

# Fakenham Academy

## WHOLE SCHOOL POLICY FOR SAFEGUARDING

### INCORPORATING CHILD PROTECTION

### POLICY 2025 - 2026

**Document Control:**

|                                 |  |                        |            |
|---------------------------------|--|------------------------|------------|
| <b>Document Author:</b>         | Daniel Halls   |                        |            |
| <b>Approval Body:</b>           | SET Trustees   | <b>Date:</b>           | 03.09.2025 |
| <b>Version Number:</b>          | 5  |                        |            |
| <b>Version Issue Date:</b>      | 01.09.2025   | <b>Effective Date:</b> | 01.09.2025 |
| <b>Review Frequency:</b>        | Annually (or in line with updates to statutory guidance) |                        |            |
| <b>Method of Dissemination:</b> | Electronic publication to membership                     |                        |            |
| <b>For Use By:</b>              | All staff, visitors, and Trustees                        |                        |            |

**Version History:**

| <b>Version</b> | <b>Date</b>  | <b>Author</b>     | <b>Reason</b>   |
|----------------|--------------|-------------------|---|
| V1             | 19.07.2022   | Daniel Halls      | Changes to Statutory guidance (KCSIE 2022)  |
| V2             | 04.01.2023   | Daniel Halls      | Changes to procedures under 12. Managing allegations against staff, supply staff & volunteers |
| V3             | 01.07.2023   | Daniel Halls      | Reviewed and updated in line with updated KCSIE 2023.   |
| V4             | January 2024 | Daniel Halls      | Reflect updates to PREVENT guidance and Working Together to Safeguard Children 2023           |
| V5             | 01.09.2024   | Michelle Atkinson | Annual review and updated in line with KCSIE 2024   |
| V6             | 01.09.2025   | Michelle Atkinson | Annual review and updated in line with KCSIE 2025   |

## Contents

|   |           |
|---|-----------|
| <b>1. PURPOSE &amp; AIMS .....</b>  | <b>3</b>  |
| <b>2. OUR ETHOS .....</b>   | <b>4</b>  |
| <b>3. ROLES AND RESPONSIBILITIES .....</b>  | <b>5</b>  |
| <b>4. TRAINING &amp; INDUCTION .....</b>  | <b>10</b> |
| <b>5. PROCESSES AND PROCEDURES .....</b>  | <b>11</b> |
| <b>6. SPECIFIC SAFEGUARDING ISSUES .....</b>  | <b>13</b> |
| <b>7. SAFER RECRUITMENT .....</b>   | <b>20</b> |
| <b>8. SAFER WORKING PRACTICE .....</b>  | <b>21</b> |
| <b>9. MANAGING ALLEGATIONS AGAINST STAFF, SUPPLY STAFF &amp; VOLUNTEERS AND LOW-LEVEL CONCERNS.....</b> | <b>21</b> |
| <b>10. VISITING SPEAKERS AND USE OF PREMISES FOR NON-SCHOOL ACTIVITIES</b>                              | <b>23</b> |
| <b>11. RELEVANT POLICIES.....</b>   | <b>24</b> |
| <b>12. STATUTORY FRAMEWORK.....</b>   | <b>24</b> |
| <b>APPENDICES - ANNEX 1 – REPORTING FORM FOR SUPPLY STAFF, VOLUNTEERS &amp; VISITORS.....</b>           | <b>26</b> |
| <b>ANNEX 2: SAFEGUARDING INDUCTION SHEET FOR SUPPLY STAFF, VOLUNTEERS AND VISITORS. ....</b>            | <b>28</b> |
| <b>ANNEX 3: LOCAL SAFEGUARDING PROCEDURES.....</b>  | <b>29</b> |
| <b>ANNEX 4: MYCONERN REPORTING SYSTEM.....</b>  | <b>30</b> |
| <b>ANNEX 5 – LEARNING FOR LIFE CURRICULUM OVERVIEW .....</b>  | <b>36</b> |

## 1. PURPOSE & AIMS

For the purposes of this policy, all references to “**our school**” should be understood to mean Fakenham Academy. This terminology is used throughout the document for consistency and applies to the whole school community, including pupils, staff, trustees, volunteers, visitors, and parents/carers.

The purpose of Fakenham Academy safeguarding policy is to ensure every child who is a registered pupil at our school is safe and protected from harm. This means we will always work to:

- Protect children and young people at our school from maltreatment.
- Prevent impairment of our children's and young people's health or development.
- Ensure that children and young people at our school grow up in circumstances consistent with the provision of safe and effective care.
- Undertake that role so as to enable children and young people at our school to have the best outcomes.

This policy applies to, and will give clear direction to, all staff, supply staff, volunteers, visitors, Trustees (throughout this policy they will be referred to as 'adults'), and parents/carers about expected behaviour and our legal responsibility to safeguard and promote the welfare of all children at our school. 'Children' includes everyone under the age of 18.

Our school fully recognises the contribution it can make to protect children from harm and supporting and promoting the welfare of all children who are registered pupils at our school.

We use the terms “**must**” and “**should**” throughout the policy. 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 are exceptionally good reasons not to.

This policy is applicable to all students registered at the school.

This policy **should** be read alongside the following DfE documents:

- statutory guidance Keeping Children Safe in Education 2025 (KCSIE 2025), in particular Part One, Part five and annex B.
- statutory guidance [Working Together to Safeguard Children](#).
- departmental advice [What to do if you are Worried a Child is Being Abused - Advice for Practitioners](#);

and our own policies including:

- The behaviour policy (which includes measures to prevent bullying, including cyberbullying, prejudice-based and discriminatory bullying, and the school's response to harmful sexual behaviour)
- Staff code of conduct
- Attendance policy (including safeguarding response to children who are absent from education particularly on repeat occasions and/or for prolonged periods.)
- Safe use of technology policy

## 2. OUR ETHOS

The child's welfare is of paramount importance. Our school will establish and maintain an ethos where pupils feel secure, are encouraged to talk, are listened to and are safe. Children at our school will be able to talk freely to any 'adult' at our school if they are worried or concerned about something. All 'adults' will reassure victims that they are being taken seriously and that they will be supported and kept safe. Victims will never be given the impression that they are creating a problem by reporting abuse, sexual violence, or sexual harassment.

All 'adults' who come into contact with students and their families have a role to play in safeguarding students. We recognise that staff at our school play a particularly important role as they are in a position to identify concerns early and provide help and support to meet the needs of the child as soon as they emerge. **All staff should maintain an attitude of 'it does happen here' where safeguarding is concerned.** When concerned about the welfare of a child, whether that is within or outside the home, including online, staff members must always act in the **best interests** of the child.

We ensure that safeguarding and child protection is at the forefront and underpins all relevant aspects of process and policy development. We operate with the best interests of the child at heart.

The systems we have in place are well promoted, easily understood and easily accessible for children to confidently report abuse, knowing their concerns will be treated seriously, and knowing they can safely express their views and give feedback.

Throughout our broad and balanced curriculum, we will provide activities and opportunities for children to develop the knowledge, values, and skills they need to identify risks, including knowing when and how to ask for help for themselves and others to stay safe (this includes online). The Relationships Education, Relationship and Sex Education and Health Education (delivered in regularly timetabled lessons and reinforced throughout the whole curriculum) will cover relevant topics in an age and stage appropriate way, through a planned, developmental curriculum enabling pupils to learn about their rights and responsibilities to behave and stay safe in a variety of contexts on and offline. This will provide further reinforcement to help children identify risks, know when to seek support and develop the skills to ask for help from trustworthy, reliable sources. Further information can be found in the DfE guidance '[Teaching online safety in school.](#)' and '[Relationships Education, Relationships and Sex Education and Health Education.](#)'

Learning for Life lessons throughout Key Stage 3 & 4 with future skills sessions in Key stage 5 explore students' perception of safety and understanding of risk. As well as this Tutor Time, Assemblies and external speakers contribute to this wide ranging programme. Other subject areas also cover these requirements. The Academy audits safety across the curriculum on an annual basis. Full details of our current Learning for Life Curriculum & other contributing curriculum can be found in Annex 5 in the Appendices section below.

We will work in partnership and endeavour to establish effective working relationships with parents, carers and colleagues from other agencies in line with [Working Together to Safeguard Children](#) (2023) and NORFOLK ARRANGEMENTS INCLUDING LOCAL SAFEGUARDING PROCEDURES (Annex 3)

As part of our responsibilities for safeguarding and promoting the welfare of children, we will provide a coordinated offer of early help when additional needs of children are identified. These may include if a child:

- is disabled or has certain health conditions and has specific additional needs.
- has special educational needs (whether or not they have a statutory education, health, and care plan).
- has a mental health need.
- is a young carer.
- is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups.
- is frequently missing/goes missing from care or from home.
- is at risk of modern slavery, trafficking, sexual or criminal exploitation.
- is at risk of being radicalised or exploited.
- has a family member in prison or is affected by parental offending.
- is in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health problems or domestic abuse.
- is misusing drugs or alcohol themselves.
- has returned home to their family from care.
- is at risk of 'honour'-based abuse such as Female Genital Mutilation or Forced Marriage.
- is a privately fostered child.
- is persistently absent from education, including persistent absences for part of the school day.

We recognise our responsibilities and understand the importance of working in line with:

- The Equalities Act 2010
- The Human Rights Act 1998
- Public Sector Equality Duty

This means we do not unlawfully discriminate against pupils because of their sex, race, disability, religion or belief, gender reassignment, pregnancy and maternity, or sexual orientation (protected characteristics).

### 3. ROLES AND RESPONSIBILITIES

| Role                                      | Name  | Contact details  |
|---|---|--|
| <b>Designated Safeguarding Lead (DSL)</b> | Stephen Gray  | <a href="mailto:s.gray@fakenhamacademy.org">s.gray@fakenhamacademy.org</a>   |
| <b>Mental Health Lead / Champion</b>      | Joy Holland   | <a href="mailto:j.holland@fakenhamacademy.org">j.holland@fakenhamacademy.org</a>   |
| <b>Alternate DSL</b>                      | Gavin Green<br>Joy Holland<br>Melissa Heeley<br>Sarah Marshall<br>Cathryn Broughton | <a href="mailto:g.green@fakenhamacademy.org">g.green@fakenhamacademy.org</a><br><a href="mailto:j.holland@fakenhamacademy.org">j.holland@fakenhamacademy.org</a><br><a href="mailto:m.heeley@fakenhamacademy.org">m.heeley@fakenhamacademy.org</a><br><a href="mailto:s.marshall@fakenhamacademy.org">s.marshall@fakenhamacademy.org</a><br><a href="mailto:c.broughton@fakenhamacademy.org">c.broughton@fakenhamacademy.org</a> |
| <b>Headteacher</b>                        | Gavin Green   | <a href="mailto:g.green@fakenhamacademy.org">g.green@fakenhamacademy.org</a>   |

|  |                   |                          |
|--|-------------------|--------------------------|
| <b>Named Safeguarding Trustee</b>                  | Roger Margand     | clerk@setrust.co.uk      |
| <b>Chair of the Sapientia Education Trust</b>      | Peter Rout        | clerk@setrust.co.uk      |
| <b>SET Director of Safeguarding and Attendance</b> | Michelle Atkinson | m.atkinson@setrust.co.uk |

It is the responsibility of **every** 'adult' in our school to ensure that they carry out the requirements of this policy and, at all times, work in a way that will safeguard and promote the welfare of all of the pupils at this school. This includes the responsibility to provide a safe environment in which children can learn.

