5) of the Education and Inspections Act 2006 gives headteachers a statutory power to discipline pupils for poor behaviour outside of the school premises e.g., when children are not under the lawful control or charge of a member of school staff, to such extent as is reasonable.

In order to minimise the risk of child-on-child abuse, Our Lady of Compassion School will:

- Follow our Care and Behaviour Policy,
- Follow our robust anti-bullying policy,

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- Provide dedicated time through circle time,
- Provide an age appropriate PSHE and RHE curriculum – Life to the Full Plus,
- Provide worry boxes in every class as an avenue for children to raise worries.

Our Lady of Compassion School want children to feel able to confidently report abuse and know their concerns will be treated seriously. All allegations of child-on-child abuse will be reported to the DSL and will be recorded, investigated, and dealt with in line with associated school policies, including child protection, anti-bullying and behaviour. Learners who experience abuse will be offered appropriate support, regardless of where the abuse takes place.

Alleged victims, perpetrators and any other children affected by child-on-child abuse will be supported by taking reports seriously, listening carefully, avoiding victim blaming, providing appropriate pastoral support, working with parents/carers, reviewing educational approaches, following procedures as identified in other policies eg the school anti-bullying, care and behaviour and child protection policy, and where necessary and appropriate, informing the police.

Procedures to minimise the risk of child-on-child abuse include systems in place for children to confidentially report abuse (children are aware that staff in school will listen to them when they raise concerns and that their concerns will be taken seriously; children have worry boxes in the classrooms which they can use when they have any worries); work done through PSHE (Jigsaw) sessions, RSE lessons (Life to the Full), circle time and assemblies. Allegations of child-on-child abuse will always be taken seriously, investigated thoroughly and dealt with in accordance with our Care and Behaviour Policy and Child Protection Policy. Victims and perpetrators will be given in-house pastoral support as appropriate and support from external agencies as needed.

Child-on-child sexual violence or ~~and sexual~~ harassment

Our Lady of Compassion School has a zero-tolerance approach to sexual violence or sexual harassment.

Harmful sexual behaviour

~~When responding to concerns relating to child-on-child sexual violence and sexual harassment, Our Lady of Compassion School will follow the guidance outlined in Part five of KCSIE 2025.~~

Our Lady of Compassion School recognises that children's sexual behaviour exists on a wide continuum, ~~and may escalate into sexual harassment or sexual violence, it can occur online or face-to-face (both physically and verbally) and is never acceptable.~~ sexual violence and sexual harassment can occur between two children of any age and sex. It can occur through a group of children sexually assaulting or

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~~sexually harassing a single child or group of children and can occur online and face-to-face (both physically and verbally). Sexual violence and sexual harassment are never acceptable.~~

~~**Our Lady of Compassion School has a zero tolerance approach to sexual violence or sexual harassment.**~~

We recognise the escalatory nature of misogyny and the benefits of early identification to support their approach to minimising the risk of HSB, sexual harassment and sexual violence.

We will always challenge behaviours, potentially criminal in nature, such as grabbing bottoms, breasts and genitalia, pulling down trousers, flicking bras and lifting up skirts.

We will always take a safeguarding approach in response to all incidents involving the sharing of nude or semi-nude images, regardless of whether they are consensual or non-consensual.

DSLs and their deputies have received training in HSB. We recognise that children displaying HSB may have experienced their own abuse and trauma and will ensure that they are appropriately supported. We will always consider HSB in the context of child protection.

Our Lady of Compassion School recognises sexual violence and sexual harassment can occur between two or more children of any age and sex. It can occur through a group of children sexually assaulting or sexually harassing a single child or group of children. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and face-to-face (both physically and verbally). It may include sexual comments, sexualised language, sexual teasing, sexual assault, rape, online sexual harassment, sharing of nude or semi-nude images and videos, unwanted physical contact, upskirting, coercion, intimidation and other forms of harmful sexual behaviour. Sexual violence and sexual harassment are never acceptable.

We are aware that it is more likely girls will be the victims of sexual violence and sexual harassment and more likely it will be perpetrated by boys. Children with disabilities are also three times more likely to be abused than their peers

We maintain a culture where all concerns are taken seriously, victims are supported, and children feel safe to report concerns, knowing that they will be listened to and acted upon appropriately.

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When responding to concerns relating to child-on-child sexual violence and sexual harassment, Our Lady of Compassion School will follow the guidance outlined in Part five of **KCSIE 2026**.

All victims of sexual violence or sexual harassment will be reassured that they are being taken seriously and that they will be supported and kept safe **and supported throughout any safeguarding process.**

A victim will never be given the impression that they are creating a problem by reporting sexual violence or sexual harassment or be made to feel ashamed for making a report; **staff responses will always be supportive and respectful.** We will never downplay the seriousness of abuse that occurs online or outside of school.

All reports of sexual violence, sexual harassment and harmful sexual behaviour will be managed in line with KCSIE 2026 and local safeguarding procedures. Concerns will be reported immediately to the DSL, who will undertake a risk and needs assessment and determine the most appropriate course of action. The needs and wishes of the victim will be central to decision-making, whilst ensuring that all children involved receive appropriate support and intervention.

~~When there has been a report of sexual violence or harassment, the DSL will make an immediate risk and needs assessment which will be considered on a case-by-case basis which explores how best to support and protect the victim and the alleged perpetrator (and any other children involved/impacted).~~

~~The risk and needs assessment will be recorded and kept under review and will consider the victim (especially their protection and support), the alleged perpetrator, and all other children, adult students (if appropriate) and staff and any actions that are required to protect them.~~

In responding to incidents, the school will carefully consider the ongoing safety and wellbeing of all children involved. This may include implementing protective measures such as increased supervision, safety plans, changes to teaching groups, timetables, transport arrangements, social times or other arrangements necessary to reduce risk and prevent further harm. Decisions will be informed by a robust risk assessment and reviewed regularly.

The school will work closely with parents/carers, children's social care, the police and other relevant agencies where appropriate. There may be occasions when the children involved do not require referral to statutory services but may benefit from early help. Information will be shared in accordance with data protection legislation and safeguarding responsibilities, ensuring that the welfare of children remains the paramount consideration.

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~~Reports will initially be managed internally by the school/college and where necessary will be referred to MASH and/or the police.~~

We acknowledge that children may not find it easy to tell staff about their abuse verbally. Staff are aware that children's behaviour may suggest that they have been harmed or something is wrong. Reports of abuse may be indirect through friends or overheard by others. All concerns will be acted upon immediately and discussed with the DSL (or their deputy).

The decision making and required action taken will vary on a case by case basis, but will be informed by the wishes of the victim, the nature of the alleged incident (including whether a crime may have been committed), the ages and developmental stages of the children involved, any power imbalance, if the alleged incident is a one-off or a sustained pattern of abuse, if there are any ongoing risks to the victim, other children, adult students or school staff, and, any other related issues or wider context.

We acknowledge that there may be times when we must balance the victim's wishes against our duty to protect the victim and other children. If the DSL decides to go ahead and make a referral to local authority children's social care and/or a report to the police against the victim's wishes, this will be handled extremely carefully, the reasons will be explained to the victim and appropriate specialist support will be offered.

If a referral to local authority children's social care and/or the police is being made, then, the DSL will consult with those agencies to determine next steps, including how and when to inform the alleged perpetrator(s) of the allegations.

We recognise that a child who has displayed harmful sexual behaviour should be given the correct support to try to stop them re-offending and to address any underlying trauma that may be causing this behaviour. Support (and sanctions) will be considered on a case-by-case basis. The alleged perpetrator(s) may potentially have unmet needs (in some cases these may be considerable) as well as potentially posing a risk of harm to other children.

When considering our response, we will be guided by the following policies and guidance:

Keeping Children Safe in Education 2026
Behaviour in Schools
School suspensions and permanent exclusions

If at any stage the DSL is unsure how to proceed, advice will be sought from MASH.

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~~Nude and/or semi-nude image sharing by childrens and semi-nudes, including where generated by AI~~

~~The term 'sharing nudes and semi-nudes' is used to mean the sending or posting of nude or semi-nude images, videos or live streams of/by young people under the age of 18. Creating and sharing nudes and semi-nudes of under 18s (including those created and shared with consent) is illegal which makes responding to incidents complex.~~

For the purposes of this policy, the term 'making or sharing nudes and semi nudes' refers to the creation, sending or posting of nude or semi-nude images by young people under the age of 18. The term 'images' includes all visual content, such as photographs, videos and livestreams.

We use [Sharing nudes and semi-nudes: advice for education settings working with children and young people - GOV.UK](#) to guide our response to incidents and safeguarding children.

