

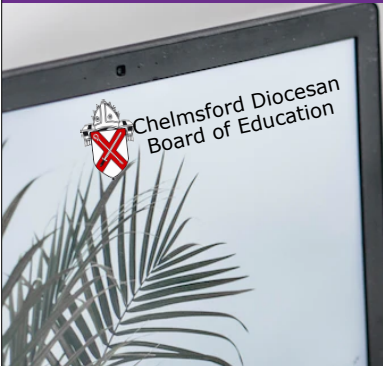


Chelmsford Diocesan Board of Education
Promoting life in all its fullness through education across Essex and East London

SAFEGUARDING FOR GOVERNORS
 in a church School

Mike Simmonds
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Chelmsford Diocesan Board of Education

MUTE CAMERA ON USE CHAT

SAFEGUARDING FOR GOVERNORS

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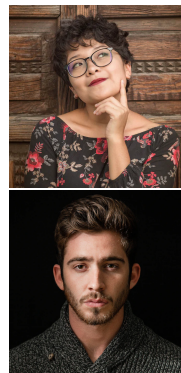


SAFEGUARDING FOR GOVERNORS
 September 2023

Expectations Information


Regulations


Keeping children safe in education 2023



SAFEGUARDING WHO?

YOU!
COLLEAGUES
FAMILIES




Chelmsford Diocesan Board of Education

Expectations
SAFEGUARDING FOR GOVERNORS

SAFEGUARDING WHO?



**CHILDREN!
VICTIMS
FAMILIES**



Chelmsford Diocesan
Board of Education

Expectations



**Safeguarding is
everyone's
responsibility**



**“The Lord is close
to the broken-
hearted and saves
those who are
crushed in spirit”**

Psalm 34 v18



**“Defend the weak
and the fatherless;
uphold the cause
of the poor and
oppressed...”**

Psalm 83v4



Safeguarding, as a result, is at the heart of a Christian expression of community and family.



“Speak out on behalf of the voiceless, and for the rights of all who are vulnerable”. Proverbs 31.8 (CEB)

The mandate:

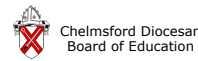
Every generation must play its part in caring for vulnerable people.

The motivation:

Every leader must pursue God's purpose and priorities for vulnerable people.

The mission:

Every means must be employed to keep vulnerable people safe, heard and noticed.



THE DIOCESE

To consider the National Church of England and Diocese of Chelmsford context for safeguarding



HISTORICAL ABUSE



- A lack of transparency
- Unquestioned exercise of power and authority
- Use of scripture and theology to justify abuse
- Trivialisation of allegations
- The silencing of victims

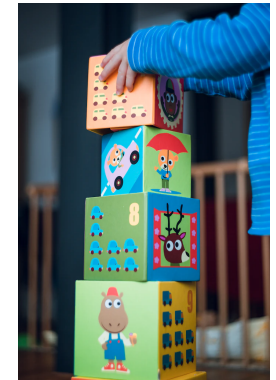




The Church is committed to safeguarding as an integral part of its ministry and mission promoting a safer culture and the welfare of every child, young person and adult. As such, the Church has robust policies, procedures and guidelines in place, to ensure good practice throughout the central organisation, its 42 dioceses and other Church bodies.

"...do well to remember that our responsibility towards the welfare of children is an all-year requirement. The Church has often fallen gravely short in this area, but, in truth, the safety and protection of children should be at the heart of all we do. This is not just a moral imperative but a theological one, central to our faith and how we build communities."

Bishop of Chelmsford Guli Francis-Dehqani



"For I know the plans I have for you, says the Lord. Plans to prosper and not to harm you."

Jeremiah 29 v11

What is being communicated about God's character through this scripture?
In what ways can this scripture be related to safeguarding?