Where there is a safeguarding concern, the DSL and other adults in school will ensure the child's wishes and feelings are considered when determining what action to take and what services to provide. The DSL and Trustees will ensure that systems are in place and well promoted, easily understood and easily accessible for children to confidently report abuse, knowing their concerns will be treated seriously, and knowing they can safely express their views and give feedback.

### **The Board of Trustees**

The Board of Trustees at Sapientia Education Trust is accountable for ensuring the effectiveness of this policy and our compliance with it. Trustees will ensure they facilitate a whole school and Trust approach to safeguarding. This means ensuring safeguarding and child protection is at the forefront and underpins all relevant aspects of process and policy development. Although the Trustees take collective responsibility to safeguard and promote the welfare of our pupils, we also have a named Trustee Roger Margand who champions safeguarding across the Trust.

The Board of Trustees will ensure that:

- The safeguarding policy is in place and is reviewed annually (as a minimum) and updated if needed, so that it is kept up to date with safeguarding issues as they emerge and evolve, including lessons learnt, available publicly via our school website and has been written in line with Local Authority guidance and the requirements of the NORFOLK SAFEGUARDING PARTNERSHIP
- The safeguarding and child protection policy is effective by
  - reflecting the whole school/college approach to child-on-child abuse, the recognition of it and the different forms it may take.
  - reflecting reporting systems
  - describing procedures which are in accordance with government guidance.
  - referring to locally agreed multi-agency safeguarding arrangements put in place by the safeguarding partners.
  - being reviewed annually (as a minimum) and updated if needed, so that it is kept up to date with safeguarding issues as they emerge and evolve, including lessons learnt.
  - being available publicly either via the school or college website or by other means.

- The school has a behaviour policy which includes measures to prevent bullying (including cyberbullying, prejudice-based and discriminatory bullying)
- The Trust has a staff code of conduct in place which should, amongst other things, include acceptable use of technologies (including the use of mobile devices), staff/pupil relationships and communications including the use of social media.
- The school has appropriate safeguarding arrangements in place to respond to children who go missing from education, particularly on repeat occasions.
- The school contributes to inter-agency working in line with [Working Together to Safeguard Children](#) (2023).
- A senior member of staff from the leadership team is designated to take the lead responsibility for safeguarding and child protection and that there is at least one Deputy Designated Safeguarding Lead (DDSL) who is an appropriately trained member to deal with any issues in the absence of the Designated Safeguarding Lead (DSL). There will always be cover for this role (in term time and during school or college hours). The role will be evidenced explicitly in the role holder's job description.
- All staff receive a safeguarding induction *before* commencing work and are provided with a copy of this policy, Part One and Annex B of KCSIE, the staff code of conduct, the behaviour policy and the school's safeguarding response for those pupils who are routinely absent from education as detailed in section 6 of this policy.
- All staff undertake appropriate safeguarding and child protection (including online safety) training that is updated annually.
- Procedures are in place for dealing with allegations against members of staff, supply staff and volunteers in line with statutory and SET guidance.
- Safer recruitment practices are followed in accordance with the requirements of 'KCSIE 2025'

The Trustees (via the Education committee) will receive a safeguarding update from each school, at least 3 times a year, as part of the Head Teacher's report.

### **The Sapientia Education Trust**

The Sapientia Education Trust will ensure that:

- This policy is effectively implemented through the Trust's safeguarding strategy.
- regular quality assurance activities are completed at all school to assess the effectiveness of the school's safeguarding arrangements.
- Headteacher and DSLs are provided with a written report containing actions and recommendations to ensure safeguarding requirements are met.
- Ongoing safeguarding training is made available to DSLs and ADSLs.
- DSLs, DDSLs and HTs are supported in their roles.
- DSLs and DDSLs are part of the Sapientia DSL Network
- Remedy without delay any weakness in regard to our safeguarding arrangements that are brought to their attention.

Sapientia Education Trust Safeguarding team has the right to access individual pupil safeguarding files for the purpose of quality assurance, support, guidance, and direction.

### **The Headteacher**

The Headteacher is responsible for:

- Identifying a senior member of staff from the leadership team to be the Designated Safeguarding Lead (DSL).



- o Identifying alternate members of staff to act as the Alternate Designated Safeguarding Lead (ADSL) in his/her absence to ensure there is always cover for the role (term time and during school hours).
- o Ensuring that the policies and procedures adopted by the school, particularly concerning referrals of cases of suspected abuse and neglect, are followed by all staff.
- o Ensuring that all staff and volunteers feel able to raise concerns about poor or unsafe practice and such concerns are addressed sensitively in accordance with agreed whistle-blowing procedures.
- o Liaise with the LADO in the event of an allegation of abuse being made against a member of staff, supply staff or volunteer.

### **The Designated Safeguarding Leads (DSL)**

- o The Designated Safeguarding Lead is a senior member of staff, from the leadership team who takes lead responsibility for safeguarding and child protection within our school. The DSL will carry out their role in accordance with the responsibilities outlined in Annex C of 'KCSIE 2025'.
- o The DSLs and DDSLs will undergo suitable training, including Prevent training, to equip them with the skills and knowledge required to undertake their role, which will be updated at a minimum every two years; in addition, their skills and knowledge will be refreshed at regular intervals, annually at a minimum. This will be done by:
  - Accessing e-courier, disseminating national and local updates to staff on a regular basis,
  - National College online training
  - Attendance at DSL cluster/forum meetings,
  - Local Safeguarding Children's Groups, Personal Development and any suitable training accessed via the Norfolk County Council Safeguarding in Education Team.

All training will be in line with Norfolk County Council Safeguarding Training, Audit and Advice – Education Assurance and Intervention Service Requirements

- o The DSL will provide advice and support to other staff on child welfare and child protection matters. Any concern for a child's safety or welfare will be recorded using MyConcern (see Annex 4)
- o During term time the DSL and/or a DDSL will always be available (during school or college hours) for staff in the school to discuss any safeguarding concerns. If in *exceptional* circumstances, a DSL is not available on the school site in person, we will ensure that they are available via telephone and/or any other relevant media. Alternatively, contact can be made with the SET Director of Safeguarding and Attendance – Michelle Atkinson.
- o The DSL will regularly provide staff, pupils, parents, and carers with signposting information for reporting safeguarding concerns out of school hours and during school holidays.
- o The DSL or DDSLs will represent our school at child protection conference, core group meetings and other meetings. They will liaise with Children's Services and other agencies where necessary.
- o The DSL or DDSLs will make referrals to Children's Services and other agencies when required.



- o The DSL and DDSLs will maintain up to date records and child protection files ensuring that they are kept confidential and stored securely using MyConcern.
- o The DSL will ensure all adults undergo appropriate safeguarding training, to give them the necessary skills and knowledge to perform their safeguarding duties.
- o The DSL is responsible for ensuring that all staff members, supply staff and volunteers are aware of our policy and the procedure they need to follow.
- o Work with those who are responsible for attendance, behaviour and SEND within the school.
- o The DSL and DDSLs will work with the headteacher and senior leaders, 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.
- o The DSL and DDSLs are aware of the requirement for children to have an appropriate adult when in contact with Police officers who suspect them of an offence, as outlined in the Police and Criminal Evidence Act (1984) – Code C.

**The appropriate adult' means, in the case of a child:**

- o the parent, guardian or, if the juvenile is in the care of a local authority or voluntary organisation, a person representing that authority or organisation.
- o a social worker of a local authority
- o failing these, some other responsible adult aged 18 or over who is not:
  - o a Police officer.
  - o employed by the police.
  - o under the direction or control of the chief officer of a police force; or
  - o a person who provides services under contractual arrangements (but without being employed by the chief officer of a police force), to assist that force in relation to the discharge of its chief officer's functions,

PACE states that anyone who appears to be under 18, shall, in the absence of clear evidence that they are older, be treated as a child for the purposes of the code. PACE also states that If at any time an officer has any reason to suspect that a person of any age may be vulnerable, then that person is entitled to be accompanied by an appropriate adult at any point.

The Designated Safeguarding Lead (DSL) will communicate any vulnerabilities known by the school to any police officer who wishes to speak to a pupil about an offence they may suspect. This communication will be recorded on MyConcern. If having been informed of the vulnerabilities, the designated safeguarding lead (or deputy) does not feel that the officer is acting in accordance with PACE, they should ask to speak with a supervisor or contact 101 to escalate their concerns. A person whom there are grounds to suspect of an offence must be cautioned<sup>1</sup> before questioned about an offence<sup>2</sup>, or asked further questions if the answers they provide the grounds for suspicion, or when put to them the suspect's answers or

---

<sup>1</sup> The police caution is: "You do not have to say anything. But it may harm your defence if you do not mention when questioned something which you later rely on in Court. Anything you do say may be given in evidence."

<sup>2</sup> A person need not be cautioned if questions are for other necessary purposes, e.g.: (a) solely to establish their identity or ownership of any vehicle; to obtain information in accordance with any relevant statutory requirement; in furtherance of the proper and effective conduct of a search, e.g. to determine the need to search in the exercise of powers of stop and search or to seek co-operation while carrying out a search; or to seek verification of a written record.

silence, (i.e., failure or refusal to answer or answer satisfactorily) may be given in evidence to a court in a prosecution.

A Police Officer must not caution a juvenile or a vulnerable person unless the appropriate adult is present. If a child or a vulnerable person is cautioned in the absence of the appropriate adult, the caution must be repeated in the appropriate adult's presence.

Further information can be found in the Statutory guidance - [PACE Code C 2019](#).

#### 4. TRAINING & INDUCTION

Every new member of staff, supply staff, contractor or volunteer will receive safeguarding training **before** contact with students at the school. This programme will include information relating to signs and symptoms of abuse, how to manage a disclosure from a child (including reassuring victims that they are being taken seriously and that they will be supported and kept safe), how to record, the processes for referral to Children's Services and the statutory assessments under Section 17 and Section 47 as well as the remit of the role of the Designated Safeguarding Lead (DSL). The training will also include information about raising concerns about another adult's behaviour and suitability to work with children. Staff will also receive online safety training as this is part of the overarching safeguarding approach of our school. They will be given copies of the documents outlined above, which they are required to read and sign to say they have accessed and read these key documents via MyConcern. They will also be provided with information on how to complete a referral on MyConcern.

In addition to the safeguarding induction, we will ensure that mechanisms are in place to assist staff to understand and discharge their role and responsibilities as set out in Part one of 'KCSIE 2025'. In order to achieve this, we will ensure that:

- all members of staff will undertake appropriate safeguarding training on an annual basis, and we will evaluate the impact of this training.
- all staff members receive regular safeguarding and child protection updates (for example, via email, e-bulletins, staff meetings), as required, but at least annually, to provide them with relevant skills and knowledge to safeguard children effectively.
- all staff have read and signed all policies and statutory documents at induction and when they are updated. All policies will be uploaded to the My concern platform. Following this an online quiz via TEAMS will be sent out for staff to complete to ensure safeguarding understanding following the dissemination of the safeguarding documentation.
- The DSL and safeguarding team will use a variety of methods to regularly check the Academy staff understanding and themes covered in our safeguarding training. An update email is sent to staff termly and any updates to do with safeguarding procedures.

All regular visitors, supply staff, temporary staff and volunteers to our school will be given a copy of our safeguarding procedures; they will be informed of whom our DSL and DDSLs are and what the recording and reporting system is. (See Annex 2 and 3).

Our Trustees will also undertake appropriate safeguarding training at induction and updated annually to ensure they are able to carry out their duty to safeguard all of the children at our school. Training for Trustees to support them in their safeguarding role is provided by the Trust.