~~The [UKCIS Sharing nudes and semi-nudes: advice for education settings working with children and young people guidance \(updated 2024\)](#) outlines how schools and colleges should respond to all incidents of consensual and non-consensual image sharing and should be read and understood by DSLs working with all age groups, not just older learners.~~

Our Lady of Compassion School will always take a safeguarding approach in response to all incidents involving the sharing of nude or semi-nude images, regardless of whether they are consensual or non-consensual. All such incidents require a safeguarding response, with a proportionate approach that considers the age, development, and circumstances of the children involved, as well as any elements of coercion, exploitation or vulnerability.

Our primary concern at all stages will be the welfare, protection and best interests of the child or children involved.

~~Our Lady of Compassion School recognises that consensual and non-consensual sharing of nudes and semi-nude images and/or videos (also known as youth produced/involved sexual imagery or "sexting") can be a safeguarding issue; all concerns will be reported to and dealt with by the DSL (or deputy).~~

When made aware of concerns involving [making or sharing nudes and semi nudes](#) consensual and non-consensual sharing of nudes and semi-nude images and/or videos by children, staff are advised to:

- Report any concerns to the DSL immediately.

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- **Never intentionally view, copy, print, share, store or save nude or semi-nude images of a child.** ~~Never view, copy, print, share, store or save the imagery, or ask a child to share or download it – this may be illegal.~~ If staff have already viewed the imagery by accident, this will be immediately reported to the DSL.
- Not delete the imagery or ask the child to delete it.
- Not say or do anything to blame or shame any children involved.
- Explain to child(ren) involved that they will report the issue to the DSL and reassure them that they will receive appropriate support and help.
- Not ask the child or children involved in the incident to disclose information regarding the imagery and not share information about the incident with other members of staff, the child(ren) involved or their, or other, parents and/or carers. This is the responsibility of the DSL.

Where necessary and proportionate, authorised staff may confiscate a device in accordance with the school's Searching, Screening and Confiscation Policy. Devices should be secured and not viewed unnecessarily. Advice should be sought from the DSL and, where appropriate, the police.

~~DSLs will respond to concerns as set out in the non-statutory UKCIS guidance: Sharing nudes and semi-nudes: advice for education settings working with children and young people' and the local West Midlands guidance.~~ When made aware of a concern involving **making or sharing nudes and semi nudes:** ~~consensual and non-consensual sharing of nudes and semi-nude images and/or videos:~~

- The DSL will hold an initial review meeting to explore the context and ensure appropriate and proportionate safeguarding action is taken in the best interests of any child involved. This may mean speaking with relevant staff and the children involved as appropriate.
- **The DSL will complete a risk assessment where appropriate, considering the welfare of all children involved, any ongoing risks, support needs and whether wider safeguarding concerns are present.**
- **Appropriate support will be provided to all children involved, recognising that a child may be both vulnerable and in need of support regardless of whether they are considered to have shared or created imagery.**
- Parents and carers will be informed at an early stage and be involved in the process to best support children, unless there is good reason to believe that involving them would put a child at risk of harm.
- All decisions and action taken will be recorded in line with our child protection procedures.
- A referral will be made to MASH and/or the police immediately if:
- The incident involves an adult (over 18).

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- There is reason to believe that a child has been coerced, blackmailed, or groomed, or there are concerns about their capacity to consent, for example, age of the child or they have special educational needs.
- The image/videos involve sexual acts and a child under the age of 13, depict sexual acts which are unusual for the child's developmental stage, or are violent.
- A child is at immediate risk of harm owing to the sharing of nudes and semi-nudes.

The DSL may choose to involve other agencies at any time if further information/concerns are disclosed later.

We will follow the guidance here when managing incidents:

[Searching, screening and confiscation in schools](#)

[Sharing nudes and semi-nudes: advice for education settings working with children and young people](#)

If DSLs are unsure how to proceed, advice will be sought from MASH.

~~Harmful sexual behaviour~~

~~Our Lady of Compassion School recognises that children's sexual behaviour exists on a wide continuum, ranging from normal and developmentally expected to inappropriate, problematic, abusive and violent. We define developmentally inappropriate sexual behaviour that is problematic, abusive or violent as harmful sexual behaviour (HSB). HSB can occur online and/or face-to-face and can also occur simultaneously between the two. DSLs and their deputies have received training in HSB. We recognise that children displaying HSB may have experienced their own abuse and trauma and will ensure that they are appropriately supported.~~

Child sexual exploitation (CSE) and child criminal exploitation (CCE)

Our Lady of Compassion School recognises that CSE and CCE are forms of abuse that occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into taking part in sexual or criminal activity.

This may be in exchange for something the victim **child** needs or wants, and/or for the financial advantage or increased status of the perpetrator or facilitator and/or through violence or the threat of violence **or intimidation**. CSE and CCE can affect children, both male and female, **regardless of age, sex, ethnicity or background**. **They may also involve children being moved (including through trafficking) for the purpose of exploitation. Staff should be alert to the signs of exploitation and understand that victims may not always recognise they are being abused.**

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~~and can include children who have been moved (commonly referred to as trafficking) for the purpose of exploitation.~~

Any concerns that a child may be experiencing, or is at risk of, CSE or CCE must be reported immediately to the DSL. The school will work with parents/carers, Children's Social Care, the police and other agencies as appropriate to ensure children receive timely support and protection.

~~If staff are concerned that a child may be at risk of CSE or CCE, immediate action should be taken by speaking to the DSL or a deputy.~~

Serious violence

Our Lady of Compassion School recognises that involvement in serious violence may have a significant impact on a child's safety, welfare and wellbeing.

Staff understand that the likelihood of involvement in serious violence may be increased by vulnerability, social and emotional needs, adverse childhood experiences, criminal exploitation and exposure to violence

All staff are made aware of the indicators which may signal children are at risk from or are involved with serious violent crime. These may include unexplained gifts or new possessions, increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in educational performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries, increased use of social media linked to violence, or evidence of exploitation, including county lines activity.

Any concerns regarding serious violence will be reported to the DSL and responded to in line with other child protection concerns. The school/college will work with parents/carers, Children's Social Care, the police and other relevant agencies, as appropriate, to safeguard children and reduce the risk of harm.

Where a child is affected by, or at risk of, serious violence, staff will take concerns seriously, listen to the child's views, assess any immediate risks, and work in a child-centred way to ensure appropriate support, protection and intervention are provided.

- ~~▪ The initial response to child victims is important and staff will take any allegations seriously and work in ways that support children and keep them safe.~~

Domestic abuse

All staff are aware that domestic abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. That abuse can be, but is not limited to, psychological, physical, sexual, financial or emotional. Children can be

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victims of domestic abuse. They may see, hear, or experience the effects of abuse at home and/or suffer domestic abuse in their own intimate relationships (teenage relationship abuse). All of which can have a detrimental and long-term impact on their health, well-being, development, and ability to learn.

Honour or faith-based abuse (including female genital mutilation and forced marriage)

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

All forms of so-called HBA are abuse (regardless of the motivation) and concerns should be responded to in line with other safeguarding concerns. Staff will report any concerns about so-called HBA to the DSL (or a deputy).

The DSL will activate local safeguarding procedures, using existing national and local protocols for multi-agency liaison with the police and local authority children's social care.

Whilst all staff will speak to the DSL (or deputy) with regard to any concerns about female genital mutilation (FGM), there is a specific legal duty on teachers.

If a teacher, in the course of their work in the profession, discovers that an act of FGM appears to have been carried out on a girl under the age of 18, the teacher must report this to the police.

Preventing radicalisation

Our Lady of Compassion School is aware of our duty under section 26 of the Counter-Terrorism and Security Act 2015 (the CTSA 2015), to have "due regard to the need to prevent people from being drawn into terrorism", also known as the Prevent duty and the specific obligations placed upon us as an education provider regarding risk assessments, working in partnership, staff training, and IT policies.

Our Lady of Compassion School recognises that children are **may be susceptible** ~~vulnerable~~ to extremist ideology and radicalisation and staff will be alert to changes in children's behaviour which could indicate that they may be in need of help or protection.

Staff will report any concerns to the DSL (or a deputy), who is aware of the local procedures to follow including using the national referral form to make a Prevent referral in parallel to a MASH referral.

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We will follow [Managing risk of radicalisation in your education setting - GOV.UK](#) and [The Prevent duty: safeguarding learners vulnerable to radicalisation - GOV.UK](#) when determining our response to concerns.

Cybercrime

Our Lady of Compassion School recognises that children with particular skill and interest in computing and technology may inadvertently or deliberately stray into 'cyber-enabled' (crimes that can happen offline but are enabled at scale and at speed online) or 'cyber dependent' (crimes that can be committed only by using a computer/internet enabled device) cybercrime.

If staff are concerned that a child may be at risk of becoming involved in cyber-dependent cybercrime, the DSL will be informed, and consideration will be given to using the Cyber Choices lesson plans (<https://www.wmcyber.org/educators/>), which aims to intervene when young people are at risk of committing, or being drawn into, low level cyber-dependent offences.