Educating for Wisdom, Knowledge and Skills

Educating for Hope and Aspiration

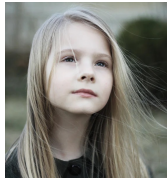
'Life in all its fullness'

Educating for Community and Living Well Together

Educating for Dignity and Respect



Church of England Vision for Education
Deeply Christian, Serving the Common Good



SAFEGUARDING CULTURE
"It Could Happen Here"



SPECIFIC SAFEGUARDING ROLES: DESIGNATED SAFEGUARDING LEAD (DSL) / DEPUTIES

UNDERSTAND THE IMPORTANT ROLE THAT SCHOOLS PLAY IN WIDER SAFEGUARDING SYSTEM/MULTI AGENCY CONTRIBUTION

COMPLIANCE & PROCEDURES - GOVERNORS RESPONSIBILITIES

Training and keeping up to date

IN THE NEWS

2023 - South Gloucestershire - Family A
Mother of three children under 5-years-old convicted of father's murder. Murder was witnessed by one of the children.

Police 'take up to 18 months' to make arrests in online child sexual abuse cases

Poor investigative practices and unacceptable delays leave children vulnerable, official report finds

Wed 5 Apr 2023 00:01 BST



It's heartbreaking: mother of Archie Battersbee says he was bullied online

2 Feb 2023

Force's largest child sex abuse case safeguarding report concealed

10 Apr

Death of two children as a result of a house fire, believed to have been started by their mother, in March 2021.

TRAGIC NEWS

SAFEGUARDING WAS NEEDED



MARIA COLWELL
Died 7 January 1973



VICTORIA CLIMBIÉ
Died 25 February 2000



BABY P (PETER CONNELLY)
Died 3 August 2007



ARTHUR LABINJO-HUGHES
Died 16 June 2020



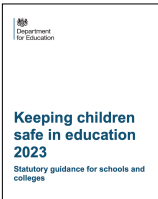
STAR HOBSON
Died 22 September 2020

learning.nspcc.org.uk/case-reviews/recently-published-case-reviews



This statutory guidance should be read and followed by:

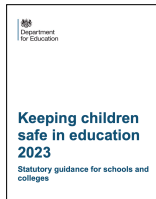
- governing bodies of maintained schools
- proprietors of independent schools (including academies, free schools and alternative provision academies) and non-maintained special schools.



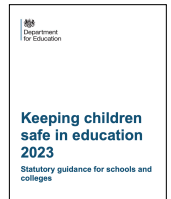
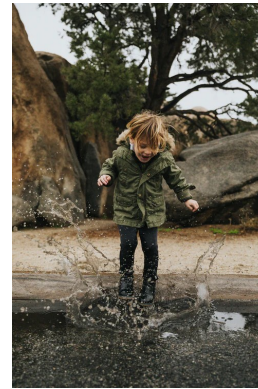
KEEPING CHILDREN SAFE IN EDUCATION 2022

We use the terms "must" and "should" throughout the guidance. We use the term "must" when the person in question is legally required to do something and "should" when the advice set out should be followed unless there is good reason not to.

p.3



Safeguarding and promoting the welfare of children is **everyone's** responsibility. **Everyone** who comes into contact with children and their families has a role to play. In order to fulfil this responsibility effectively, all practitioners should make sure their approach is child-centred. This means that they should consider, at all times, what is in the **best interest** of the child.



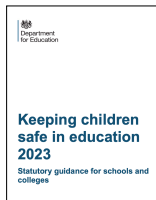
Safeguarding and promoting the welfare of children is defined for the purposes of this guidance as:

- protecting children from maltreatment;
- 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; and
- taking action to enable all children to have the best outcomes.

Children includes everyone under the age of 18.

It is essential that everybody working in a school or college understands their safeguarding responsibilities. Governing bodies and proprietors should ensure that those staff who work directly with children read at least Part one.