## 5. PROCESSES AND PROCEDURES

When 'adults' become concerned about the welfare of a child, they should always act in the best interests of the child and have a responsibility to act as outlined in this policy.

All 'adults' are required to report any concerns that they have regardless of the severity on MyConcern. Any 'adult' at the school who identifies that a child may be or is at risk of harm must report it immediately to the DSL or DDSL. In the absence of either of the above, the matter should be brought to the attention of the most senior member of staff. It is **not** the responsibility of school staff to investigate welfare concerns or determine the truth of any disclosure or allegation.

We recognise that not all children may feel ready to or know how to tell an adult that they are being abused. Staff and other key adults are made aware of this key point and encouraged to report any concerns which they have.

All concerns about a child or young person, including child-on-child abuse, should be reported, and recorded on MyConcern without delay and before the end of the working day. The record should include:

- a clear and comprehensive summary of the concern
- details of how the concern was followed up and resolved.
- a note of any action taken, decisions reached and the outcome.

Within 1 working day of a concern being raised, the DSL or DDSLs will determine what action is required. All information and actions taken, including the reasons for any decisions made, will be fully documented. The child's wishes, and feelings should always be considered when determining what action to take and what services to provide.

Where the school identifies that students and their families need support, they will follow the referral procedures outlined by NOFOLK SAFEGUARDING PARTNERSHIP. Further information is available in Annex 3.

If, at any point, there is a risk of immediate serious harm to a child a referral should be made to NORFOLK SAFEGUARDING PARTNERSHIP and/or the police immediately. The DSL or DDSL should also be informed as soon as possible.

Any disagreements between the referrer and the receiving agency will be appropriately voiced and discussed, with the referrer following appropriate escalation procedures. If the referrer continues to remain dissatisfied and if the circumstances warrant. Any disagreements or escalation will be recorded in writing by the referrer and shared with the relevant agency. A record of all disagreements and escalations should be recorded and stored on MyConcern.

Staff should always follow the reporting procedures outlined in this policy in the first instance. However, they may also share information directly with NORFOLK SAFEGUARDING PARTNERSHIP, or the police if:

- the situation is an emergency, and the child is in imminent danger.
- the situation is an emergency and the designated safeguarding lead, their alternate and the Headteacher are all unavailable.
- they are convinced that a direct report is the only way to ensure the pupil's safety.

Any member of staff who does not feel that concerns about a child have been responded to appropriately and in accordance with the procedures outlined in this policy should raise their concerns with the DSL in the first instance. If any member of

staff does not feel the situation has been addressed appropriately at this point, they should then raise it with the Headteacher, alternatively, staff can contact the SET Director of Safeguarding and Attendance, Michelle Atkinson and/or NORFOLK SAFEGUARDING PARTNERSHIP directly with their concerns.

We are committed to working in partnership with parents/carers to safeguard and promote the welfare of children and to support them to understand our statutory responsibilities in this area.

We will seek to share with parents any concerns we may have about their child *unless* to do so may place a child at increased risk of harm. A lack of parental engagement or agreement regarding the concerns the school has about a child will not prevent the DSL making a referral to NORFOLK Children's Services in those circumstances where it is appropriate to do so.

In order to keep children safe and provide appropriate care for them, the school requires parents to provide accurate and up to date information regarding:

- Full names and contact details of all adults with whom the child normally lives.
- Full names and contact details of all persons with parental responsibility (if different from above).
- Emergency contact details (if different from above).
- Full details of any other adult authorised by the parent to collect the child from school (if different from the above).
- Copies of any court order that affects parental responsibility and or care of a child.

Any paper files received will be kept in a separate named file, in a secure cabinet and not with the child's academic file. These files will be the responsibility of the DSL. Child protection information will only be shared within school on the basis of 'need to know in the child's best interests' and on the understanding that it remains strictly confidential. When a child leaves our school, (including in year transfers) the DSL will contact the DSL at the new school and will ensure that the child protection file is forwarded to the receiving school separately from the main pupil file. This will be within 5 days for an in-year transfer or within the first 5 days of the start of a new term. We will retain evidence to demonstrate how the file has been transferred; this may be in the form of a written confirmation of receipt from the receiving school and/or evidence of recorded delivery. Where a parent elects to remove their child from the school roll to home educate, the school will make arrangements in line with NORFOLK procedures regarding the sharing and retention of safeguarding information. In addition, the school will follow the SET guidance for children leaving in year and ensure the family are supported and all options have been discussed with the family.

Prior to a child leaving we will consider if it would be appropriate to share any additional information with the new school or college in advance to help them put in place the right support to safeguard this child.

Information sharing is vital in identifying and tackling all forms of abuse and neglect, and in promoting children's welfare, including their educational outcomes. We, as a schools have clear powers to share, hold and use information for these purposes.

**The Data Protection Act 2018 and UK 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.**

We will refer to the further guidance below as needed, on the sharing of information:

- [Chapter one of Working Together to Safeguard Children](#)

- [Information Sharing: Advice for Practitioners Providing Safeguarding Services to Children, Young People, Parents and Carers.](#)
- [The Information Commissioner's Office \(ICO\)](#)
- [Data protection: toolkit for schools](#)

## 6. SPECIFIC SAFEGUARDING ISSUES

**Annex B of Keeping Children Safe in Education must be read by all staff. It provides further information on types of abuse as well as toolkits, advice and support covering several specific safeguarding issues.**

### **Contextual safeguarding/Extra-Familial Harm**

We recognise that safeguarding incidents and/or behaviours can be associated with factors outside of the school or home environment and/or can occur between children outside of the school. This is known as contextual safeguarding. It is key that all school staff are aware of the definition of contextual safeguarding/extra-familial harm and consider whether children are at risk of abuse or exploitation in situations outside their families.

When reporting concerns, staff should include as much information and background detail as possible so the DSL can make a referral with a holistic view of the child. This will allow any assessment to consider all the available evidence and the full context of any abuse.

We will work with local partners, including Social Care and Police, to ensure that we stay alert to any emerging contextual risks, and to ensure that assessment of risk for any of our pupils includes appropriate reference to their local community and environment.

### **Children who are Lesbian, Gay, Bi, Trans, Queer + (LGBTQ+)**

We recognise that children who are, may be or are perceived to be a member of the LGBTQ+ community can be victims of abuse from their family and other children. All staff are trained to recognise the signs of abuse and must provide a safe space for children who are, may be or are perceived to be LGBTQ+ to speak about any concerns which they have. LGBTQ+ is included within our PSHE / RSE curriculums to counter act homophobic, biphobic and transphobic bullying, which will not be tolerated within our community.

### **Child Sexual Exploitation (CSE) Child Criminal Exploitation (CCE): County Lines and serious violence**

We recognise that Child Sexual Exploitation and Child Criminal Exploitation are forms of abuse and both occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into sexual or criminal activity in exchange for something the victim 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. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status, and access to economic or other resources. CSE and CCE can affect children, both male and female. Victims can be exploited even when the activity appears consensual, and it should be



noted exploitation as well as being physical can be facilitated and/or take place online or through the use of technology.

We also note that the experience of girls who are criminally exploited can be very different to that of boys. The indicators may not be the same, however we are aware that girls are at risk of criminal exploitation too. We understand that both boys and girls being criminally exploited may be at higher risk of sexual exploitation.

We understand that County Lines represents drug networks or gangs that groom and exploit children and young people to carry drugs and money from one location to another. Key to identifying potential involvement in county lines are missing episodes when the victim may have been trafficked for the purpose of transporting drugs.

We know that there are indicators which may signal children are at risk from, or are involved with serious violent crime, including County Lines. These may include increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs and may be at risk of criminal exploitation.

### **So-called 'honour-based abuse (including Female Genital Mutilation and Forced Marriage**

We recognise that our staff are well placed to identify concerns and take action to prevent children from becoming victims of Female Genital Mutilation (FGM) and other forms of so-called 'honour-based' abuse (HBA) and provide guidance on these issues through our safeguarding training. If staff have a concern regarding a child that might be at risk of HBA, they should inform the DSL who will activate local safeguarding procedures, using existing national and local protocols for multiagency liaison with police and children's social care.

Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) places a statutory duty upon teachers in England and Wales, to report to the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. Those failing to report such cases will face disciplinary sanctions. We will provide guidance and support to our teachers on this requirement and further information on when and how to make a report can be found in the following Home Office guidance: [Mandatory Reporting of Female Genital Mutilation- procedural information](#) Home Office (December 2015)

We recognise that forcing a person into a marriage is a crime in England and Wales. A forced marriage is one entered into without the full and free consent of one or both parties where violence, threats or any other form of coercion is used to cause a person to enter into a marriage. Threats can be physical or emotional and psychological. The Forced Marriage Unit has [statutory guidance](#) and [Multi-agency guidelines](#) and can be contacted for advice or more information: Contact [020 7008 0151](tel:02070080151) or email [fmufco.gov.uk](mailto:fmufco.gov.uk). In addition, since February 2023 it has also been a crime to carry out any conduct whose purpose is to cause a child to marry before their eighteenth birthday, even if violence, threats, or another form of coercion are

not used. As with the existing forced marriage law, this applies to non-binding, unofficial 'marriages' as well as legal marriages.

## **Domestic abuse**

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 and can occur between partners and ex-partners. We understand that experiencing, hearing, and witnessing domestic abuse poses a significant risk to children and understand the detrimental impact experiences of this nature has on children, including the long-term impact on a child's physical and mental health and learning. Children who experience domestic abuse are recognised as victims in their own right within the law. It is also important to note that domestic abuse may occur between two children in their own intimate relationships.

At our school we are working in partnership with Norfolk Constabulary and Norfolk Children's Services to identify and provide appropriate support to pupils who have experienced domestic violence in their household; this scheme is called Operation Encompass. In order to achieve this, NORFOLK police & NORFOLK local authority will share police information of all domestic incidents where one of our pupils has been present with the Designated Safeguarding Lead(s). On receipt of any information, the Designated Safeguarding Lead will decide on the appropriate support the child requires, this could be silent or overt. All information sharing and resulting actions will be undertaken in accordance with the NORFOLK police & NORFOLK Local Authority protocol. We will record this information and store this information in accordance with the record keeping procedures outlined in this policy.

## **Preventing radicalisation and extremism**

We recognise that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability in today's society. We will ensure that:

- Through training, staff, volunteers, and Trustees understand what radicalisation and extremism is, why we need to be vigilant in school and how to respond when concerns arise.
- There are systems in place for keeping pupils safe from extremist material when accessing the internet in our school by using effective filtering, monitoring and usage policies.
- Members of the safeguarding team have received additional training on extremism and radicalisation. They will act as the point of contact within our school for any concerns relating to radicalisation and extremism.
- Complete a Prevent risk assessment, to identify to risks faced by the community and put in place appropriate control measures.
- The DSL will make referrals in accordance with NORFOLK/SUFFOLK procedures and will represent our school at Channel meetings as required. A decision will be made on the necessity of gaining an individual consent prior to make the referral, this will be based on a dynamic risk assessment completed by the DSL.
- Build resilience through our curriculum, by supporting students to have the knowledge, skills and values that will prepare them to be citizens in modern Britain. This will include promoting fundamental British values.
- Helping students to build resilience to radicalisation and extremism.



- Foster a safe environment for debate and helping students to influence and participate in decision making.
- Assess the suitability and effectiveness of external speakers who are invited into the school.
- Complete the appropriate checks on all non-school groups and organisations who use our school premises. The usage will be monitored and in the event of any behaviour not in line with our expectations will result in termination of the agreement and referrals made to the relevant authorities.