Where there are concerns about 'cyber-enabled' crime such as fraud, [online criminal exploitation](#) ~~purchasing of illegal drugs online, child sexual abuse and exploitation~~, or other areas of concern such as online bullying or general online safety, they will be responded to in line with this and other appropriate policies.

Supporting children potentially at greater risk of harm

Whilst all children should be protected, some groups of children are potentially at greater risk of harm.

Safeguarding children with special educational needs or disabilities (SEND)

Our Lady of Compassion School acknowledges that children with special educational needs or disabilities (SEND) or certain health conditions can face additional safeguarding challenges and barriers for recognising abuse and neglect [both on and offline](#).

Our Lady of Compassion School recognises that children with SEND may face additional communication barriers and experience difficulties in managing or reporting abuse or challenges. Children with SEND will be appropriately supported to communicate and ensure that their voice is heard and acted upon.

All members of staff will be encouraged to appropriately explore possible indicators of abuse such as behaviour, mood changes or injuries and not to assume that they are related to the child's disability. Staff will be mindful that children with SEND or

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certain medical conditions may be disproportionately impacted by behaviours such as bullying, without outwardly showing any signs.

Members of staff are encouraged to be aware that children with SEND can be disproportionately impacted by safeguarding concerns, such as exploitation, peer group isolation or bullying including prejudice-based bullying.

To address these additional challenges, our school/college will always consider implementing extra pastoral support and attention for children with SEND. The DSL will work closely with the SENCo (Anna Vella) to plan support as required.

Children requiring mental health support

All staff will be made 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. **Mental health problems can also develop into safeguarding concerns.**

Staff are aware that children's experiences, for example where children have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, can impact on their mental health, behaviour and education.

We recognise that only appropriately trained professionals should attempt to make a diagnosis of a mental health problem.

Staff 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.

If staff have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken by speaking to the DSL or a deputy.

Children who are absent from education

Children who are absent from education, particularly for prolonged periods and/or on repeat occasions, can act as a vital warning sign to a range of safeguarding issues including neglect, sexual abuse, and child sexual and criminal exploitation – particularly county lines.

Where the school have concerns that a child is absent ~~missing~~ from education, we will respond in line with our statutory duties and local policies. Local support is available via the [Education Participation Advisory Service \(EPAS\)](#).

Elective home education

Where a parent/carer expresses their intention to remove a child from school with a view to educating at home, we will respond in line with national elective home education guidance and local Solihull guidance and will work together with parents/carers and other key professionals and organisations to ensure decisions are made in the best interest of the child.

We will consider whether there are any existing or emerging safeguarding concerns and ensure appropriate information is shared with relevant agencies where necessary.

Our approach is guided by:

[Elective home education - GOV.UK](#)

[Elective home education](#)

Children who are missing education

Children missing education (CME) are children of compulsory school age who are not on a school roll, and who are not receiving a suitable education otherwise than being at a school. They share the same vulnerabilities as children who are absent from education.

They are:

- Children whose whereabouts are known but they do not have any educational provision in place
- Children whose whereabouts are unknown and therefore so is their educational provision

Where the school/college have concerns that a child is missing from education, we will respond in line with our statutory duties and local policies. Local support is available via the [Education Participation Advisory Service \(EPAS\)](#).

Looked after children, previously looked after children and care leavers

Our Lady of Compassion School recognises the common reason for children becoming looked after is as a result of abuse and/or neglect and that a previously looked after child also potentially remains vulnerable.

Staff recognise that looked after children, previously looked after children and care leavers may face additional barriers to education, attendance, mental health and wellbeing and may be more vulnerable to safeguarding concerns.

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All staff have the skills, knowledge and understanding to keep looked after children safe.

The DSL will hold details of social workers working with children in the school/college and the name of the virtual school head in the authority looking after them so that decisions can be made in the best interests of the child's safety, welfare, and educational outcomes.

The school recognises that looked after children, previously looked after children, children in kinship care and care leavers may have experienced adversity, trauma, loss and instability. Staff will take this into account when planning support and responding to behaviour, attendance, wellbeing and safeguarding concerns.

Where children have a social worker, this will inform school/college decisions about their safety and promoting their welfare, for example, responding to unauthorised absence and provision of pastoral and/or academic support.

The school has appointed a 'designated teacher' (Anna Vella – Deputy Headteacher) who works with local authorities to promote the educational achievement of registered pupils who:

- Are looked after or who have been previously looked after;
- ~~Have left care~~ Are previously looked after children including through adoption, special guardianship or child arrangement orders;
- Were adopted from state care outside England and Wales.

The designated teacher will work with the DSL to ensure appropriate staff have the information they need in relation to a child's looked after legal status, contact arrangements with birth parents or those with parental responsibility, care arrangements and the levels of authority delegated to the carer by the authority looking after them.

The designated teacher has received appropriate training, the relevant qualifications and experience. They work with the child's virtual headteacher to discuss how pupil premium plus to discuss how funding can be best used to support the progress of looked after children in the school and meet the needs identified in the child's personal education plan.

The school recognises that virtual school heads also have a non-statutory responsibility to promote the educational outcomes of children in kinship care. Where appropriate, the school will work with the virtual school head and other relevant professionals to support children living in kinship arrangements and to help remove barriers to their education.

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Where the school believe a child is being cared for as part of a private fostering arrangement (occurs when a child under 16 or 18 if the child is disabled is cared for and lives with an adult who is not a relative for 28 days or more) there is a duty to recognise these arrangements and inform the local authority via MASH.

The school recognises that care leavers may continue to require support as they transition to adulthood and may remain vulnerable to safeguarding risks. Where a child is leaving care, the DSL will hold details of the local authority personal advisor appointed to guide and support them and will liaise with them as necessary regarding any issues of concern.

Children who are lesbian, gay or bisexual

The school recognises that being lesbian, gay or bisexual (LGB) is not a safeguarding issue. However, children who are LGB may experience bullying, prejudice, discrimination, harassment, social isolation or abuse, including online. Such experiences can have a significant impact on a child's wellbeing, attendance, mental health and educational outcomes.

Staff will be alert to the potential vulnerabilities and additional barriers that some LGB children may face and will respond appropriately to any concerns. Any incidents of bullying, harassment, discrimination or abuse will be taken seriously and managed in accordance with the school's behaviour, anti-bullying, child protection and equality policies.

The school/college is committed to providing a safe, inclusive and respectful environment where all children are valued, listened to and supported.

Children who are questioning their gender

The school/college recognises that questioning a child's gender does not, in itself, make a child vulnerable. However, some children who are questioning their gender may experience distress, anxiety, social isolation, bullying, prejudice, discrimination, harassment or other safeguarding concerns and may therefore require additional support.

Staff will take all concerns raised by or about a child seriously and will respond in a child-centred manner. Any safeguarding concerns will be managed in accordance with this policy, taking account of the child's age, developmental stage, wishes and feelings, individual circumstances and any known vulnerabilities.

The school/college will work in partnership with parents/carers and relevant agencies, where appropriate, to promote the child's welfare and educational outcomes. Decisions will be made on a case-by-case basis, with the child's best interests remaining the paramount consideration.

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Any incidents of bullying, abuse, harassment, discrimination or victimisation will be taken seriously and responded to in line with the school's behaviour, anti-bullying, equality and safeguarding policies.

Our approach will be informed by KCSIE 2026, with particular regard when considering requests for support with social transition (and support for children who wish to detransition). We will always comply with obligations under the Equality Act and Human Rights Act when considering requests for support with social transition alongside our safeguarding duties.

Online safety

It is essential that children are safeguarded from potentially harmful and inappropriate material or behaviours online. Our Lady of Compassion School will adopt a whole school/college approach to online safety which will empower, protect, and educate our learners and staff in their use of technology, and establish mechanisms to identify, intervene in, and escalate any concerns where appropriate.

Our Lady of Compassion School will ensure online safety is reflected as required in all relevant policies. Online safety is considered as a running and interrelated theme when devising and implementing our policies and procedures and when planning our curriculum, staff training, the role and responsibilities of the DSL and parental engagement.

Our Lady of Compassion School identifies that 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, **extreme sexual or physical violence, misinformation, disinformation (including fake news) and conspiracy theories**.

▪ **Contact**

being subjected to harmful online interaction with other users **or generative AI applications that simulate this**. 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 purposes.

▪ **Conduct**

personal online behaviour that increases the likelihood of, or causes, harm. For example, making, sending and receiving explicit images **including those generated**

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using AI and online bullying (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.

Our Lady of Compassion School recognises that technology, and the risks and harms related to it, evolve and change rapidly. The school will carry out an annual review of our approaches to online safety including provision of filtering and monitoring, supported by an annual risk assessment which considers and reflects the risks our children face.

The headteacher will be informed of online safety concerns by the DSL, as appropriate. The named governor for safeguarding will report on online safety practice and incidents, including outcomes, on a regular basis to the wider governing body.

Policies and procedures

The DSL has overall responsibility for online safety, including filtering and monitoring within the school/college but will liaise with other members of staff, for example IT technicians, curriculum leads etc. as necessary.