Filtering and Monitoring



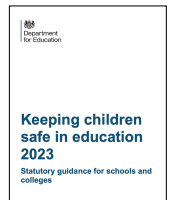
The document directs schools to the Department for Education's filtering and monitoring standards in Paragraph 142, which describes the expected standards for filtering and monitoring systems. Roles and responsibilities should be established.

Summary of changes



Operational - the Headteachers responsibility

Retaining Documents



Documents used to verify a successful candidate's identity, employment eligibility, and required qualifications are kept in accordance with para 276. This applies to **copies of Disclosure and Barring Service (DBS) certificates** and records of criminal information disclosed by candidates, even though copies of such documents may be kept in personnel files. Schools may retain copies of this data for a **maximum of six months**.

It is important to keep in mind that keeping DBS certificates is not necessary for maintaining the single central record.

Summary of changes

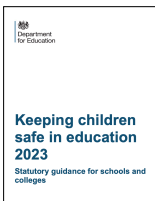


Operational - the Headteachers responsibility

Outside Organisations use of school sites



Emphasises schools' safeguarding obligations when claims are made about incidents that took place while a person or group was using school property for child-related activities. Schools should adhere to their safeguarding policies and procedures in these situations, which include notifying the Local Authority Designated Officer (LADO). (Paragraph 377)



Summary of changes



Regulations

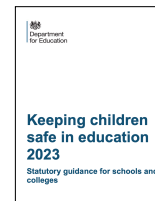


Operational - the Headteachers responsibility

Safer Recruitment



'In addition, as part of the shortlisting process schools and colleges should consider carrying out **an online search as part of their due diligence** on the shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which the school or college might want to explore with the applicant at interview. Schools and colleges should inform shortlisted candidates that online searches may be done as part of due diligence checks. See Part two



Summary of changes



Regulations



Operational - the Headteachers responsibility

Safeguarding includes

HEALTH & SAFETY

including school security

Regulations



Safeguarding includes

MENTAL HEALTH & WELLBEING

Pupils and staff

Regulations



Safeguarding includes

INTERNET SAFETY

including e-safety,
mobile phone use
etc.

Safeguarding includes

BULLYING

all forms including online, cyber-
bullying, target groups, harassment and
discrimination, vulnerable groups etc.

Safeguarding includes

POLICIES & PROCEDURES

including whistle-
blowing, lettings etc.

Safeguarding includes

MEDICAL CONDITIONS

including First Aid and
intimate care

Safeguarding includes

EDUCATIONAL VISITS

& Home stay

Safeguarding includes

PHYSICAL INTERVENTION

including restraint

Safeguarding includes

HEALTH & SAFETY
including school security

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BULLYING
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including restraint

Safeguarding includes

EDUCATIONAL VISITS
& Home stay

Safeguarding includes

INTERNET SAFETY
including e-safety, mobile phone use etc.

SAFEGUARDING INCLUDES CHILD PROTECTION

Abuse: someone may abuse or neglect a child by inflicting harm or failing to act to prevent harm incl. use of technology

Physical abuse

Emotional abuse

Sexual abuse

Neglect

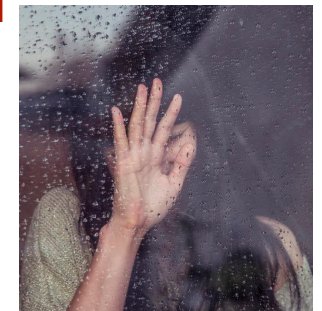
Female Genital Mutilation (FGM)

Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE)

Child on Child abuse

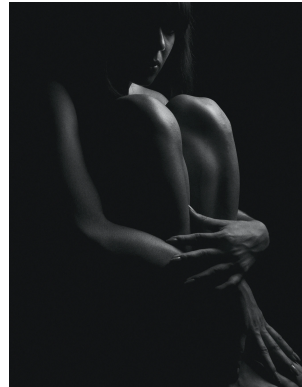
Mental Health

Serious Violence



SAFEGUARDING INCLUDES....