### **Child-on-child abuse**

We recognise that children are also vulnerable to physical, sexual, and emotional abuse by their peers, another child, or siblings.

All staff are trained so that they are aware that safeguarding issues can manifest themselves via child-on-child abuse. This is most likely to include, but may not be limited to:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying); abuse in intimate personal relationships between peers.
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse).
- sexual violence, such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence).
- sexual harassment, such as sexual comments, remarks, jokes, and online sexual harassment, which may be standalone or part of a broader pattern of abuse.
- 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.
- consensual and non-consensual sharing of nudes and semi nudes' images and or videos (also known as sexting or youth produced sexual imagery). We will refer to and apply the [UKCIS guidance](#) in circumstances where nudes and or semi nudes have been shared.
- upskirting, 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; and
- initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).

We understand that even if there are no reports of child-on-child abuse in our setting it does not mean it is not happening, it may be the case that it is just not being reported. We recognise that pupils may not find it easy to tell staff about their abuse and can show signs or act in ways that they hope adults will notice and react to. In some cases, the victim may not make a direct report, and this may come from a friend or a conversation that is overheard. Such abuse will always be taken as seriously, and the same safeguarding procedures will apply in respect of any child who is suffering or likely to suffer significant harm. Staff must never tolerate or dismiss concerns relating to child-on-child abuse; it must never be tolerated or passed off as 'banter', 'just having a laugh' or 'part of growing up'. Doing this can lead to a culture of unacceptable behaviours, an unsafe environment for children and in

worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.

All staff will understand that they should follow our safeguarding procedures for reporting a concern if they are worried about child-on-child abuse. The DSL will respond to any concerns related to child-on-child abuse in line with statutory guidance. We will ensure that all concerns, discussions, and decisions reached are clearly recorded and any identified actions are followed up.

All staff will reassure victims that they are being taken seriously and that they will be supported and kept safe. Victims will never be given the impression that they are creating a problem by reporting abuse, sexual violence, or sexual harassment. Nor will a victim ever be made to feel ashamed for making a report. We will also offer appropriate support to the perpetrator and any other children involved.

### **Modern Slavery**

We understand that modern slavery encompasses human trafficking and slavery, servitude and forced or compulsory labour. Exploitation can take many forms, including sexual exploitation, forced labour, slavery, servitude, forced criminality and the removal of organs. We refer to the DfE guidance Modern slavery: How to identify and support victims for concerns of this nature.

### **Children who are absent from education**

All staff should be aware of the safeguarding responsibilities for children who are absent from education, particularly on repeat occasions, to help identify the risk of abuse and neglect, including sexual abuse or exploitation, and to help prevent the risks of their going missing in future.

In line with statutory guidance, Working Together to Improve School Attendance 2024, schools **must** work with children's services where the school absence indicates a safeguarding concern.

We adhere to the following procedures and processes to ensure there is an appropriate safeguarding response to children who are absent:

- An attendance register is taken at the start of the first session of each school day and once during the second session.
- We make every effort to contact parents and carers and follow up with the emergency contacts held.
- We hold at least two emergency contact numbers for each of the pupils on our roll wherever possible.
- Staff will alert DSLs to any concerns raised regarding children who are absent from school.
- The DSLs will meet regularly with the Attendance Lead, SENDCo and other members of the pastoral team to ensure that each response is thorough and considers all the relevant information about individual children.
- We will follow the procedures outlined in our attendance policy including undertaking first day calling and monitoring data to ensure we intervene early in cases of poor attendance and/or unexplained absences.

- When removing a child from roll at the standard and non-standard transition points, we will inform the Local Authority in accordance with statutory requirements to prevent a student becoming a child missing from education.

The school explicitly identifies children at risk of poor attendance who are absent from school. As a school we have specific responses to children who are absent from education and these include:

- Attendance policy
- Home visits
- Referral to Norfolk attendance panel (TSM)
- Attendance panel meetings with parents and carers
- Attendance contracts

## **Mental health**

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. All 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. It is key that staff are aware of how suffering abuse and neglect, or other potentially traumatic adverse childhood experiences, can impact on their mental health, behaviour, and education. If any member of staff has a mental health concern about a child that is also a safeguarding concern, immediate action should be taken, following the safeguarding procedures as outlined in this policy.

We have a named Mental Health Lead in our school. There are clear systems and processes in place for identifying possible mental health problems and work with other agencies as required to respond to these concerns.

## **Children who need a Social Worker**

We recognise that children who need a social worker may need this help due to abuse, neglect and complex family circumstances. Staff will be aware that a child's experiences of adversity and trauma can leave them vulnerable to further harm, as well as educationally disadvantaged in facing barriers to attendance, learning, behaviour, and mental health. The DSL will use information from the local authority to inform decisions about safeguarding (for example, responding to unauthorised absence or missing education where there are known safeguarding risks) and promoting welfare. (For example, considering the provision of pastoral and/or academic support, alongside action by statutory services). The DSL will liaise with relevant staff and outside agencies to monitor progress, achievement and to ensure that the child receives appropriate support.

At Fakenham Academy we take these needs into account when making plans to support learners who have a social worker. Every child with a social worker will have a key person in school and will have regular monitoring meetings and supportive conversations. The role of the DSL in our school includes a focus on all children with a social worker. The school hold safeguarding meetings every week and children with social workers will be discussed and progress monitored. As well as this the pastoral and senior leadership team will have a 2 weekly meeting called a 'Whole Story' meeting that tracks specific year group progress. Student groups as well as individual

students will be regular tracked to ensure all children including ones with social workers are supported.

## Online Safety

Technology is a significant component in many safeguarding and wellbeing issues experienced by children. We understand that in many cases abuse will take place concurrently via online channels and in daily life. We know that children can also abuse their peers online; this can take the form of abuse, harassment, the non-consensual sharing of indecent images, especially around chat groups, and the sharing of abusive images and pornography.

The breadth of issues classified within online safety is considerable, 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, misinformation, disinformation, conspiracy theories, radicalisation, and extremism.
- **contact:** being subjected to harmful online interaction with other users; for example: child-on-child 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 (e.g., consensual, and non-consensual sharing of nudes and semi-nudes and/or pornography, sharing other explicit images and online bullying; and
- **commerce** - risks such as online gambling, inappropriate advertising, phishing and or financial scams. If we feel our pupils, students or staff are at risk, we will report it to the Anti-Phishing Working Group (<https://apwg.org/>).

## Digital Risk and Artificial Intelligence (AI)

In line with *Keeping Children Safe in Education 2025*, we recognise the emerging safeguarding risks associated with digital technology, including the use of **generative artificial intelligence (AI)**. We will ensure that staff, pupils and parents are aware of both the opportunities and potential risks presented by AI, such as exposure to misinformation, disinformation, and harmful content. Our approach will be informed by the Department for Education's guidance, including the *Plan Technology for Your School* tool, to support safe and effective use of digital technologies. We will review our filtering, monitoring and digital literacy education regularly to ensure it reflects the latest developments in online risk, including the safe and ethical use of AI.

As part of the requirement for staff to undergo regular updated safeguarding training, online safety training is also delivered as part of the annual safeguarding training. We will ensure online safety is a running and interrelated theme throughout the curriculum and is reflected in relevant policies, teacher training, the role and responsibilities of the designated safeguarding lead and any parental engagement.

At our school we use SENSOMONITORING SYSTEM to protect pupils while they are online on a school device, during school hours. These systems are routinely monitored by appropriate trained staff and will flag concerns when they are identified. The effectiveness of these systems is regularly reviewed by our staff to ensure they capture the current risks faced by children online. This information is

used to inform a whole school approach to online safety. More details can be found in our Safe use of technology policy.

We recognise that technology, and risks and harms related to the internet evolve and change rapidly. Therefore, we carry out an annual review of our approach to online safety, supported by a risk assessment (on at least an annual basis) that considers and reflects the risks that children face in our setting.

Parents have an important role to play in protecting their children from potential harm they may experience while online. We will routinely share resources and provide information to parents on these harms.

The Trustees will regularly monitor the effectiveness of our filtering and monitoring systems, using the DFE's Filtering and Monitoring standards as a benchmark. They will ensure all 'adults' at the school:

- Receive appropriate online safety training.
- Aware of and understand the systems used in school to monitor and filter the students use of technology.
- Manage them effectively, using the information to inform their whole school response to online safety.
- Can articulate what action they taken when a concern is identified.

### **Children with special educational needs and disabilities or physical health issues**

We recognise that children with special educational needs or disabilities (SEND) or certain health conditions can face additional safeguarding challenges such as

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's condition without further exploration.
- these children being more prone to peer group isolation or bullying (including prejudice-based bullying) than other children.
- the potential for children with SEND or certain medical conditions being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs; and
- communication barriers and difficulties in managing or reporting these challenges.

We work to address these additional challenges and consider extra pastoral support and attention for these children, along with ensuring any appropriate support for communication is in place.

We also recognise that pupils who attend Alternative Provision will often have complex needs and due to this we are aware of the additional risk of harm these children may be vulnerable to.

## **7. SAFER RECRUITMENT**

At all times the Headteacher and Trustees will ensure that safer recruitment practices are followed in accordance with the requirements of 'KCSIE 2025. We will ensure that at least one member of all interview panels has completed appropriate safer recruitment training.

We will use the recruitment and selection process to deter and reject unsuitable candidates from applying for or securing employment, or volunteering opportunities.

We will undertake Disclosure and Barring Service checks and other pre-employment checks as outlined in 'KCSIE 2025' and our Resourcing Policy to ensure we are recruiting and selecting the most suitable people to work with our children.

We will maintain a Single Central Register (SCR) of all safer recruitment checks carried out in line with statutory requirements. A senior member of staff will check the SCR regularly to ensure that it meets statutory requirements.

When commissioning Alternative Provision (AP), we will follow the safeguarding expectations set out in *Keeping Children Safe in Education 2025*. This includes:

- Obtaining **written confirmation** from providers that all required safeguarding checks (including safer recruitment checks) have been completed for staff and adults working with our pupils.
- Maintaining **up-to-date records** of all AP sites that our pupils attend.
- **Promptly reviewing placements** where safeguarding concerns arise, ensuring swift action is taken to protect the child's welfare.

These measures ensure that safeguarding responsibilities remain consistent and robust, even when pupils are educated in off-site provision.

## 8. SAFER WORKING PRACTICE

All adults who come into contact with our children have a duty of care to safeguard and promote their welfare. There is a legal duty placed upon us to ensure that all adults who work with or on behalf of our children are competent, confident, and safe to do so. All 'adults' will be provided with a copy of the Trust's Code of Conduct at induction. They will also receive a copy of ['Guidance for Safer Working Practices for Adults who work with Children and Young People in Education Settings'](#) (February 2022), which provides additional guidance. All staff, supply staff and volunteers are expected to carry out their work in accordance with this guidance and will be made aware that failure to do so could lead to disciplinary action.

## 9. MANAGING ALLEGATIONS AGAINST STAFF, SUPPLY STAFF & VOLUNTEERS AND LOW-LEVEL CONCERNS

Our aim is to provide a safe and supportive environment which secures the wellbeing and very best outcomes for the children at our school. We do recognise that sometimes the behaviour of adults may lead to an allegation of abuse being made. **All** concerns whether perceived as low level or not, should be reported as outlined in this policy.