The DSL will respond to online safety concerns reported in line with our child protection and other associated policies, including our anti-bullying, social media and behaviour policies.

Internal sanctions and/or support will be implemented as appropriate.

- Where necessary, concerns will be escalated and reported to relevant partner agencies in line with local policies and procedures.

Our Lady of Compassion School uses a wide range of technology. This includes (amend as appropriate) computers, laptops, tablets and other digital devices, the internet, our learning platform, intranet and email systems.

- All school owned devices and systems will be used in accordance with our acceptable use policies and with appropriate safety and security measures in place.

Our Lady of Compassion School recognises the specific risks that can be posed by mobile and smart technology, including mobile/smart phones, cameras and wearable technology. In accordance with KCSIE 2026 and EYFS 2025 Our Lady of

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Compassion School has appropriate mobile and smart technology and image use policies in place, which are shared and understood by all members of the community.

These policies can be found on the school's website and in the staff's SharePoint.

Our practice is guided by:

[Generative artificial intelligence \(AI\) in education - GOV.UK](#)

[Online safety \(e-safety\) and schools | NSPCC Learning](#)

[Parents and Carers - UK Safer Internet Centre](#)

Appropriate filtering and monitoring

Our Lady of Compassion School will do all we reasonably can to limit children's exposure to online risks through school/college provided IT systems and will ensure that appropriate filtering and monitoring systems are in place.

We review of the effectiveness of our systems at least once every academic year. Reviews are carried out by the SLT member responsible for filtering and monitoring, with the support of the school's DSL and IT support. These include checks that filtering is working appropriately on all internet-connected devices in all relevant locations. A record is kept of these checks.

~~The governing body ensures that school has appropriate filtering and monitoring systems in place and regularly review their effectiveness; it ensures that appropriate and effective arrangements are in place, ensures that the leadership team and relevant staff have an awareness and understanding of the provisions in place and manage them effectively and know how to escalate concerns when identified.~~

At Our Lady of Compassion School, we buy into the filtering system (Smoothwall), hosted at Solihull Council. This is linked to the school's network, with different filtering levels for staff and pupils based on their network user groups.

Our filtration system is set up to check and filter encrypted internet access. This protects pupils and staff better and helps protect the school network from some security threats, like ransomware. It also monitors internet use and the monitoring reports can be accessed by key school staff.

If learners or staff discover unsuitable sites or material, they are required to:

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- Turn off monitor/screen, report the concern immediately to a member of staff, report the URL of the site to staff; staff are required to report concern to IT services at the LA.

All users will be informed that use of our systems can be monitored, and that monitoring will be in line with data protection, human rights, and privacy legislation.

Filtering breaches or concerns identified through our monitoring approaches will be recorded and reported to the DSL who will respond as appropriate.

Any access to material believed to be illegal will be reported immediately to the appropriate agencies, such as the Internet Watch Foundation and the police.

When implementing appropriate filtering and monitoring, Our Lady of Compassion School will ensure that “over blocking” does not lead to unreasonable restrictions as to what children can be taught with regards to online teaching and safeguarding.

Our Lady of Compassion School acknowledges that whilst filtering and monitoring is an important part of school/college online safety responsibilities, it is only one part of our approach to online safety.

- Learners will use appropriate search tools, apps and online resources as identified following an informed risk assessment.
- Learners' internet use will be supervised by staff according to their age and ability.
- Learners will be directed to use age-appropriate online resources and tools by staff.

Information security and access management

Our Lady of Compassion School is responsible for ensuring an appropriate level of security protection procedures are in place, in order to safeguard our systems as well as staff and learners. Further information can be found in list name of relevant policies e.g., information security, acceptable use policies and/or online safety policy. These policies should address expectations with regards information security and access to systems e.g., password safety etc.

Our Lady of Compassion School will review the effectiveness of these procedures periodically to keep up with evolving cyber-crime technologies.

Staff and governor training

Our Lady of Compassion School will ensure that all staff and governors receive online safety training, which, amongst other things, includes an understanding of the expectations, applicable roles and responsibilities in relation to filtering and

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monitoring as part of induction. **This training will be regularly updated.** and that Ongoing online safety training and updates for all staff and governors will be integrated, aligned and considered as part of our overarching safeguarding approach.

Educating learners

Our Lady of Compassion School will ensure a comprehensive whole school/college curriculum response is in place to enable all learners to learn about and manage online risks effectively as part of providing a broad and balanced curriculum.

Working with parents and carers

Our Lady of Compassion School will build a partnership approach to online safety and will support parents/carers to become aware and alert of the potential online benefits and risks for children by providing information through our school newsletters, through the School App and by offering online safety events for parents/carers and highlighting online safety at existing events.

Remote learning

Our Lady of Compassion School will ensure any remote sharing of information, communication and use of online learning tools and systems will be in line with privacy and data protection requirements.

All communication with learners and parents/carers will take place using school/college provided or approved communication channels; that is, the class emails accounts on Microsoft 365.

Any pre-existing relationships or situations which mean this cannot be complied with will be discussed with the DSL.

Staff and learners will engage with remote teaching and learning in line with existing behaviour principles as set out in our school/college behaviour policy/code of conduct and Acceptable Use Policies.

Staff and learners will be encouraged to report issues experienced at home and concerns will be responded to in line with our child protection and other relevant policies.

When delivering remote learning, staff will follow our Remote Learning/Acceptable Use Policy (AUP). If schools/colleges do not have a remote learning AUP, key messages and expectations should be included within this policy or added within existing AUPs.

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Parents/carers will be made aware of what their children are being asked to do online, including the sites they will be asked to access. Our Lady of Compassion School will continue to be clear who from the school (if anyone) their child is going to be interacting with online.

Parents/carers will be encouraged to ensure children are appropriately supervised online and that appropriate parent controls are implemented at home.

Mobile phone policy

Our Lady of Compassion is a mobile phone-free environment. Pupils may bring a mobile phone to school if they walk home independently at the end of the day. Upon arrival, all mobile phones must be handed in and placed in a secure collection box. Phones remain inaccessible to pupils throughout the school day and are returned only at the end of the day when they leave the school site.

Our arrangements are guided by:

Mobile phones in schools - GOV.UK

Solihull IRL

Staff and governor engagement and expectations

Awareness, induction and training

All members of staff and governors have been provided with a copy of part one or and annex A of **KCSIE 2026** which covers safeguarding information for staff. Annex A **KCSIE 2026** should be read by leaders and those staff who work directly with children is a condensed version of Part one which can be provided instead of Part one to those staff who do not directly work with children, if the governing body or proprietor think it will provide a better basis for those staff to promote the welfare and safeguard children. If schools/colleges opt to use Annex A with some staff due to their role, leaders may wish to document this decision within the policy e.g., 'all members of staff who do not work directly with children will read Annex A.'

- School/college leaders, including the DSL will read KCSIE in its entirety.
- School/college leaders and all members of staff who work directly with children will read **Part One and** Annex A.
- All members of staff have signed to confirm that they have read and understood the national guidance shared with them **and submit the Microsoft form to confirm this.**

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- The DSL will ensure that all new staff and volunteers (including agency and third-party staff) receive safeguarding and child protection training (including online safety) which, amongst other things, includes an understanding of the expectations, applicable roles and responsibilities in relation to filtering and monitoring), including information to ensure they are aware of the school's internal safeguarding processes, as part of their induction from the DSL - staff or volunteers who start at our school across the school year are also required to complete safeguarding e-learning on KCSIE (2026) as part of their induction.

All in line with any advice from local safeguarding partners.

All staff members (including agency and third-party staff) will receive appropriate child protection training (including online safety) to ensure they are aware of a range of safeguarding issues and are equipped with the relevant skills and knowledge to safeguard children effectively; this training will be updated at least annually.

Safeguarding training for staff, including online safety training, will be integrated, aligned and considered as part of the whole school/college safeguarding approach and wider staff training and curriculum planning.

In addition to specific child protection training, all staff will receive regular safeguarding and child protection updates, at least annually, to provide them with relevant skills and knowledge to safeguard children effectively. Regular updates are also shared through termly staff meetings and as part of the weekly staff briefing.

Staff will be encouraged to contribute to and shape school/college safeguarding arrangements and child protection policies. This will be achieved through the input to all staff during staff meetings.

We have regard to the Teachers' Standards which set out the expectation that all teachers manage behaviour effectively to ensure a good and safe educational environment and requires teachers to have a clear understanding of the needs of all pupils.

The DSL and headteacher/principal will provide an annual report to the governing body/proprietor detailing safeguarding training undertaken by all staff and will maintain an up-to-date register of who has been trained.

All governors and trustees receive appropriate safeguarding and child protection (including online) training at induction. This training equips them with the knowledge to provide strategic challenge to test and assure themselves that the safeguarding policies and procedures in place are effective and support the delivery of a robust whole school approach to safeguarding. Governors are invited to the annual safeguarding staff training – they are also given regular updates from the DSL and required to complete online governor training on safeguarding.