- Domestic violence, drug and substance misuse
- Child on Child abuse, sexual violence
- Child sexual exploitation (particularly vulnerable groups), trafficking
- Refugees; Impact of homelessness; family member in prison
- Forced marriage; Honour based violence (HBV);
- Female Genital Mutilation (FGM)
- Preventing Radicalisation agenda
- Children Missing from Education
- Children and Young People's mental health



GOVERNORS MAY...

WITNESS

It is unlikely but you could witness a possible safeguarding issue when visiting the school

DISCLOSURE

A child or adult may share a safeguarding incident

REFLECT

On reflection you might wonder about what you saw, heard or think you witnessed

CONCERNS ABOUT A CHILD

"IT COULD HAPPEN HERE"
PAGE 16

MAINTAIN ABSOLUTE CONFIDENTIALITY

All staff should know what to do if a child tells them they are being abused, exploited, or neglected. Staff should know how to manage the requirement to maintain an appropriate level of confidentiality. This means only involving those who need to be involved

ACT IMMEDIATELY

When concerned about the welfare of a child, staff should always act in the **best interests** of the child.

Page 16:51

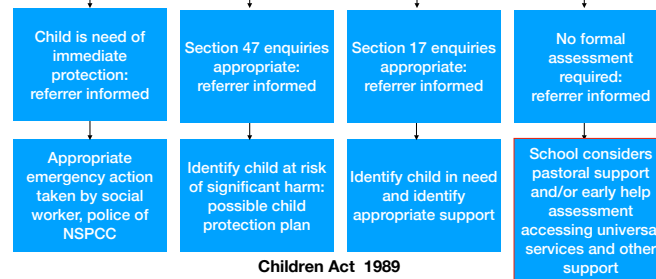
SPEAK ONLY TO THE DESIGNATED SAFEGUARDING LEAD OR DEPUTY

- should take **lead responsibility** for safeguarding and child protection (including online safety).
- providing **advice and support** to other staff on child welfare, safeguarding and child protection matters,
- take part in **strategy discussions and inter-agency meetings**, and/or supporting other staff to do so, and to contributing to the assessment of children.
- is **expected to refer cases**

Page 164 Annex C

Department for Education
Keeping children safe in education 2023
Statutory guidance for schools and colleges

Within 1 working day, social worker makes a decision about the type of response that is required.



Department for Education
Keeping children safe in education 2023
Statutory guidance for schools and colleges

Staff should do everything they can to support social workers.
At all stages, staff should keep the child's circumstances under review (involving the DSL or deputy) as required, and re-refer if appropriate, to ensure the child's circumstances improve - the child's best interest must always come first.

Operational - the Headteachers responsibility

LOW LEVEL CONCERNS ABOUT A CHILD



Governing bodies and proprietors should have policies and processes to deal with any concerns or allegations which do not meet the harm threshold, referred to in this guidance as 'low-level' concerns.

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

- being over friendly with children
- having favourites
- taking photographs of children on their mobile phone, contrary to school policy
- engaging with a child on a one-to-one basis in a secluded area or behind a closed door, or
- humiliating children.

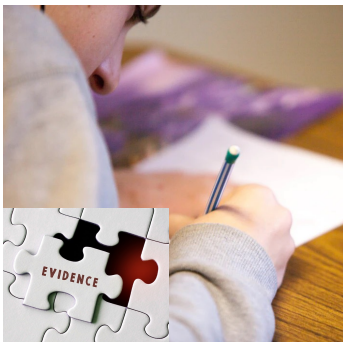
Operational - the Headteachers responsibility

The Prevent duty requires all education providers to help prevent the risk of people becoming terrorists or supporting terrorism'. This includes safeguarding learners from extremist ideologies and radicalisation.