Allegations sometimes arise from a differing understanding of the same event, but when they occur, they are distressing and difficult for all concerned. We also recognise that many allegations are genuine and there are some adults who deliberately seek to harm or abuse children. We work to the thresholds for harm as set out in *'Working Together to Safeguard Children'* (2023) and *'Keeping Children Safe in Education'*, DfE (2024) below. An allegation may relate to a person who works / volunteers with children who 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



- o behaved or may have behaved in a way that indicates they may not be suitable to work with children.

The 4<sup>th</sup> bullet point above recognises circumstances where a member of staff (including supply teachers) or volunteer is involved in an incident outside of school/college which did not involve children but could have an impact on their suitability to work with children; this is known as transferrable risk.

We recognise our responsibility to report / refer allegations or behaviours of concern and / or harm to children by adults in positions of trust who are not employed by the school (this includes individuals / organisations using the school premises) to the LADO.

We will take all possible steps to safeguard our children and to ensure that the adults in our school are safe to work with children. We will always ensure that the procedures outlined in the SET guidance for safeguarding complaints against adults, NORFOLK Local Authority local protocol and Part 4 of 'KCSIE 2025' are adhered to and will seek appropriate advice. The first point of contact for schools regarding LADO issues is via the NORFOLK Local Authority Duty Desk on **01603 307797**. A Duty Advisor will give advice and guidance on next steps. If the advice is to make a referral to LADO, then the LADO referral form should be completed and emailed to: : LADO@norfolk.gov.uk. See Annex 3 for further details.

If an allegation is made or information is received about any adult who works or volunteers in our setting which indicates that they may be unsuitable to work with children, the member of staff receiving the information should inform the Headteacher immediately. This includes concerns relating to agency and supply staff and volunteers. Should an allegation be made against the Headteacher, this will be reported to the SET CEO. In the event that the SET CEO is not contactable on that day, the information must be passed to, and dealt with by the SET Director of HR.

The Headteacher, SET CEO or SET Director of HR will seek advice from the LADO within 24 hours of the concern being raised. No member of staff will undertake further investigations before receiving advice from the LADO. A risk assessment will also be undertaken to determine if the individual(s) work duties need amending. If an allegation is made against a member of an external organisation, the organisation will be fully involved in any enquiries from the LADO, police and/or children social services.

Any member of staff or volunteer who does not feel confident to raise their concerns with the Headteacher, SET CEO or SET Director of HR should contact the LADO directly. Further national guidance can be found at: [Advice on whistleblowing](#). The [NSPCC whistleblowing helpline](#) is also available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 – line is available from 8:00am to 8:00pm, Monday to Friday or via e-mail: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

The school has a legal duty to refer to the Disclosure and Barring Service anyone who has harmed, or poses a risk of harm, to a child, 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. The DBS will consider whether to bar the person. If these circumstances arise in relation to a member of staff at our school, a



referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the LADO and/or HR. The Trust's CEO will also consider whether to refer the case to the Secretary of State (via the Teaching Regulation Agency) if a teacher is dismissed or the setting ceases to use the services of a teacher if a teacher is dismissed or the setting ceases to use the services of a teacher because of serious misconduct or might have dismissed them or ceased to use their services had they not left first.

### **Concerns that do not meet the harm threshold.**

The term 'low-level' concern does not mean that it is insignificant, it means that the behaviour towards a child does not meet the thresholds as stated above. Our process is to consult all concerns, regardless of perceived level of concern, with NORFOLK Local Authority. We promote an open and transparent culture in which all concerns about all adults working in or on behalf of the school or college (including supply teachers, volunteers, and contractors) are dealt with promptly and appropriately.

We understand the importance of recording low-level concerns and the actions taken considering these being reported and follow the SET guidance for safeguarding concerns against an adult. The records are kept confidential and stored securely, in line with the SET guidance for safeguarding concerns against an adult. We will review the records we hold to identify potential patterns and act where appropriate. This could be through a disciplinary process (in line with the disciplinary policy) but also by referring to the NORFOLK Local Authority Education Duty Desk on 01603 307797. Where a child, parent/carer or staff member makes an allegation of harm, **this will not be considered as a 'low level' concern without consultation with the NORFOLK directly and in line with SET guidance for safeguarding concerns against an adult.**

We recognise that low level concerns should not be included in references unless they relate to issues which would normally be included in a reference, for example, misconduct or poor performance. However, where a low-level concern (or group of concerns) has met the threshold for referral to the LADO and found to be substantiated, it should be referred to in a reference.

## **10. VISITING SPEAKERS AND USE OF PREMISES FOR NON-SCHOOL ACTIVITIES**

We recognise the role that external agencies and speakers can play in enhancing the learning experiences of our pupils. Where we use external agencies and individuals in this way, we will positively vet them to ensure that their messages are consistent with, and not in opposition to, the school's values and ethos.

Our school will assess the suitability and effectiveness of input from external agencies or individuals to ensure that:

- Any messages communicated to pupils are consistent with the ethos of the school and do not marginalise any communities, groups, or individuals;
- Any messages do not seek to glorify criminal activity or violent extremism or seek to radicalise pupils through extreme or narrow views of faith, religion or culture or other ideologies;
- Activities are properly embedded in the curriculum and clearly mapped to schemes of work to avoid contradictory messages or duplication;

- Activities are matched to the needs of pupils; and
- Activities are carefully evaluated by schools to ensure that they are effective.

Any guest speakers or external agencies will be provided with a copy of our safeguarding procedures on arrival at the school and will be appropriately supervised at all times.

Where we hire or rent out our facilities/premises to organisations or individuals (for example to community groups, sports associations, and service providers to run community or extra-curricular activities) we ensure that appropriate arrangements are in place to keep children safe.

We will seek assurances (as recommended in the DfE's Keeping children safe in out-of-school settings guidance) that the body concerned has appropriate safeguarding and child protection policies and procedures in place (including inspecting these as needed). Safeguarding requirements are included in any transfer of control agreement (i.e., lease or hire agreement), as a condition of use and occupation of the premises; and that failure to comply with this would lead to termination of the agreement.

## 11. RELEVANT POLICIES

To underpin the values and ethos of our school and our intent to ensure that pupils at our school are appropriately safeguarded the following policies are also included under our safeguarding umbrella:

- Trust Code of Conduct
- Behaviour which includes measures to prevent bullying (including cyberbullying, prejudice-based and discriminatory bullying)
- Resourcing policy (which adheres to Part 3 of [Keeping Children Safe in Education](#)).
- Whistleblowing
- Attendance
- Safe use of technology
- Health and Safety including site security and lettings.
- Supporting pupils with medical conditions policy
- Intimate Care
- First aid
- Educational visits including overnight stays.
- Relationships education and relationships and sex education
- SEND policy.

## 12. STATUTORY FRAMEWORK

This policy has been devised in accordance with the following legislation and guidance:

- [Working Together to Safeguard Children](#) DfE (July 2023)
- [Keeping Children Safe in Education](#) DfE (2025)
- <https://norfolklscp.org.uk/about/overview-about>
- [Guidance for Safer Working Practices for Adults who work with Children and Young People in Education Settings](#) (Feb 2022)
- [What to do if you're worried a child is being abused](#) DfE (March 2015)

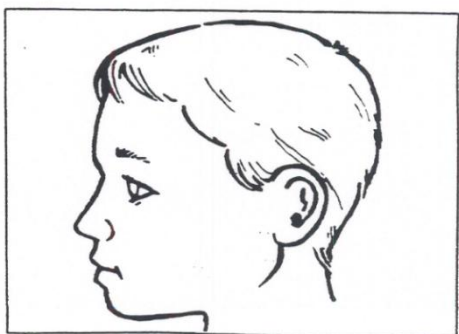
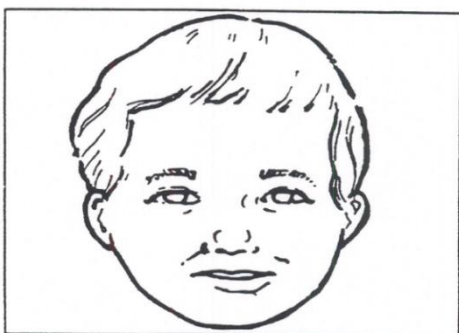
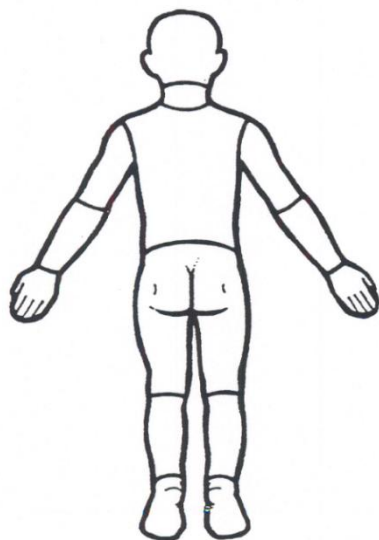
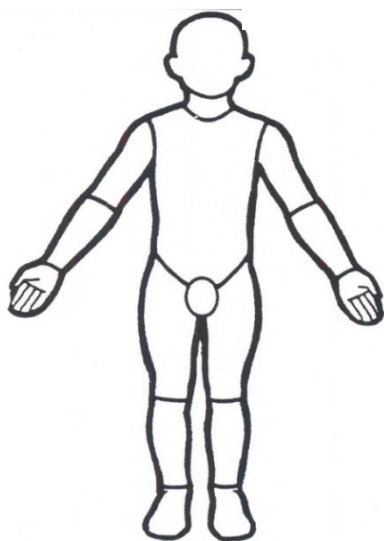
- [Information sharing: advice for practitioners providing safeguarding services](#) DfE (May 2024)
- [Prevent duty guidance: England and Wales](#) (2023)
- [Mandatory Reporting of Female Genital Mutilation- procedural information](#) Home Office (December 2015)
- [Child sexual exploitation: guide for practitioners DfE](#) (February 2017)
- [Teaching online safety in school DfE](#) (June 2019)
- [Mental Health and Behaviour in Schools DfE](#) (November 2018)
- [Data protection: toolkit for schools DfE](#) (September 2018)
- Promoting the education of children with a social worker (June 2021) (June 2021)
- [Preventing youth violence and gang involvement](#)
- [Criminal exploitation of children and vulnerable adults: county lines](#)
- [Relationships Education, Relationships and Sex Education \(RSE\) and Health Education](#)
- [Police and Criminal Evidence Act \(1984\) – Code C](#)