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Safer working practice

All members of staff are required to work within our clear guidelines on safer working practice as outlined in the school/college behaviour policy/code of conduct which is shared with them as part of induction, training and regular updates.

The DSL will ensure that all staff and volunteers (including agency and third-party staff) have read the child protection policy and are aware of the school/college expectations regarding safe and professional practice via the staff code of conduct and Information Security and Acceptable Use Policy (AUP).

Staff will be made aware of the school's behaviour policy, physical intervention/restrictive intervention procedures and other relevant safeguarding policies through induction, training and regular updates.

Staff will manage behaviour effectively to maintain a safe and positive learning environment and will have an understanding of the needs, vulnerabilities and individual circumstances of all children, including those with SEND and additional needs.

Any physical intervention and/or use of reasonable force will be in accordance with school policy, statutory guidance and DfE guidance on the use of reasonable force, and will always be reasonable, proportionate and necessary to safeguard children and others.

~~Staff will be made aware of the school/college behaviour management and physical intervention policies. Staff will manage behaviour effectively to ensure a good and safe educational environment and will have a clear understanding of the needs of all children. Physical interventions and/or use of reasonable force will be in line with our agreed policy and procedures and national guidance.~~

All staff will be made aware of the professional risks associated with the use of social media and electronic communication (such as email, mobile phones, texting, social networking). Staff will adhere to relevant school/college policies including staff code of conduct policy, Information Security and Acceptable Use Policy (AUP), and social media.

Supervision and support

We recognise that staff working in the school who have become involved with a child who has suffered harm or appears to be likely to suffer harm may find the situation stressful and emotionally demanding-upsetting. We also recognise the value of professional discussion and reflection, particularly in complex situations, to support effective safeguarding decision-making.

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~~We also recognise the benefit of discussing cases, particularly complex ones to ensure that our decision making is sound.~~

The school has clear arrangements for safeguarding training, development, support and guidance. Staff receive appropriate support from the DSL and safeguarding team and are encouraged to discuss any concerns they may have about the welfare of children. Staff who work directly and regularly with children whose safety and welfare are at risk will have access to regular peer supervision and support.

~~There are clear and effective arrangements for staff development and training in respect of the protection and care of children and learners. DSLs meet on a weekly basis to discuss concerns and to ensure that all involved access the necessary support.; supervision is given to all staff who are working directly and regularly with children and learners whose safety and welfare are at risk. Safer recruitment and allegations.~~

Safer recruitment and allegations

Safer recruitment and safeguarding checks

Our Lady of Compassion School is committed to ensure that develop a safe culture and that all steps are taken to recruit staff and volunteers who are safe to work with children and young people our learners and staff.

Our Lady of Compassion School will follow relevant guidance in Keeping Children Safe in Education 2026 (Part Three, 'Safer Recruitment'), relevant employment legislation and from The Disclosure and Barring Service (DBS).

The governing body and leadership team are responsible for ensuring that the school/college safer recruitment procedures are implemented and monitored effectively. follows safe recruitment processes as outlined within guidance.

The governing body will ensure that there is at least one of the persons who conducts an interview has completed safer recruitment training. In addition, those involved in the recruitment and employment of staff working with children will receive appropriate safer recruitment training in line with KCSIE 2026.

The school maintains an accurate Single Central Record (SCR) in line with statutory requirements guidance.

Our Lady of Compassion School is committed to complying with statutory guidance regarding disqualification under the Childcare Act 2006 and associated regulations where applicable.

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~~are committed to supporting the statutory guidance from the Department for Education on the application of the Childcare (Disqualification) Regulations 2009 and related obligations under the Childcare Act 2006 in schools.~~

We advise all staff to disclose any reason that may affect their suitability to work with children including convictions, cautions, court orders, cautions, reprimands, and warnings **or other relevant matters.**

Where the school/college commissions alternative provision, it remains responsible for the safeguarding and welfare of the child and will obtain written confirmation that appropriate safeguarding checks have been undertaken.

~~Where the school/college places a learner with an alternative provision provider, the school/college will continue to be responsible for the safeguarding of that child.~~

~~The school/college will undertake appropriate checks to ensure the provider meets the needs of the pupil, including written confirmation that appropriate safeguarding checks have been carried out on individuals working at the establishment.~~

Allegations and concerns raised in relation to teachers, including supply teachers, other staff, volunteers and contractors

The school will respond to allegations in line with the local Solihull arrangements and Part four of **KCSIE 2026**. **Further** in-depth information can be found within our 'Managing Allegations against Staff' and staff code of conduct policy. This can be found in the staff's SharePoint.

Any concerns or allegations about staff, **including supply teachers, volunteers, contractors and governors,** ~~including those which do not meet the allegation/harm threshold~~ will be recorded and dealt with appropriately in line with national and local guidance. **This includes concerns that meet the allegation (harm) threshold and concerns that do not meet the harm threshold ('low-level concerns').**

Ensuring concerns are **identified, reported, recorded and managed effectively helps to safeguard children** ~~dealt with effectively will~~ protects those working in or on behalf of the school from potential false allegations or misunderstandings.

Where headteachers/principals are unsure how to respond **including whether it,** ~~for example if the school/college is unsure if a concern~~ **meets the harm thresholds,** **advice will be sought from the Local Authority Designated Officer** ~~meet the harm 'thresholds', advice will be sought via the (LADO).~~

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Organisations or individuals using school premises

If we receive an allegation relating to an incident that happened when an individual or organisation was using the school/college premises for the purposes of running activities for children (for example community groups, sports associations, or service providers that run extra-curricular activities), as with any safeguarding allegation, we will follow our safeguarding policies and procedures, including informing the LADO.

Concerns that meet the harm threshold

Our Lady of Compassion School recognises that it is possible for any member of staff, including volunteers, governors, contractors, agency and third-party staff (including supply teachers) and visitors to behave in a way that indicates a person would pose a risk of harm if they continue to work in their present position, or in any capacity with children in a school or college. This includes when someone has

- behaved in a way that has harmed a child, or may have harmed a child and/or
- possibly committed a criminal offence against or related to a child and/or;
- behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children; and/or
- 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, this is known as transferable risk.

Allegations/**concerns** against staff which meet this threshold will be referred immediately to the headteacher who will contact the LADO to agree further action to be taken in respect of the child and staff member. In the event of allegations/**concerns** of abuse being made against the headteacher, staff are advised that allegations should be reported to the chair of governors who will contact the LADO. In the event of allegations/**concerns** about the headteacher, where the headteacher is also the sole proprietor of an independent school, this should be reported directly to the LADO.

Concerns that do not meet the harm threshold

Our Lady of Compassion School may also need to take action in response to 'low-level' concerns about staff, which typically would be behaviours which are inconsistent with our staff code of conduct, including inappropriate conduct outside of work and that do not meet the harm threshold or is otherwise not serious enough to consider a referral to the LADO.

We recognise the importance of creating a culture of openness, trust and transparency to encourage all staff to confidentially share low-level concerns so that they can be addressed appropriately.

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We will create this culture by:

- Ensuring staff are clear about what appropriate behaviour is, and are confident in distinguishing expected and appropriate behaviour from concerning, problematic or inappropriate behaviour, in themselves and others
- Empowering staff to share any low-level concerns as identified above
- Empowering staff to self-refer
- Addressing unprofessional behaviour and supporting the individual to correct it at an early stage
- Providing a responsive, sensitive and proportionate handling of such concerns when they are raised

If the concern is raised via a third party, the Headteacher will collect evidence where necessary by speaking:

- Directly to the person who raised the concern, unless it has been raised anonymously
- To the individual involved and any witnesses

The Headteacher will use the information collected to categorise the type of behaviour and determine any further action, in line with the school's employee code of conduct. The Headteacher will be the ultimate decision-maker in respect of all low-level concerns, though they may wish to collaborate with the DSL.

Low-level concerns will be recorded in writing and reviewed so potential patterns of concerning, problematic or inappropriate behaviour can be identified. The record will include details of the concern, the context in which the concern arose, and action taken. The name of the individual sharing their concerns will also be noted, if the individual wishes to remain anonymous then that will be respected as far as reasonably possible. Where a pattern is identified, the school will implement appropriate action, for example consulting with the LADO enquiry line and following our disciplinary procedures.

Records are kept confidentially, held securely on StaffSafe and comply with the Data Protection Act 2018 and the UK General Data Protection Regulation (UK GDPR). They are held separately from personnel files in a secure electronic safeguarding system with access restricted to the headteacher, DSL and other authorised members of the senior leadership team.

Records will be retained in accordance with the school's retention schedule and, as a minimum, until the individual has left employment.

Low-level concerns which are shared about supply staff and contractors will be notified to their employers, so that any potential patterns of inappropriate behaviour can be identified.