PREVENT DUTY

Guidance
The Prevent duty: an introduction for those with safeguarding responsibilities
Updated 7 September 2023

REPORTS



- All concerns, discussions and decisions made, and the reasons for those decisions, should be recorded in writing. Information should be kept confidential and stored securely. It is good practice to keep concerns and referrals in a separate child protection file for each child.
- Records should include:
 - a clear and comprehensive summary of the concern;
 - details of how the concern was followed up and resolved;
 - As far as possible use the words of the child verbatim
 - Information must be clear, concise, no jargon
 - Share the information with others (DSL or Deputy DSL) appropriately
 - Date and sign the record a note of any action taken, decisions reached and the outcome.

Recorded information may be viewed and accessed by family members of the child along with other multi-agency professionals within the child protection process

GOVERNANCE

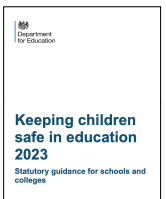


78. Governing bodies and proprietors have a strategic leadership responsibility for their school's or college's safeguarding arrangements and **must** ensure that they comply with their duties under legislation. They **must** have regard to this guidance, ensuring policies, procedures and training in their schools or colleges are effective and comply with the law at all times.

p. 23

Governing bodies and proprietors should ensure that **all** governors and trustees receive appropriate safeguarding and child protection (including online) training at induction .. should have a board level **lead** to take **leadership** responsibility

p. 23-24



SAFEGUARDING GUIDANCE AND STATUTORY REQUIREMENTS

KEEPING CHILDREN SAFE IN EDUCATION (KCSIE) September 2023
 Governors **MUST** read/training annually

THE PREVENT DUTY GUIDANCE
 updated 7 September 2023

WORKING TOGETHER TO SAFEGUARD CHILDREN July 2018

SEXUAL VIOLENCE AND SEXUAL HARASSMENT BETWEEN CHILDREN IN SCHOOLS September 2021

NSPCC: www.nspcc.org.uk



ANDREW HALL SAFEGUARDING BRIEFINGS
safeguardingschools.co.uk



POLICY CHECK COMPLIANT AND FIT FOR PURPOSE

- Is there sufficient knowledge within the governing body to challenge safeguarding reports?
- Is there sufficient knowledge within the staff of the school to understand their duties, responsibilities and role in identifying and reporting concerns? See training records.
- Do students feel safe in the school, and do they know what to do if they do not feel safe?
- How do you know these answers? If the answer is no, where are the gaps and what training is required?

Annual Safeguarding Audit - see Essex link



1

Diocese expects all Foundation Governors to undertake safeguarding training following appointment

2

One governor to take the lead on safeguarding as an additional layer of monitoring, evaluating and reporting to the Board but everyone is responsible for safeguarding

3

Safeguarding Governor checks Single Central Record/Staff files

4

Safeguarding Governor keeps up to date and aware of local requirements

5

Safeguarding Governor meets with DSL and reports to full Board meeting



1

Ensure policies and procedures are in place to safeguard children, assured these are effective

2

Child Protection Policy is in place - updated annually, in line with local procedures but meeting the needs of own school community

3

Ensure senior member of staff is DSL and they are appropriately trained and resourced to carry out the role

4

Staff behaviour policy (Code of Conduct)

5

Annual Safeguarding Report to full Board meeting



Department for Education
Keeping children safe in education 2023
Statutory guidance for schools and colleges

QUESTIONS FOR GOVERNORS

Are we fully compliant, is it up to date, cross referenced with relevant information in staff files - is there evidence in Board minutes that this is being monitored?

OFSTED

The SCR will be checked early in the Ofsted Inspection in the expectation it will be complete and meet statutory requirements.

SINGLE CENTRAL RECORD



Department for Education
Keeping children safe in education 2023
Statutory guidance for schools and colleges

SAFER RECRUITMENT

Governing bodies and proprietors should ensure that those involved with the recruitment and employment of staff to work with children have received appropriate safer recruitment training

Page 50 and Part 3

Statutory responsibilities to check staff who work with children - volunteers appropriately supervised

NEW: As part of the shortlisting process schools should consider carrying out an online search as part of their due diligence on the shortlisted candidates.