## APPENDICES - ANNEX 1 – REPORTING FORM FOR SUPPLY STAFF, VOLUNTEERS & VISITORS

|  |               |                        |                                  |
|--|---------------|------------------------|----------------------------------|
| Supply staff, volunteers and regular visitors are required to complete this form and pass to Mr S Gray, DSL if they have a safeguarding concern about a child in our school. |               |                        |                                  |
| Full name of child   | Date of Birth | Class/Tutor/Form group | Your name and position in school |
|  |               |                        |                                  |
| <b>Nature of concern/disclosure</b>  |               |                        |                                  |
| Please include where you were when the child made a disclosure, what you saw, who else was there, what did the child say or do and what you said.                            |               |                        |                                  |
| Time & date of incident:   |               |                        |                                  |
| Who are you passing this information to?   |               |                        |                                  |
| Name:  |               |                        |                                  |
| Position:  |               |                        |                                  |
| <b>[Ensure that if there is an injury this is recorded (size and shape) and a body map is completed]</b>   |               |                        |                                  |
| <b>[Make it clear if you have a raised a concern about a similar issue previously]</b>   |               |                        |                                  |
| <b>Your signature:</b>   |               |                        |                                  |
| <b>Time form completed:</b>  |               | <b>Date:</b>           |                                  |

|  |   |   |   |   |   |   |
|--|---|---|---|---|---|---|
| Time form received by DSL:   |   |   |   |   |   |   |
| Action taken by DSL:   |   |   |   |   |   |   |
| Referred to...?  |   |   |   |   |   |   |
| Attendance   | Police  | Just One  | CADS  | PSA   | Early Help  | Other   |
| Lead   |   | Number  |   |   | Family Focus  |   |
| <input style="width: 40px; height: 30px;" type="checkbox"/>                                  | <input style="width: 40px; height: 30px;" type="checkbox"/> | <input style="width: 40px; height: 30px;" type="checkbox"/> | <input style="width: 40px; height: 30px;" type="checkbox"/> | <input style="width: 40px; height: 30px;" type="checkbox"/> | <input style="width: 40px; height: 30px;" type="checkbox"/> | <input style="width: 40px; height: 30px;" type="checkbox"/> |
| Date:  |   |   | Time:   |   |   |   |
| Parents informed? Yes / No (If no, state reason)   |   |   |   |   |   |   |
| Feedback given to...?  |   |   |   |   |   |   |
| <input style="width: 40px; height: 30px;" type="checkbox"/>                                  | <input style="width: 40px; height: 30px;" type="checkbox"/> | <input style="width: 40px; height: 30px;" type="checkbox"/> | <input style="width: 40px; height: 30px;" type="checkbox"/> |   |   |   |
| Pastoral team  | Teacher   | Child   | Person who recorded disclosure                              |   |   |   |
| Further Action Agreed:   |   |   |   |   |   |   |
| <i>e.g., School to instigate a Family Support Process, assessment by Children's Services</i> |   |   |   |   |   |   |
| Full name:   |   |   |   |   |   |   |
| DSL Signature:   |   |   |   |   |   |   |
| Date:  |   |   |   |   |   |   |

## Older Child



## **ANNEX 2: SAFEGUARDING INDUCTION SHEET FOR SUPPLY STAFF, VOLUNTEERS AND VISITORS.**

We all have a statutory duty to safeguard and promote the welfare of children, and at our school we take this responsibility seriously.

If you have any concerns about a child or young person in our school, you must share this information immediately with our Designated Safeguarding Lead (DSL) or one of the alternate post holders.

Do not think that your worry is insignificant if it is about hygiene, appearance, or behaviour – we would rather you told us as we would rather know about something that appears small than miss a worrying situation.

**If you think the matter is very serious and may be related to child protection, for example, physical, emotional, sexual abuse or neglect, you must find one of the designated professionals detailed below and provide them with a written record of your concern. A copy of the form to complete is attached to this and others can be obtained from Staff Room, Student Reception and Main Reception Please ensure you complete all sections as described.**

**If you are unable to locate them, ask a member of the school office staff to find them and to ask them to speak with you immediately about a confidential and urgent matter.**

Any allegation concerning a member of staff, supply staff, a child's foster carer or a volunteer should be reported immediately to the Headteacher. Should an allegation be made against the Headteacher, this will be reported to the SET CEO. Alternatively, you can contact the NORFOLK Local Authority on 0344 800 8021. [NSPCC whistleblowing helpline](https://www.nspcc.org.uk/whistleblowing-helpline) is also available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 – line is available from 8:00am to 8:00pm, Monday to Friday or via e-mail: [help@nspcc.org.uk](mailto:help@nspcc.org.uk).

The people you should talk to in school are:

**Designated Safeguarding Lead (DSL): S. Gray**

**Location of office: P18**

**Contact Number: Ext: 1048**

**Deputy Designated Lead: Gavin Green**

**Location of office: Main Reception**

**Contact Number: Ext: 1005**

**Chair of Trustees: Peter Rout**

**Contact Number: Via SET HQ 01953 609000**

## ANNEX 3: LOCAL SAFEGUARDING PROCEDURES

If you or someone you know is being abused or may be at risk of any form of mistreatment or neglect, then we can help.

We will arrange for someone to contact you to make sure you are okay and will work with you to see if there is anything we can do to make things better for you. This is known as safeguarding - safeguarding is everybody's business.

### How to report a concern

If you are suspicious or concerned about someone's safety, ring Adult Social Services on 0344 800 8020. Our text relay number for people with hearing or speech impairments is 18001 0344 800 8020.

You may remain anonymous but please give us as much information as possible so that we can follow it up.

It may help to read our safeguarding check list (pdf) (PDF) [144KB] to help you have the right information when you call.

In an emergency call 999.

Use the safeguarding report form

If the person is not at immediate risk of harm, you can use our online form:

<https://www.norfolk.gov.uk/article/42510/Report-a-concern>

safeguarding#:~:text=If%20you%20are%20suspicious%20or,we%20can%20follow%20it%20up (Access form from the link above).



If you are worried about an adult at risk in Norfolk, please contact Norfolk County Council (Adult Social Services)

- Call 0344 800 8020 (available 24 hours a day)
- Text Relay 18001 0344 800 8020
- Online form: Help an adult at risk of harm - Norfolk County Council

You can report your concern anonymously but please give as much information as possible so that it can be followed up. You can also use these numbers if you are worried about a child

**In an emergency call the police on 999**  
There is more information on the Norfolk Safeguarding Adults Board website [www.norfolksafeguardingadultsboard.info/](http://www.norfolksafeguardingadultsboard.info/)

**What will happen next?**  
Your concerns will be listened to and, where necessary, work will take place with the adult at risk to put a plan in place that helps to keep them safe.

Sometimes there may be no action that can be taken. On other occasions we may not be able to give you details about action we are taking, to respect the person's confidentiality. However, we value your contact and would want to encourage you to call again if you are concerned.

**SEE SOMETHING  
HEAR SOMETHING  
SAY SOMETHING**

**If you or someone you know is being abused or neglected then say something.**

- Report it on 0344 800 8020
- In an emergency call 999
- Help an adult at risk of harm - Norfolk County Council

**IN TRAN**  
communication for all

If you need this leaflet in another format or language, please call us on 0344 800 8020 or text phone 0344 800 8011 and we will do our best to help

[www.norfolk.gov.uk/saysomething](http://www.norfolk.gov.uk/saysomething)



## ANNEX 4: MYCONERN REPORTING SYSTEM



Helping to protect children, young people and adults wherever they are.

Record and manage the reporting of concerns and access the full suite of safeguarding products.

Trouble logging in?

 [support@thesafeguardingcompany.com](mailto:support@thesafeguardingcompany.com)

 0330 660 0767

## Log In

Please enter your email and password

Email

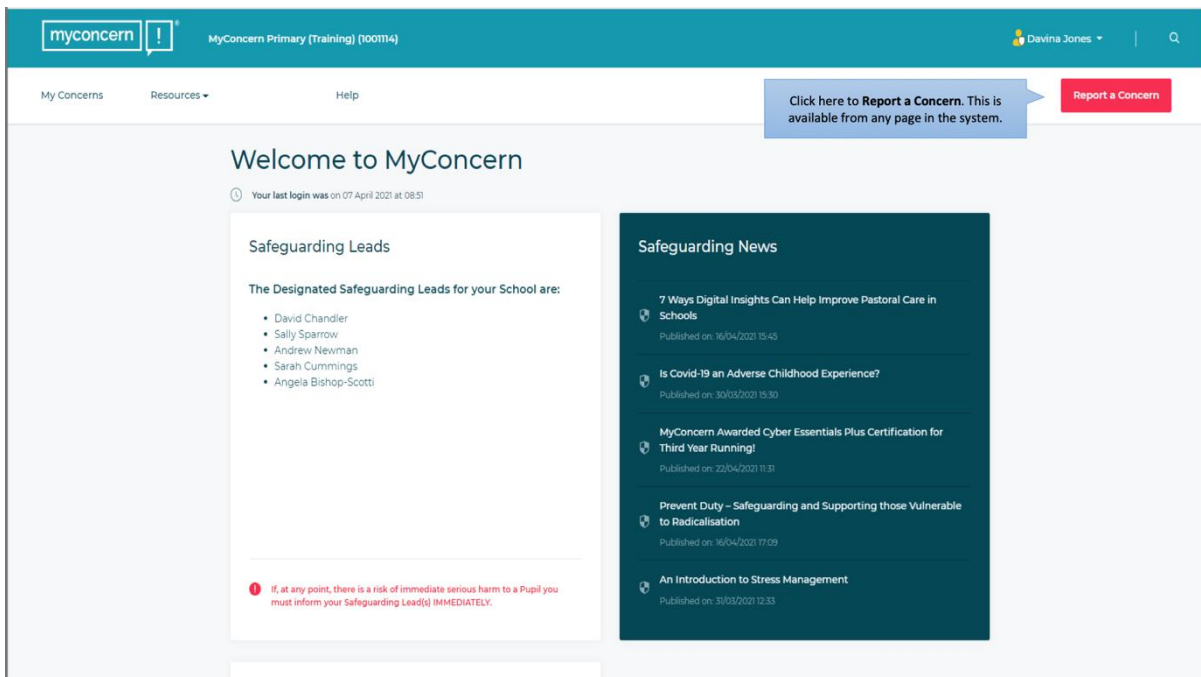
Please enter your email address

Password

Please enter your password

Log In

[Forgot your password?](#)



The screenshot shows the MyConcern Primary (Training) [000114] interface. The top navigation bar includes 'myconcern', 'MyConcern Primary (Training) [000114]', and a user profile for 'Davina Jones'. Below the navigation bar, there are links for 'My Concerns', 'Resources', and 'Help'. A prominent red button labeled 'Report a Concern' is visible, with a tooltip stating: 'Click here to Report a Concern. This is available from any page in the system.'

The main content area is titled 'Welcome to MyConcern' and includes a message: 'Your last login was on 07 April 2021 at 08:51'. The interface is divided into two main sections:

- Safeguarding Leads:** This section lists 'The Designated Safeguarding Leads for your School are:' followed by a bulleted list: David Chandler, Sally Sparrow, Andrew Newman, Sarah Cummings, and Angela Bishop-Scotti. Below this list, a red warning icon and text state: 'If, at any point, there is a risk of immediate serious harm to a Pupil you must inform your Safeguarding Lead(s) IMMEDIATELY.'
- Safeguarding News:** This section displays a list of news items:
  - '7 Ways Digital Insights Can Help Improve Pastoral Care in Schools' (Published on: 16/04/2021 13:43)
  - 'Is Covid-19 an Adverse Childhood Experience?' (Published on: 30/03/2021 15:30)
  - 'MyConcern Awarded Cyber Essentials Plus Certification for Third Year Running!' (Published on: 22/04/2021 11:31)
  - 'Prevent Duty - Safeguarding and Supporting those Vulnerable to Radicalisation' (Published on: 16/04/2021 17:09)
  - 'An Introduction to Stress Management' (Published on: 31/03/2021 12:33)

myconcern

MyConcern Primary (Training) (1001114)

Davina Jones

Q

My Concerns

Resources

Help

## Report a Concern

You will be able to search for the Name(s) of Profile(s) by entering at least 3 characters of the individuals name.