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Additional information regarding low-level concerns is contained within our staff code of conduct – this includes what a low-level concern is and the importance of sharing them.

Staff are encouraged to self-refer where they believe their actions may have been misinterpreted or may have fallen below the standards expected within the staff code of conduct.

If we are in any doubt as to whether the information which has been shared about a member of staff as a low-level concern in fact meets the harm threshold, we will consult with the LADO.

Safe culture

As part of our approach to safeguarding, the school has created and embedded a culture of openness, trust and transparency in which our values and expected behaviour as set out in our staff behaviour policy/code of conduct are constantly lived, monitored and reinforced by all staff (including supply teachers, volunteers and contractors) and where all concerns are dealt with promptly and appropriately.

All staff and volunteers should feel able to raise any concerns about poor or unsafe practice and potential failures in the school safeguarding regime. The leadership team at Our Lady of Compassion School will take all concerns or allegations received seriously.

All members of staff are made aware of the school/college whistleblowing procedure. All staff are expected to report concerns about the conduct of colleagues that may pose a risk to children. Failure to do so may be treated as a disciplinary matter.

~~It is a disciplinary offence not to report concerns about the conduct of a colleague that could place a child at risk.~~

Staff can access the NSPCC whistleblowing helpline if they do not feel able to raise concerns regarding child protection failures internally. Staff can call 0800 028 0285 (8:00 AM to 8:00 PM Monday to Friday, 09:00–18:00 at weekends) or email help@nspcc.org.uk.

Our Lady of Compassion School has a legal duty to refer to the Disclosure and Barring Service (DBS) anyone who has harmed, or poses a risk of harm, to a child, and who has been removed from regulated activity (paid or unpaid), or would have been removed had they not left their post.

We are guided by: [The legal duty to refer to DBS - GOV.UK](#)

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~~or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity or would have been removed had they not left their post. The DBS will consider whether to bar the person.~~

If these circumstances arise in relation to a member of staff at our school/college, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the LADO.

Opportunities to teach safeguarding

Our Lady of Compassion School will ensure that children are taught about safeguarding, including online safety, as part of providing a broad and balanced curriculum. **This includes teaching pupils about safeguarding, relationships, health and wellbeing, and online safety through Relationships Education (primary schools),** ~~This will include covering relevant issues through Relationships Education (primary schools) and Health Education,~~ **and other curriculum opportunities.**

We recognise that schools play a vital role in helping children understand what constitutes safe and respectful behaviour, recognise risks, including those that occur online, understand when they or others may be at risk of harm, abuse, exploitation or neglect, and know how and where to seek help.

Our curriculum provides opportunities to develop self-awareness, self-esteem, social and emotional understanding, resilience, assertiveness and decision-making skills, enabling pupils to identify risks and access appropriate support for themselves and others.

Through the curriculum, pupils will be taught about respectful relationships, consent, boundaries, equality, healthy behaviours, misogyny, sexual harassment and violence, and how to seek help if they experience or witness harmful behaviour. This forms part of the school's contribution to preventing Violence Against Women and Girls (VAWG).

~~We recognise that school/college play an essential role in helping children to understand and identify the parameters of what is appropriate child and adult behaviour, what is 'safe', to recognise when they and others close to them are not safe, and how to seek advice and support when they are concerned. Our curriculum provides opportunities for increasing self-awareness, self-esteem, social and emotional understanding, assertiveness and decision making so that learners have a range of age appropriate contacts and strategies to ensure their own protection and that of others.~~

Our Lady of Compassion School recognise that a one size fits all approach may not be appropriate for all children, and a more personalised or contextualised approach

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for more vulnerable children with additional vulnerabilities, including children with SEND, children who have experienced abuse, and those with contextual safeguarding risks. victims of abuse and some SEND children might be needed.

Our school systems support children to talk to a range of trusted adults staff. Children will be listened to, their views taken seriously, and their concerns acted upon appropriately.

Children will be listened to and heard, and their concerns will be taken seriously and acted upon as appropriate.

Physical safety

Use of reasonable force

There may be circumstances when it is appropriate for staff to use reasonable force in order to safeguard children from harm. or other restrictive interventions to safeguard children, prevent harm to themselves or others, prevent serious damage to property, or maintain good order and discipline.

Any use of reasonable force will be lawful, necessary, proportionate and in accordance with statutory guidance, including Our practice is guided by Restrictive interventions, including use of reasonable force, in schools (April 2026)

The use of premises by other organisations

Where services or activities are provided separately by another body using the school/college facilities/premises, the headteacher/principal and governing body/proprietor will seek written assurance that the organisation concerned has appropriate policies and procedures in place regarding safeguarding children and child protection, and that relevant that safer recruitment and safeguarding checks have been carried out, as appropriate, on staff and volunteers working with children. relevant safeguarding checks have been made in respect of staff and volunteers. If this assurance is not achieved, an application to use premises will be refused. Further detail can be found in our lettings policy.

The school will consider the safeguarding arrangements of any organisation using its premises and will not permit use where adequate safeguarding assurances cannot be obtained. Further information can be found in the external lettings policy.

Safeguarding requirements will be included in any transfer of control agreement (i.e., lease or hire agreement), as a condition of use and occupation of the premises. Failure to comply with this these requirements may will lead to termination of the agreement.

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Sport

The school recognises that children taking part in sport and physical activity may be vulnerable to specific safeguarding risks. We will ensure that appropriate safeguarding arrangements are in place for all school-led sporting activities and will seek assurance that external sports providers using school premises have appropriate safeguarding policies, procedures, safer recruitment practices and training in place. Any concerns arising from sporting activities will be managed in accordance with this safeguarding and child protection policy.

Site security

All members of staff have a responsibility for maintaining awareness of buildings and grounds security and for reporting concerns that may come to light. Our practice is informed by [School and college security - GOV.UK](#).

Appropriate checks will be undertaken in respect of visitors and volunteers coming into school in accordance with safeguarding and as outlined within national guidance. Visitors will be expected to, sign in and out via our visitor sign on our Inventory system and to display a visitor's lanyard whilst on site.

Any individual who is not known or readily identifiable on site should be appropriately approached, or reported in accordance with the school's visitor and security procedures. ~~challenged for clarification and reassurance.~~ Children will be encouraged to report any concerns about unknown or unauthorised visitors to a member of staff immediately.

The school will not tolerate behaviour from any visitor, parent, carer or other individual that threatens the safety, welfare or security of pupils, staff or visitors. Such behaviour will be treated as a serious matter and may result in restrictions being placed on access to the site.

~~The school/college will not accept the behaviour of any individual (parent or other) that threatens school/college 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 access for that individual to the school/college site.~~

Local support

All members of staff in Our Lady of Compassion School are made aware of local support available.

LADO

Local Authority Designated Officer (LADO)

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lado@solihull.gov.uk

07795 128638

Children's Services

Solihull Children's Social Work Services MASH Team 0121 788 4300

Education representatives within the MASH team – Wendy Hillier and Louise Underwood

0121 788 4364/4449 masheducation@solihull.gov.uk . These contact details are for outcomes of referrals and other non-urgent queries. New referrals must go directly to MASH.

Emergency Duty Team (EDT) 0121 605 6060

[Multi-Agency Referral Form](#)

West Midlands Police

101 or 999 if there is an immediate risk of harm

Supervisor

Tim Bruton PS 0188 tim.bruton@westmidlands.police.uk

Tel: 07557 257 116

School team email at Solihull

sh_school@westmidlands.police.uk

Early help team at Solihull

SH_EARLYHELP@westmidlands.police.uk

West Midlands Police Violence Reduction Unit (VRU)

[West Midlands Violence Reduction Unit](#)

Solihull Safeguarding Children's Partnership (SSCP)

[Solihull Safeguarding Children Partnership \(SSCP\)](#) for:

- [Practitioners' toolbox](#)
- [Thresholds Guidance](#)
- [Early Help](#)
- [SSCP training portal](#)

Adult safeguarding

[Professional Safeguarding concern | solihull.gov.uk](#)

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Adult Social Care via 0121 704 8007 ccadults@solihull.gov.uk

Appendix 1: Categories of abuse

All staff should be aware that abuse, neglect, exploitation and other safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases multiple issues will overlap with one another.

Staff should recognise that abuse may be associated with exploitation, including child sexual exploitation, child criminal exploitation, modern slavery, county lines activity and other forms of harm. Extrafamilial harm in Solihull is referred to as harm outside the home (HOTH).

Abuse

Abuse is 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. They may be abused by an adult or adults or another child or children. It should be noted that abuse can be carried out both on and offline and be perpetrated by men, women, and children.

Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others.

Abuse can take place face-to-face, online, or through a combination of both.

Children may also cause harm to other family members, often referred to as child to parent or care giver abuse.

The indicators listed below are not intended to be exhaustive. Individual indicators rarely provide conclusive evidence of abuse and may have other explanations. Staff should be alert to patterns of behaviour, changes from a child's normal presentation, the child's context and vulnerabilities, and should always report concerns in accordance with the school's safeguarding procedures.