Page 53

Following up to date guidance on DBS checks including that for governors

when visiting school.....



No intervening - Report



No phones



No Photography



Avoid physical contact

"let your light shine before others, that they may see your good deeds and glorify your Father in heaven."

Matthew 5.16

"Abstain from all appearance of evil."

1 Thess 5.22



Welcome to the Church of England National Safeguarding Team's online learning portal.

The resources and training you can access here will equip you and your church to engage positively with the protection of children, young people and vulnerable adults in both a practical and theologically informed way.

<https://safeguardingtraining.cofeportal.org>



Chelmsford Diocesan Board of Education

One month to complete and then receive a certificate of engagement

tinyurl.com/CDBESafeguarding
Log in as a Guest



SAFEGUARDING FOR GOVERNORS

Learning Page



Chelmsford Diocesan Board of Education

Promoting life in all its fullness through education across Essex and East London

SAFEGUARDING FOR GOVERNORS

Thanks!


Mike Simmonds
Governance Consultant
msimmonds@chelmsford.anglican.org

Now visit for downloads
tinyurl.com/CDBESafeguarding
Log in as a Guest

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This may be shared by a governor who attended training but ONLY with their governance board

All images free from unsplash.com

Annex - details of safeguarding areas




Chelmsford Diocesan Board of Education

SAFEGUARDING FOR GOVERNORS

AWARENESS CONCEPTS INCLUDED

Keeping children Safe in Education 2023 - part 1

- Children might not be ready to know or tell someone about abuse they've experienced
- Children might not recognise their experiences as harmful
- They might be embarrassed, humiliated or threaten not to tell anyone about their abuse
- Their vulnerability, disability, sexual orientation or any language barriers could also be reasons why they don't tell someone about their experiences
- The barriers above shouldn't stop you being professionally curious and sharing any concerns you have about a child with the DSL.



Chelmsford Diocesan Board of Education

SAFEGUARDING FOR GOVERNORS

Governors have strategic oversight of:

- Safer recruitment checks and the keeping of the Single Central Record
 - Policy
 - Leadership
 - Allegations against staff
 - Staff training
 - Safeguarding curriculum
 - Online safety
 - Mental health
 - Looked after children
- NB: Governing bodies of maintained schools and proprietors of academies must appoint a designated teacher
- Site Safety
 - Whole-school approach to safeguarding

Online safety

- ▶ Significant component in many safeguarding issues - often the platform that facilitates abuse. Fast-moving and changing area
- ▶ Online filters and monitoring in place but not a block to learning - KCSIE Page 34.
- ▶ Policy on use of Mobile phones in school - KSCIE Page 35-36.
- ▶ Curriculum covers pupils keeping themselves safe. Staff Code of Conduct
- ▶ School to demonstrate it has an effective approach that is up to date: Pupil/Student Voice

3 broad areas of risk relating to online safety: (KCSIE Page 35)

- ▶ Content
- ▶ Contact
- ▶ Conduct
- ▶ Commerce

Child Sexual Exploitation

All staff should be aware that technology is a significant component in many safeguarding and wellbeing issues. Children are at risk of abuse online as well as face to face. In many cases abuse will take place concurrently via online channels and in daily life. Children can also abuse their peers online, this can take the form of abusive, harassing, and misogynistic 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.' KCSIE 2021 p10

[Child Sexual Exploitation](#) February 2017 - DfE latest guidance

Mental Health and Well Being

- ▶ Schools have an important role to play in supporting the mental health and well being of children by developing whole school approaches, as well as considering the needs of individual pupils
- ▶ An understanding of mental health and well being and the impact
- ▶ [Mental health and behaviour in schools](#) DfE November 2018
- ▶ [Children's Society Good Childhood Index](#)
- ▶ [Mental Health and Wellbeing: Towards a Whole School Approach](#) Church of England March 2018
- ▶ [SIAMS Framework](#) questions include: 'How does the school's theologically rooted Christian vision create a culture in which pupils and adults are treated well?'