Name(s) of Pupil(s)

and

Q

12 results

☐ Alexandra Aperen ( UPN: P4917410699 , DoB: 18 Mar 2014 , Year Group: Year 2 , Registration Group: 2A )

☐ Andrew Barnard ( UPN: X5665648512 , DoB: 26 Nov 2014 , Year Group: Year 1 , Registration Group: 1B )

☐ Andrew Bristol ( UPN: T3570533118 , DoB: 26 Oct 2012 , Year Group: Year 3 , Registration Group: 3A )

☐ Andy Abbot ( UPN: W1392961200 , DoB: 19 Jul 2010 , Year Group: Year 6 , Registration Group: 6B )

e.g. Injury – Megan arrived at School this morning with a badly bruised right eye.

Search by name or the individual's unique identifier

Concern Date/Time

DD/MM/YYYY HH:mm

myconcern

MyConcern Primary (Training) (1001114)

Davina Jones

Q

My Concerns

Resources

Help

## Report a Concern

Name(s) of Pupil(s)

and

Q

Andy Abbot ( UPN: W1392961200 , DoB: 19 Jul 2010 , Year Group: Year 6 , Registration Group: 6B )

Add Body Map X

Please add the Pupil(s) who are the subject of this concern and add any other Pupil(s) you want associated to it.

Concern Summary

e.g. Injury – Megan arrived at School this morning with a badly bruised right eye.

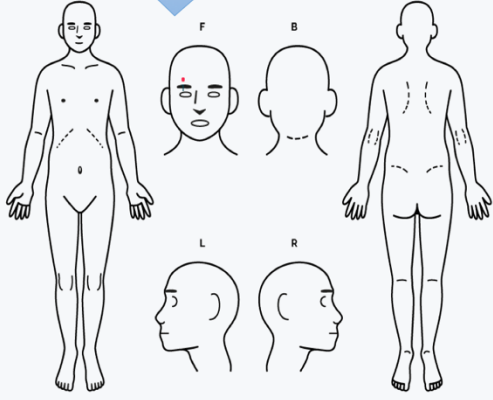
Concern Date/Time

If activated by your Admin, here you will be able to select Add Body Map to record any physical injuries relating to the Concern.

When you have finished writing a note, click on the image to record another mark, or click the 'Save Changes and Exit' button.

**Add Body Map**

Click where on the body the injury or markings appear. You can scroll down for hands, feet etc. Every injury can be recorded separately.



This Body Map will be attached to the Profile of the following Pupil:

Andy Abbot (UPN: W1392961200, DoB: 19 Jul 2010, Year Group: Year 6, Registration Group: 6B)

**Body Map Annotation**

1. Description

facial bruising 3-4 cm yellow in colour above right eye

Remove

Once clicked on the left, this box will appear allowing you to type the details of the injury/markings. There is no text limit here, the bottom right-hand corner can be dragged up or down to accommodate more text. Every injury can have its own individual text box. Click **Create Body Map** bottom right when all injuries are recorded.

Close Create Body Map

**myconcern** MyConcern Primary (Training) (100114) Davina Jones

My Concerns Resources Help

**Concern Summary**

e.g. Injury – Megan arrived at School this morning with a badly bruised right eye.

Describe the type of concern/incident followed by a brief summary (max. 250 characters)

**Concern Date/Time**

DD/MM/YYYY HH:mm

**Details of Concern**

There is no need to repeat the Concern Summary.

**Location of Incident**

myconcern

!

MyConcern Primary [Training] 1001114

Davina Jones

Q

My Concerns

Resources

Help

Concern Date/Time

DD/MM/YYYY HH:mm

May

2021

Su

Mo

Tu

We

Th

Fr

Sa

25

26

27

28

29

30

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

28

29

30

31

1

2

3

4

5

8

:

30

Cancel

Apply

Please enter the date/time when the concern/incident first came to your notice.

Concern Summary:

Location of Incident

Not Applicable

Action taken

myconcern

!

MyConcern Primary [Training] 1001114

Davina Jones

Q

My Concerns

Resources

Help

Concern Date/Time

DD/MM/YYYY HH:mm

Details of Concern

There is no need to repeat the Concern Summary.

Enter ALL the details you have around the Concern or incident you are reporting. This can include but should not be limited to, dates, times, locations, people present, actual words spoken etc.

This is a free text area and can be increased in size by dragging down the bottom right of the text box.

Location of Incident

Not Applicable

myconcern

!

MyConcern Primary (Training) (1001114)

Davina Jones

Q

My Concerns

Resources

Help

Click here to reveal a drop-down list of all possible Locations the Concern may of taken place.

This feature will allow MyConcern to collate data, possibly helping you identify patterns or trends sooner.

These locations are completely bespoke and customizable to your individual setting. If no Locations appear, they have not been set up in your Admin area.

Location of Incident

Not Applicable

Not Applicable

Classroom

Dads House

Dining Hall

Home

Main Hall

Mums House

Online / Social Media / Gaming

Other

Park

Playground

School Field

School Grounds

School Trip

Toilets

Whatsapp

Please enter the location of the incident, where applicable

Attachment

Select File

Please attach any media that is relevant to this concern.

myconcern

!

MyConcern Primary (Training) (1001114)

Davina Jones

Q

My Concerns

Resources

Help

Not Applicable

Action taken

Please describe any action(s) you have taken, or plan to take, in relation to this concern.

Attachment

You can attach any media file up to 35MBs to support your Concern.

Select File

Please attach any media that is relevant to this concern.

Submit Concern

Once you are satisfied with the information you have provided, click 'Submit Concern'

© 2021 One Team Logic

f

t

in

Powered by One Team Logic

myconcern

MyConcern Primary (Training) (1001114)

Davina Jones

Q

My Concerns

Resources

Help

Report a Concern

Thank You

Your concern has been recorded successfully and a notification sent to the DSL

Concern Reference Number: 843

If the Concern you have submitted might result in serious or immediate risk of harm to the person you are concerned about then you SHOULD also report this verbally to your Safeguarding Lead as soon as possible and make them aware of the incident. Remember, they may not be in a position to receive or read the notification immediately.

Click here to view or update this and any other concern(s) you have reported

© 2021 One Team Logic

Powered by One Team Logic

## **ANNEX 5 – LEARNING FOR LIFE CURRICULUM OVERVIEW**

### **Fakenham Academy - Learning For Life Curriculum**

At Fakenham Academy within Learning for Life we are passionate about creating a safe space for students to think critically, and be healthy, respectful citizens who can confidently and safely contribute to society.

Students are encouraged to evaluate evidence, debate ideas, make persuasive arguments, and justify their conclusions. The study of Learning for Life allows students the opportunity to act on issues that they are passionate about, thereby playing a positive role in life beyond the classroom. Through the Learning for Life curriculum, we cover crucial topics such as LGBTQIA+, self esteem, money skills, and mental health. We have a strong relationship and sex education program for each year group to encourage independent thinking and to have the knowledge to live a healthy safe life.

#### **Yearly intent and rationales**

##### **Year 7:**

##### **Autumn 1 – Life Beyond School**

In this unit students are given the opportunity to experience a range of topics they will end up covering within Learning for life. As students have just transitioned from Primary to Secondary education, they are given time to think about positive wellbeing and how they can have positive mental health. Being part of a new community time is given for students to focus on benefits of diversity and how we expect communities to act, thinking about our school values. It can be an anxious time during this transition and students learn about positive sleep habits and how to make sure they relax to keep mental health positive. We have a strong belief students should be able to understand finances and time is given to start this understanding ready for further education up the school. As a school we have a ambition for all students to achieve their goals in life and students are regularly given time to think about their future careers in and outside of lesson.

##### **Autumn 2 – Health and Wellbeing**

We want students to understand their own bodies and take active responsibility in looking after themselves. We focus on puberty in this unit so student can assess what is happening to their bodies and understand there is no normal and everyone is different. We want students to be confident in themselves and not conscious about the changes. Giving time for class discussions about these topics provides a safe space for confidence to grow. As consent is a key principle in Learning for Life lessons student relate this to all types of situations and relationships and follow this lesson on with a lesson about friendships and how these may have changed since joining Fakenham Academy. With many changes happening for students during this time students have lessons on mental health. This allows time to think how their actions do not only affect them but also others around them. Again, by giving this understanding to students we want to empower them to build self-esteem and resilience.



### **Spring 1 – Staying Safe Online and Offline**

During this unit students focus on the idea of rudeness for three lessons. Giving students time to think about how rudeness can spread and the effect it can have on ourselves, and others encourages students to critically think about their actions. We want to inspire students to focus on kindness and think about how this can have a big impact in a positive way. This unit also encourages student to think about keeping their environment tidy and how messy environments can encourage negative behaviour. Students move on in this unit to think about social media and its uses. Filter bubbles are discussed with students to give understanding of how platforms recommend content to them. This give student the knowledge to be critical of information and remind them to actively seek out information from a different view. On being critical students are taught about misinformation and disinformation and the importance of fact checking and not just believing everything they see. We want student to learn the skill of reading around topics to be able to make informed choices and being aware of biases they may face.

### **Spring 2 – Celebrating Diversity and Equality**

Some students have a clear knowledge of what they would like to achieve for their future and others might have never thought about it. We give students the time to go onto Unifrog and explore what careers are available to them. Even students who know what they want to do get knowledge about what grades or experience is needed for chosen careers. We encourage student to begin thinking about extra activities, in and out of school, to help support their future goals. Giving students time to think about their skills allows many years to develop areas they are not as confident on. We determined to have students who are ambitious about their goals and understand how to achieve them. By already thinking with this mind set supports students in GCSE options and next steps.

### **Summer 1 – Relationships and Sex Education**

Our aim with RSE for year 7 is to give confidence in healthy relationships. We look at conflict within this unit, both online and offline. By equipping students with techniques of how to deescalate conflict and recognise when conflict is escalating, we hope to encourage student to think about how their actions matter and the choices they make. We move on in this unit to think about what boundaries students feel comfortable setting for themselves and what healthy relationship is. Students start to identify difference in opinions and understand why consent is important to make sure everyone is safe and comfortable in all types of relationships. Earlier in the year students look at puberty and we spend some time in this unit to recap those ideas to make sure there is confidence in how bodies change, and students are given another chance to ask any questions they may have on the topic. We also think about mental health, linking on from the wellbeing unit and preparation for when mental health is

covered further up the school. This lesson gets student to think about language they use or hear that relates to mental health, and if it is being used correctly. Students also explore how sleep affect mental health and how to improve sleep quality. We want to encourage students to take responsibility of these habits to improve their own feelings after providing key information. Students are always reminded that at any point they feel they need support to seek it out as there is always people there.

## **Summer 2 – Rights, Responsibilities and British Values**

We are proud of our school values and how these link to students lives beyond school and the British Values. Students are given time to look at what the British values are and how these are fulfilled in school. As June is Pride month, we spend the rest of the unit thinking about LGBTQ+. Students look at terminology, therefore knowing the impact words can have. This gives students time to think about language they use and what they hear and why it is important to understand the meaning of words. Students think about different types of activism and what an ally is within this unit. Giving knowledge about how they can cause change in their lives is designed to empower student with their opinions. We aim to have an environment where students stand up for each other and question wrong behaviour, creating a kind community. We aim to give students time to challenge misconceptions they may have about the change in law and society for LGBTQ+ history. We look at main events that have happened and what could still be threats to peace in the current day. This is to make students aware that the LGBTQ+ community have faced great challenges and why there is celebrations around Pride. We also look at inspirational figures within this unit, thinking about why representation is important for all people. We want students to understand differences within all people and be able to respectfully discuss ideas.