Sexual abuse

This 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 penetration with an object ~~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 (including via the internet). 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

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can other children. The sexual abuse of children by other children is a specific safeguarding issue in education and all staff should be aware of it and of their school's policy and procedures for dealing with it.

Where we have concerns that a child may be being sexually abuse, we use [Signs and indicators of child sexual abuse | CSA Centre](#) to inform the actions we then take.

Signs that **may** indicate sexual abuse

- Sudden changes in behaviour and performance
- Displays of affection which are sexual and age inappropriate
- Self-harm, self-mutilation or attempts at suicide
- Alluding to secrets which they cannot reveal
- Tendency to cling or need constant reassurance
- Regression to younger behaviour for example thumb sucking, playing with discarded toys, acting like a baby
- Distrust of familiar adults e.g., anxiety of being left with relatives, a childminder or lodger
- Unexplained gifts or money
- Depression and withdrawal
- Fear of undressing for PE
- Sexually transmitted disease
- Fire setting

Physical abuse

This form of abuse may involve hitting, shaking, throwing, poisoning, burning or 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.

Where we have concerns that a child is being physically abused because we have noticed bruising, we use: [Bruising including Child Protection Medical Assessments](#) to inform our actions.

Signs that **may** indicate physical abuse

- Bruises and abrasions around the face
- Damage or injury around the mouth

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- Bi-lateral injuries such as two bruised eyes
- Bruising to soft area of the face such as the cheeks
- Fingertip bruising to the front or back of torso
- Bite marks
- Burns or scalds (unusual patterns and spread of injuries)
- Deep contact burns such as cigarette burns Injuries suggesting beatings (strap marks, welts)
- Covering arms and legs even when hot
- Aggressive behaviour or severe temper outbursts.
- Injuries need to be accounted for. Inadequate, inconsistent, or excessively plausible explanations or a delay in seeking treatment should signal concern.

Emotional abuse

This is defined as the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. 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. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve 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.

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Signs that **may** indicate emotional abuse

- Excessive fear of making mistakes or overreaction to criticism
- ~~Over reaction to mistakes~~
- Low self-esteem or lack of confidence
- ~~Lack of self-confidence/esteem~~
- ~~Sudden speech disorders~~
- Self-harming
- Eating difficulties or eating disorders
- Sudden changes in behaviour or emotional presentation
- Extremes of passivity, withdrawal and/or aggression
- ~~Compulsive stealing~~
- Substance misuse including drugs and alcohol
- ~~Drug, alcohol, solvent abuse~~
- Fear of parents/carers being contacted
- Unwillingness or inability to participate in play social activities
- Anxiety, depression or emotional distress
- Difficulties forming or maintaining relationships with peers
- Excessive need for approval, attention, and affection

Neglect

This can be defined as the persistent failure to meet a child's basic physical and/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 abuse. Once a child is born, neglect may involve a parent or carer 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); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

We use a range of tools and information to inform our practice where neglect is known or potentially indicate: **Neglect resources and information SSCP**. This includes the **SSCP's neglect screen tool**.

Signs that **may** indicate neglect.

- Persistent unmet basic needs

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- Poor attendance or repeated absence
- Developmental delay
- Poor nutrition
- Lack of appropriate supervision
- Social isolation
- Low self-esteem
- Repeated failure to access medical or dental care
- ~~Constant hunger~~
- ~~Poor personal hygiene~~
- ~~Constant tiredness~~
- ~~Inadequate clothing~~
- ~~Frequent lateness or non-attendance~~
- ~~Untreated medical problems~~
- ~~Poor relationship with peers~~
- ~~Compulsive stealing and scavenging~~
- ~~Rocking, hair twisting and thumb sucking~~
- ~~Running away~~
- ~~Loss of weight or being constantly underweight~~
- Low self esteem

Appendix 2: Support organisations

Solihull Council contacts

- Solihull Children's Social Work Services MASH Team 0121 788 4300
- Education representatives within the MASH team – Wendy Hillier and Louise Underwood 0121 788 4364/4449 masheducation@solihull.gov.uk . These contact details are for outcomes of referrals and other non-urgent queries. New referrals must go directly to MASH.
- Education representatives within the multi-agency child protection team (MACPT) team – Nick Walker Telephone - 0121 788 4449 macpteducation@solihull.gov.uk
- Emergency Duty Team (EDT) 0121 605 6060
- [Multi-agency referral form](#)
- Local Authority Duty Officer (LADO) – lado@solihull.gov.uk 07795 128638
- SMBC Adult Social Work one stop referral – 0121 704 8007 ccadults@solihull.gov.uk

Birmingham contacts

Birmingham Multi-Agency Safeguarding Hub (MASH) - 0121 303 1888
[Refer a child who you're concerned about | Refer a child who you're concerned about | Birmingham Children's Trust](#)

Coventry contacts

- Coventry Multi-Agency Safeguarding Hub (MASH) - 024 7678 8555
- [Coventry's Multi Agency Safeguarding Hub \(MASH\) – Coventry City Council](#)

Warwickshire contacts

- Family Connect 01926 414144
- Emergency Duty Service 01926 886922 outside office hours only
[Child abuse concerns - Warwickshire County Council](#)

Worcestershire Contacts

- Access Centre 01905 822666 from Monday to Thursday 8.30am to 5.00pm (until 4:30 pm on Friday)
- Emergency Duty Team (EDT) on 01905 768020 outside office hours
[Refer to Children's Social Care](#)
<http://www.worcestershire.gov.uk/areyouworriedaboutachild>

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[Solihull Council school extranet safeguarding pages](#)

[My Solihull Maps](#)

[The Waiting Room Birmingham and Solihull wellbeing services](#)

[Solar](#)

[SIAS \(Solihull Integrated Addiction Services\)](#)

[Kooth](#)

NSPCC Report abuse in education

- Helpline 0800 136 663 or help@nspcc.org.uk

National organisations

- NSPCC: www.nspcc.org.uk
- Barnardo's: www.barnardos.org.uk
- Action for Children: www.actionforchildren.org.uk
- Children's Society: www.childrenssociety.org.uk

Support for staff

- Education Support Partnership: www.educationsupportpartnership.org.uk
- Professional Online Safety Helpline: www.saferinternet.org.uk/helpline

Support for learners

- ChildLine: www.childline.org.uk
- Papyrus (suicide prevention): www.papyrus-uk.org
- The Mix (mental health support): www.themix.org.uk
- Shout (mental health support): www.giveusashout.org
- Fearless (information and advice about crime and criminality): www.fearless.org
- Victim Support: www.victimsupport.org.uk
- Shore (safe space for teenagers to talk about sexual behaviours) [Home - Shore](#)

Support for adults

- Family Lives (parenting and family support): www.familylives.org.uk

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- Crime Stoppers: www.crimestoppers-uk.org
- Victim Support: www.victimsupport.org.uk
- The Samaritans: www.samaritans.org
- NAPAC (National Association for People Abused in Childhood): www.napac.org.uk
- Action Fraud: www.actionfraud.police.uk
- Shout (mental health support): www.giveusashout.org
- Advice now (legal advice and signposting): www.advicenow.org.uk
- Mankind (support for men who have been sexually abused): www.mankindcounselling.org.uk

Support for children with SEND

- Respond (support for people with learning disabilities and autism who have experienced abuse, violence or trauma): www.respond.org.uk
- Mencap: www.mencap.org.uk
- **NSPCC: Safeguarding children with SEND**
- Council for Disabled Children: <https://councilfordisabledchildren.org.uk>

Contextual Safeguarding Network

- <https://contextualsafeguarding.org.uk/>

Substance misuse

- We are with you (formerly Addaction): <https://www.wearewithyou.org.uk/>
- Talk to Frank: www.talktofrank.com

Domestic abuse

- Domestic abuse services: www.domesticabuseservices.org.uk
- Operation Encompass [Home : Operation Encompass](#)
- Refuge: www.refuge.org.uk
- Women's Aid: www.womensaid.org.uk
- Men's Advice Line: www.mensadvice.org.uk
- Mankind: www.mankindcounselling.org.uk
- National Domestic Abuse Helpline: www.nationaldahelpline.org.uk

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- Respect Phonenumber (help for domestic abuse perpetrators to stop):
<https://respectphoneline.org.uk>

Criminal and Sexual Exploitation

- National Crime Agency: www.nationalcrimeagency.gov.uk/who-we-are
- NWG Network: www.nwgnetwork.org

Honour-based abuse

Forced Marriage Unit: www.gov.uk/guidance/forced-marriage

FGM Factsheet:

Mandatory reporting of female genital mutilation: procedural information

~~Mandatory reporting of female genital mutilation: procedural information:~~
~~www.gov.uk/government/publications/mandatory-reporting-of-female-genital-mutilation-procedural-information~~