Children Missing from Education

- ▶ Ofsted found inconsistent practices for recording and reporting children who were missing from records and poor communication between schools
- ▶ Could be a potential indicator of abuse or neglect - leading to harm, exploitation or radicalisation
- ▶ Admissions and attendance registers - ensure in place and up to date and reporting in line with local procedures and requirements
- ▶ Monitor attendance and trends over time - especially vulnerable groups
- ▶ Homelessness or risk of - impact on child's welfare and safety
- ▶ [Children missing education](#) DfE September 2016

Honour Based Violence (HBV), Forced Marriage, Female Genital Mutilation (FGM)

- ▶ Honour based violence (HBV) - crimes committed to protect or defend the honour of the family and/or the community
- ▶ Forced marriage
- ▶ Since October 2015 mandatory reporting duty in place on teachers for Female Genital Mutilation (FGM) - failing to report will face disciplinary sanctions (KCSIE p.14)
- ▶ Staff to be aware of potential indicators that a child may be at risk, where to access advice and reporting requirements

Preventing Risk of Radicalisation

- ▶ Since July 2015 all schools are subject to the duty under the Counter-Terrorism and Security Act - to have due regard to prevent people being drawn into terrorism
- ▶ Seen as part of safeguarding duties and protecting from harm and abuse
- ▶ Definition of radicalisation - person supporting terrorism and forms of extremism - including online radicalisation
- ▶ Curriculum promoting democracy and respect and other aspects of 'British Values'
- ▶ Complex Area: What are some of the questions governors could be asking?
- ▶ <https://educateagainsthate.com/>

Allegations of Abuse against staff and Peer on Peer Abuse

- ▶ Ensure there are procedures in place to handle allegations against members of staff including the headteacher and volunteers
- ▶ Peer on peer allegations and abuse - to be in Safeguarding Policy
- ▶ All staff to be aware that children can abuse children. Not seen as 'banter'. Some groups are potentially more at risk
- ▶ Child on child sexual violence and sexual harassment (KCSIE page 105)
- ▶ [Sexual violence and sexual harassment](#) between children in schools: DfE advice and support May 2018

Ofsted Education Inspection Framework (latest version September 2023)

31. We expect schools to meet the other requirements of Keeping children safe in education

105. On arrival at the school, inspectors must have secure access to safeguarding information, including:

- the single central record for the school
- a list of any referrals made to the designated person for safeguarding in the school and those that were subsequently referred to the local authority, along with brief details of the resolution
- any referrals made to the local authority designated officer regarding staff or other adults
- a list of all pupils who have open cases with children's services or social care and all pupils who have a multi-agency plan

98. Schools and inspectors must ensure that all actions are compliant with legal requirements on information-handling.

403. Inspectors will always consider the effectiveness of the school's safeguarding. All schools should have an open and positive culture around safeguarding that puts pupils' interests first.

405. Inspectors will not grade this key aspect of a school's work. However, inspectors will always make a written judgement in the report about whether the arrangements for safeguarding children and pupils are effective. Inspectors will go beyond simply reviewing documents in order to evaluate the safeguarding culture of the school.



Chelmsford Diocesan
Board of Education



Questions for governors to ask Leaders

- ▶ What evidence is there that as a school we are promoting a positive culture and ethos of safeguarding?
- ▶ How do we know if the required policies and procedures are in place and that they are effective, particularly for vulnerable groups?
- ▶ What strategies are in place for keeping children safe online and through mobile phone use?
- ▶ How are staff inducted, trained and kept up to date on safeguarding?
- ▶ Does the DSL have sufficient resources and time to carry out their role effectively?
- ▶ How are pupils supported to keep themselves safe?



Chelmsford Diocesan
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