### **Year 8:**

#### **Autumn 1 – Staying safe Online and Offline**

With it becoming more common for technology to be in lives we use this unit to educate students about how to keep safe online. Looking at County Lines gives understanding about how phones can be used to run a criminal enterprise. Students being aware of how young people are targeted and how to seek support gives confidence in speaking up if they see this happening. Grooming leads on from County Lines in this unit so student can see how young people are manipulated in criminal activity. Grooming is revisited in KS4, so students have a secure knowledge. CSE is also taught in this unit so students understand grooming can be used for many different reasons and why they should be cautious with who they speak to, especially online. Students then spend time thinking about how they should behave online to make sure they are being a positive internet citizen. Thinking about what language they use online and how disagreements should be resolved respectfully instead of using abusive language, that is so often seen online. We want students to be respectful in society and uphold the British Values.

## **Autumn 2 – Health and Wellbeing**

As there is a lot of pressure on young people, we want to equip students with resilience to face difference challenges. Looking at mental health and how this can change throughout the day, shows students everyone has ups and downs. Giving time to talk about different strategies for improving mental health. As we focus mental health, we also look at body image to encourage self-esteem. We make sure to talk about male body image to reduce stigmas that are faced in society. Getting students to consider what qualities are important, separate from image is aimed at separating expectations that are often seen on social media to reality. Healthy eating is linked to feelings and the way our bodies change. Giving students time to think about the food they eat encourages better choices for physical health and mental health. Stress is also looked at in this unit to give positive coping strategies and why help should be asked for if someone is struggling. Thinking about how stress can affect sleep and the way our bodies can become ill, give understanding about why stress is important to talk about. We want students to understand their bodies and be confident in speaking up if they feel a change so their mental health and physical health can be the best it can be.

## **Spring 1 – Life Beyond School**

Within this unit student get to explore a range of job that are in the NHS. This gives to chance to see there are careers such as electrician, hospitality and gardening within the NHS as well. Students are encouraged to think about what their interests are and how these effect the choices they make in their life. Students then get the time to look at skills that are important in careers and why these are important. Talking about how these can be developed now gives time for students to improve their skills for their desired jobs. Students practice interview skills within this unit. Helping them to prepare for prefect interviews at the end of year 10 and next step interviews in year 11. Giving students transferable skills for all aspects of their future life means we can help prepare them for anything they may face.

## **Spring 2 – Celebrating Diversity and Equality**

Year 8 students spent time on Unifrog completing quiz profiles to see their interests and skills. This platform then gives students jobs and careers that support their result. This is a positive space for students as they are to explore careers they might not have considered or hear of before. As students able to access this platform in school and at home they get a great opportunity to already begin planning for thier future

### **Summer 1 – Relationships and Sex Education**

Consent is a focus we have in all year groups and Year 8 think about how body language can be read as well as words. KS3 and KS4 have lessons on consent to show students consent is in everyday life and within all types of relationships. Year 8 lays the foundational knowledge of laws within marriage and begins to introduce the notion of what forced marriage is. This is then revisited in KS4 to cement students' knowledge. We guide student to recognise signs and where to seek support for themselves and other. This is also the focus when talking about FGM, adding onto knowledge that was taught in KS2.

### **Summer 2 – Rights, Responsibilities and British Values**

Within this unit Year 8 looks at Parliament and how laws are created. It is essential for student to understand the way our government and decisions work in our country. Students learn the difference between Commons and Lords, how the voting system works and what process a bill takes to become law. Students are also given the opportunity to create their own campaign for a topic they feel passionate on, giving them chance to consolidate their knowledge as well as research further into their interests. Our aim is that when students talk about politics, they begin to understand the processes and when they become old enough to vote they can use this knowledge to make informed choices.

### **Year 9:**

#### **Autumn 1 – Staying safe Online and Offline**

This unit gives year 9's the chance to think about the impact of drugs as well as laws. Lessons look at what addiction is and how someone may become addicted to substances. We feel this is important to encourage empathy with others and reduce stigmas around why people may become addicted. Students are given time to think about how drug classifications are decided and what legal repercussions may be a result of use. Risk factors are considered within this unit and students look at drugs that are often linked with partying. Language is considered to show these are still harmful and time is taken for students to see the health and psychological risks involved with these. Our aim is to have students aware of consequences their decisions have and to make healthy choices.

#### **Autumn 2 – Health and Wellbeing**

Self-esteem is the focus of this unit. As students are going through changes, self-esteem can be a struggle. We therefore spend time trying to build students up. We get them to consider achievements they have done, what brings them enjoyment and what they are good at. Through this unit students look at how the media changes and airbrushes images to give a false impression. We then link this to reality and talk about if this is achievable or the impact this has on self-esteem. Bullying and grief are also covered in this unit to show students how life events can have an impact. Focusing on empathy and actions that can support others runs through this unit.

### **Spring 1 – Life Beyond School**

This unit gives students a combination of first aid and money skills. During the beginning of this unit, students are given theory knowledge about first aid skills and how to relay information to the emergency services. Students are given a chance to practice these skills on CPR dummies. This is not to give students a qualification in first aid, but to make them think about the difficulties and importance of these skills. Money is a topic covered in KS3 and KS4 as it is a vital part of our students becoming world citizens. Students learn about savings and different accounts that fit different situations. Getting students to think about goals they need to save for begins their appreciation of how it can be difficult to save for wants as needs have to come first with spending.

### **Spring 2 – Celebrating Diversity and Equality**

As student begin preparing for their GCSE options, times is given to explore careers and interests on Unifrog. We encourage students to make informed choices about their future. We want students to have a full understanding of choices they can make in their future education and careers, so they are able to fulfil their ambitions.

### **Summer 1 – Relationships and Sex Education**

Students begin this unit by rethinking about consent and choices. This is a key theme that is repeated multiple times throughout KS3 and KS4. Boundaries are heavily discussed as we want students to know their comfort zones and be confident in expressing them. Student become aware of the law enabling them to stand up for their rights and report non-consensual behaviour. Students are taught about contraception and STI's to ensure they are protecting themselves if they chose to become sexually active in their lives. We complete a practical of condoms on demonstrators to give students practical and theory information about contraception. During this unit we also cover abortion and adoption to give students knowledge about options that can be taken for pregnancy as well as if you want to become a parent. By allowing students to discuss options before a crisis, gives a calm and rational environment for student to consider choices.

### **Summer 2 – Rights, Responsibilities and British Values**

We are keen to install our school values into our students lives. We have linked these into British Values to show students how morals can be shared in many areas of life. By focusing on British Values students can think about what rights they have in society. Students then move on to think about extremism and how this goes against British Values. Students are taught how to spot the signs of extremism to be able to protect themselves and support others who may be at risk. Students are able to see, throughout this unit, radicalising someone can happen subtly but there are signs that can be spotted. Giving students this knowledge gives more confidence to speak up about concerns.

**Year 10:****Autumn 1 – Staying Safe Online and Offline**

During this unit students learn about gambling and gaming, social media validation and honour-based violence and forced marriage. We understand our students take part in gaming and other online activities and our aim is to make sure they are aware of dangers and avoiding risks. Talking about algorithms these companies use to encourage time spent on the app or purchases reminds students they need to be aware of their usage as the companies are focusing on their engagement more than safety and wellbeing. Within KS3 students are taught about forced marriage. As year 10 are older this allows us to consolidate knowledge with more detail that is age appropriate. Making students aware of these topics gives them autonomy to keep safe as well as understanding new articles they may see in life.

**Autumn 2 – Health and Wellbeing**

As a school we know there can be struggles for young people as they are growing up and this is why we always give time to focus on wellbeing. Mental health is talked about in KS3 and is reinforced within this unit. We talk about stigmas around men's mental health and why this is damaging and encourage students to think about language they use and the support they can give to others. We promote positive wellbeing by focusing on language students may use about challenges they face. Getting students to change negative thinking patterns motivates students to have a growth mind set and be resilient. We cover harder topics within this unit around health, such as eating disorders and self-harm. We show these topics through male and female points of views to reduce stigmas and focus on how and where to find support. Again, we challenge misconceptions about why someone may feel a certain way to encourage positive discussions.

**Spring 1 – Life Beyond School**

In this unit we give money skill to students, looking at payslips, budgeting and insurance. When students leave school, we are passionate about them being positive member of society with the education that supports this. By giving time to look at a payslip, students can work out tax deductions, pensions and understand what tax codes mean. Students are becoming older and will be thinking about part time jobs, it is important they understand their pay. When thinking about budgeting, students get time to manage what they need as a necessity and any wants. Getting students to think critically about money gives knowledge of problems that can occur from spending irrationally. Insurance is an important concept for students to understand as some are necessary and will need budgeting to afford them. This allows students to think about driving and have time to consider several types of insurance they can buy.



## **Spring 2 – Celebrating Diversity and Equality**

This unit gave students the chance to explore Unifrog. This gives students time to consolidate all activities and skills they have gained over the years to one place that will support them in coming year for applying to higher education. Students are given time to look at careers and qualifications needed for these. We hope this opportunity will make our students determined to fulfil their ambitions.

## **Summer – Relationships and Sex Education**

To give students the widest breadth of knowledge we use the entire summer term to cover this unit. The topics which are covered are domestic violence, contraception and STI's, unhealthy relationships, grooming, CSE/CCE and sexting. The focus within this unit is to think about risks involved in actions and how students can keep themselves safe. We want student to know their rights and understand how to communicate if these are being broken. Students are told the law and discussions about length of consequences are had. By the end of this unit, we have encouraged student to think about the choices they make and how this might put themselves or others at risk.

## **Year 11:**

### **Autumn 1 – Life Beyond School**

Within this unit students begin to think about skills that will support them not only for their GCSE's but also future qualifications. Students learn about time management, how to recognise stress and coping mechanisms and how to write professionally for applications. These skills allow students to feel confident with the changes that happen during the year and will also support them in future applications and life. These skills build on from previous learning in KS3 and KS4. We want students to understand their ambitions within school but also how they can achieve when they leave school as well.

### **Autumn 2 – Health and Wellbeing**

This unit allows students to think about their health and the risk of choices they make. Students learn about Pregnancy and choices, Cancer and organ donation. Discussing these topics in a controlled environment allows students to engage in discussion of differing opinions. These topics are covered to engage students before they may encounter these. This enables students to rationalise their thoughts without pressure and think about how they would want to manage their health.

### **Spring 1 – Staying Safe Online and Offline**

Within this unit students look at laws and social expectations. Students are taught about the law on drugs, risks and effects of drugs and plastic surgery. These topics are designed to give students informed knowledge and time to challenge misconceptions. This unit enables students to think about peer pressure and reasons why people would choose to partake in these activities. Being able to discuss social pressures encourages self-confidence. We spend

time looking at the risks of these actions to show students there are long term consequences they may not have heard about before. We want students to have comprehensive understanding to support them in their life choices.

### **Spring 2 – Celebrating Diversity and Equality**

All students were given time though this half term to focus on careers and skills using Unifrog. Year 11's can look at next steps educations and further education. As students apply for Sixth Forms, Apprenticeships and College courses this unit gives them the opportunity to see the wide range of choice they have. This supports students alongside their career's appointments.

### **Summer 1 – Relationships and Sex Education**

RSE is an integral aspect of our curriculum. Year 11 students are given the chance to revisit consent, this is covered in KS3 as well. Students are encouraged to think about their own boundaries and understand what they are comfortable with. We understand there is a lot of pressure on young people, especially with social media being prevalent in lives. We therefore choose to use our other lessons in this unit to talk about normal vs expectation and the impact of pornography. This is all completed in an age-appropriate manner. The rationale behind these lessons is to provide students with a safe space to challenge misconceptions and encourage safety within relationships.