Child-on-child abuse, including bullying, sexual violence and harassment

- Centre of Expertise on Child Sexual Abuse: [Home | CSA Centre](#)
- Rape Crisis: <https://rapecrisis.org.uk>
- Brook: www.brook.org.uk
- Disrespect Nobody: [Disrespect Nobody Campaign](#)
- Upskirting – know your rights: www.gov.uk/government/news/upskirting-know-your-rights
- Lucy Faithfull Foundation: www.lucyfaithfull.org.uk
- Stop it Now! www.stopitnow.org.uk
- Parents Protect: www.parentsprotect.co.uk
- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Diana Award: www.antibullyingpro.com/
- Kidscape: www.kidscape.org.uk
- National anti-bullying helpline [Information and advice about all forms of bullying](#)

Online safety

- CEOP: www.ceop.police.uk
- Internet Watch Foundation (IWF): www.iwf.org.uk

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- Think U Know: www.thinkuknow.co.uk
- Childnet: www.childnet.com
- UK Safer Internet Centre: www.saferinternet.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com>
- Marie Collins Foundation: www.mariecollinsfoundation.org.uk
- Internet Matters: www.internetmatters.org
- NSPCC: www.nspcc.org.uk/online-safety and www.net-aware.org.uk
- Get Safe Online: www.getsafeonline.org
- Cyber Choices: <https://nationalcrimeagency.gov.uk/what-we-do/crime-threats/cyber-crime/cyberchoices>
- National Cyber Security Centre (NCSC): www.ncsc.gov.uk

Mental health

- Mind: www.mind.org.uk
- Moodspark: <https://moodspark.org.uk>
- Young Minds: www.youngminds.org.uk
- Anna Freud: www.annafreud.org/schools-and-colleges/

Radicalisation and hate

- Educate against Hate: www.educateagainsthate.com
- Counter Terrorism Internet Referral Unit: www.gov.uk/report-terrorism
- True Vision: www.report-it.org.uk

Children with family members in prison

- National information Centre on Children of Offenders (NICCO): <https://www.nicco.org.uk/>
- Children and the court system Children are sometimes required to give evidence in criminal courts, either for crimes committed against them or for crimes they have witnessed. There are two age appropriate guides to support children 5-11-year olds and 12-17 year olds.

Appendix 3: Safeguarding policies and procedures

Policies, procedures and requirements	Where you will find the policy/procedure
Child protection (including online safety, low level concerns policy and child-on-child abuse as required by KCSIE '26)* Looked after and previously looked after children – designated teacher* Pupil premium statement* Mental health and wellbeing	<u>School Policies</u> Mrs A Vella <u>Pupil Premium Statement</u> Within staff's shared area
Equality information and objectives* Special educational needs and disabilities* Accessibility plan*	<u>School Policies</u> <u>School Policies</u> <u>School Policies</u>
Premises management documents* Healthy and safety* Risk assessments* First aid* Lettings	Within staff's shared area Within staff's shared area Within staff's shared area Within staff's shared area Within staff's shared area

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Attendance and children missing education Behaviour in schools (which should include measures to prevent bullying, including cyberbullying, prejudice-based and discriminatory bullying)* Behaviour principles written statement*(maintained) Exclusions*	<u>School Policies</u> <u>School Policies</u> <u>School Policies</u> <u>School Policies</u>
Online safety (including how school is meeting the filtering and monitoring requirements of the Digital and technology standards for schools, staff responsibilities, safeguarding response procedures and digital safeguarding) Acceptable use of social media Mobile and smart technology/Mobile phone Data protection and information sharing* Protection of biometric information* Information and cyber security	Within staff's shared area Within staff's shared area Within staff's shared area <u>School Policies</u>
Children with health needs who cannot attend school* Supporting children with medical conditions in school/Medicines in school* Personal and intimate care	Within staff's shared area Within staff's shared area Within staff's shared area

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Staff discipline, conduct and grievance (procedures for addressing)*	Within staff's shared area
Staff behaviour/code of conduct (including reference to low level concerns, managing allegations against staff supply staff, volunteers and contractors and whistleblowing, acceptable use of technologies (including the use of mobile devices), staff/pupil relationships and communications including the use of social media policies as required by KCSiE '26)	Within staff's shared area
Statement of procedures for dealing with allegations of abuse against staff*	Within staff's shared area
Safer recruitment	Within staff's shared area
Single central record of recruitment and vetting checks*	Within school's confidential area
Visitors' protocol	Accessible to all visitors as they arrive in school Governor's Hub
Governor code of conduct	Governor's Hub
Governor training record	Governor's Hub
Early years foundation stage*	Within staff's shared area
Relationships and sex education*	<u>School Policies</u>
Drug and alcohol education/managing substance related incidents	Within staff's shared area
Educational visits	Within staff's shared area
School complaints*	<u>School Policies</u>
Whistleblowing*	<u>School Policies</u>

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Confidentiality	<u>School Policies</u>
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Appendix 4: Lettings checklist for providers using the school site

School and college safeguarding policies should set out the arrangements for individuals coming onto their premises, which may include an assessment of the education value, the age appropriateness of what is going to be delivered and whether relevant checks will be required.

KCSIE 2026

Name of school providing the letting:

Name of provision letting:

Agency/Sector (e.g.: education, early years, childcare, over 8 years play work, health):

Owner of Provision (name and signature):

Manager of Provision (name and signature):

Confirmation of safeguarding arrangements for letting agreements

Designated member of staff for child protection	YES	NO
Name of designated member of staff		
Designated member of staff has attended the Solihull Safeguarding Children Partnership training for designated members of staff for child protection (module 2 multi-agency working, and child criminal exploitation, early help and neglect modules). In addition regular updates take place at least annually to ensure knowledge, skills and understanding are refreshed.	YES If yes, date attended:	NO
All staff, volunteers, committee members and students have been trained in safeguarding awareness which focuses strongly on child protection and is refreshed on a three year basis. In addition regular updates take place at least annually to ensure knowledge, skills and understanding are refreshed.	YES If yes, date attended:	NO

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Have all staff read and understood Chapter 1 of Keeping Children Safe in Education?	YES	NO
Does the setting have clear procedures for vetting visitors and a visitor record book for signing in and out?	YES	NO
Does the setting have an effective child protection policy and procedures in place (including a clearly mapped referral process and clear escalation process) which has been shared and read by all staff?	YES	NO
Are there procedures in place to ensure new staff / volunteers / committee members Are inducted to the child protection policy and procedures by the Designated Member of staff for child protection? Receive child protection awareness training within 12 weeks of appointment?	YES	NO
Are staff and leaders clear on how to act in the event of specific safeguarding concerns particularly how to act to safeguard pupils who are at risk of or experiencing child criminal and sexual exploitation, peer on peer abuse (including bullying, physical abuse, sexual violence and sexual harassment, sexting, upskirting, initiation/hazing type violence and rituals), contextual safeguarding, missing children, female genital mutilation (FGM) and radicalisation or violent extremism?	YES	NO
Does the provision have an up to date safer recruitment policy and procedures which are applied to every appointment?	YES	NO
Has the chair of each recruitment panel attended safer recruitment training in line with Solihull SSCP requirements?	YES	NO
Does the setting maintain a single central record for all staff, the manager and the owner, which confirms that they are suitable to work with children – including a relevant qualifications check and children's workforce DBS check (in line with SMBC model SCR)?	YES	NO
Have relevant staff been asked the question around childcare disqualification and have leaders taken appropriate action?	YES	NO
Does the provision have a managing allegations policy and procedures in place which are understood by all including dealing with allegations against the manager/owner?	YES	NO
Have leaders who manage allegations against staff read chapter 4 of keeping children safe in education	YES	NO
Have leaders involved in managing allegations attended SSCP managing allegations training?	YES	NO
Does the provision have a whistleblowing policy and procedures in place which is clearly understood by all?	YES	NO
Does the provision have a health and safety policy and clear risk assessments in place and clear processes to manage risk?	YES	NO

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Have all staff attended health and safety awareness training?	YES	NO
Does the provision have clear fire evacuation procedures and regular fire drill practice?	YES	NO
Is the provision registered with Solihull environmental health? Do staff receive appropriate environmental health training (eg: food handling)?	YES	NO
Does the provision have clear confidentiality procedures in place including secure storage of confidential information?	YES	NO
Does the provision have an online safety policy and protocols to ensure the safety of children and young people?		
Has your club/organisation achieved Clubmark status?	YES If yes, when?	NO
If no, is your club/organisation working towards Clubmark?	YES	NO
Is your club/organisation affiliated to a governing body?	YES If yes, please state which governing body	NO
Does your club/organisation access any local forums?	YES Please state	NO
Further guidance: <u>After-school clubs, community activities and tuition: safeguarding guidance for providers - GOV.UK (www.gov.uk)</u> <u>Introductory guide to safeguarding and child protection NSPCC Learning</u> <u>Safer sports events training NSPCC Learning</u>		