

Safeguarding in schools: Training for governors Level 1 and Level 2

KAYE ELSTON

Aims of the Session

- ▶ Increased awareness of safeguarding and child protection legislation and guidance
- ▶ Governors role in safeguarding and child protection
- ▶ Governors statutory responsibilities as required by Keeping Children Safe in Education (September 2021)
- ▶ Increased awareness of a safer culture

Working Agreement

- ▶ Often deals with sensitive issues – look after yourself
- ▶ Keep a sense of proportion
- ▶ Questions and contributions are welcome
- ▶ Confidentiality



1 Setting the scene

Why are we here?

Legislation and the Law

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

Keeping Children Safe in Education (September 2022)

Statutory Guidance

- ▶ Working Together 2018
- ▶ **Keeping Children Safe in Education** (September 2022) – issued under Section 175 Education Act 2002

* Provides guidance that **‘must’** and **‘should’** be followed

Parts of KCSIE Responsibilities

- ▶ Part 1 - Safeguarding Information for all staff
- ▶ Part 2 – The Management of safeguarding
- ▶ Part 3 Safer Recruitment
- ▶ Part 4 Allegations
- ▶ Part 5 Child on Child Sexual Violence
- ▶ Annexes – including F which provides details of substantive changes from KCSIE September 2021

Part 1 provided to all staff on Induction – condensed version in Annex A

Safeguarding and Child Protection

- ▶ What is safeguarding?
- ▶ What is child protection?

What is Safeguarding?

There are **two** aspects – it is everything that we can do to **prevent** harm (Safeguarding) but also to **protect** (child protection) children.

Changes from KSCiE 2021 to 2022

Substantial changes made of Department for Education following consultation in January 2022

The Sexual Violence and Sexual Harassment guidance has now been incorporated in to KCSiE

Added definition of perpetrator and victim

Peer on Peer abuse now cited as Child on Child abuse

New information on Domestic Abuse

Outcome of Independent Inquiry that some children many not know how or feel ready to talk about abuse

Quiz

2 What do you need to have in place?

Policies and Procedures

Which policies and procedures support safeguarding and safer culture in your school?

Policies

- ▶ Child Protection
- ▶ Safer Recruitment
- ▶ Anti-bullying
- ▶ Behaviour Policy
- ▶ Attendance
- ▶ Data Protection
- ▶ IT Policy for students
- ▶ Curriculum
- ▶ Mobile phone usage

Code of Conduct for staff
Managing Allegations
Health and Safety
IT policy for staff

Governors need to be aware of responsibilities

Human Rights Act 1998

Equality Act 2010

Public Sector Equality Duty

Data Protection Act 2018 and the UK GDPR

Governors and staff awareness of multi-agency arrangement

Three partners

- ▶ Local authority
- ▶ Integrated Care Group (previously CCG)
- ▶ Policy

Relevant organisations

- ▶ School

Set out arrangements that need to be known and worked to

Key Staff appointments

What are they

Designated Safeguarding Lead (details of role in Annex C)

Deputy Designated Safeguarding Lead

Designated Teacher for Looked After Children

Procedures that need to be in place

Child protection files are maintained (Annex C)

Appropriate Safer Recruitment policies and procedures are in place (Part 3)

Where possible emergency contact numbers in place for all children

Information sharing procedures

Filtering and monitoring systems for IT systems need to be appropriate – need to limit children's exposure to risks from school IT system

Organisations that hire your premises need to have safeguarding procedures in place (need to check)

Training that needs to be in place

- DSL and DDSL need to be in have multi-agency training every 2 years
- All staff need in-house training every three years with updates annually
- All staff need to read Section 1 and sign to confirm they have
- As part of induction all staff have safeguarding training
- Prevent training
- Safety online training

Safeguarding training as part of curriculum

Children need to be taught safeguarding (ref Curriculum Policy)

Relationship Education for primary school and Relationship and Sex Education for secondary schools

Policy needs to include online training – including content, contact, conduct and commerce

Your school action plan

What do you need to do?

3 Case Study

You are also aware that Sonya runs a children's drama school that now uses the school hall on Saturday mornings to hold the sessions?

What would you expect the school to have checked before this letting was approved?

BREAK

Level 2 to follow

Safeguarding for Governors Level II

Additional training for Safeguarding Governors

Safeguarding Governor

What are the main differences for this role from other governors

It is the collectively responsibility of the Board to oversee its responsibilities in relation to staff and students. However, the guidance on Keeping Children Safe in Education, states, 'Governing bodies and proprietors should have a senior board level (or equivalent) lead to take leadership responsibility for their school's or college's safeguarding arrangements'.

The Safeguarding Governor plays an important role in ensuring oversight and scrutiny of the safeguarding policy, procedures and practice on behalf of the Corporation.

Practical Steps and Actions for SG Governor

- *Organise Regular Safeguarding Visits* – We recommend these take place termly to allow the safeguarding governor to check the parts that they as Safeguarding Governor need more reassurance in/evidence of.
- Ensure safeguarding is a standing item at governing body meetings
- *Be Responsive* - If a concern over the leadership of safeguarding comes up, how are the governing body tackling it? Set clear actions between meetings.

Practical Steps and Actions for SG Governor

- *Don't get bogged down in the daily management of safeguarding!* The Safeguarding Governor should **NOT** know names of individuals or individual chronologies but should have an overall picture of safeguarding.
- Ensure that pupil and staff voices are regular and useful.
- Always come back to safeguarding culture, as per KCSIE: “Governing bodies and proprietors should ensure they facilitate a whole school or college approach to safeguarding. This means ensuring safeguarding and child protection are at the forefront and underpin all relevant aspects of process and policy development. Ultimately, all systems,

Closer Look at Recruitment

The Board must comply with its duties outlined in part 3 of KCSIE, and make sure that policies and procedures in the school are effective and comply with the law. The Board should also ensure that the school follows safer recruitment procedures to prevent people who pose a risk of harm to children from working with them.

KCSIE Part 3 Safer Recruitment

Set the advertisement tone by citing commitment to safeguarding

State if post is exempt from Rehabilitation of Offenders Act (ROA) 1974

Send out safeguarding and other relevant policies to applicants

Only accept CVs alongside application forms

At least two people to shortlist – explore gaps and inconsistencies.

Consider online searches

References from previous employers

KCSIE Part 3 Safer Recruitment cont

Interview – range of selection techniques including involving children/students

Question – what motivates them to work with children

Panel of at least two who have completed their Safer Recruitment training

Pre-appointment checks that MUST be completed covered in sections 230-232

Other checks including prohibition covered in sections 253-267

Checks will need to be made if in regulated activity

Regulated Activity

In summary, a person will be engaging in regulated activity with children if, as a result of their work, they:

- will be responsible, on a regular basis in a school or college, for teaching, training instructing, caring for or supervising children
- will be working on a regular basis in a specified establishment, such as a school, or in connection with the purposes of the establishment, where the work gives opportunity for contact with children.

Case Study

You are aware that there is a new caretaker at your school which is a relief as you have been trying to fill the vacancy for a long time.

The new caretaker is the Head's daughter, Sonya.

What policies and procedures should the school have followed?

Safer Recruitment

Appropriate Checks

References

Sonya has just had an allegation against her made against her that she has pushed a child over.

What policies and procedures do you expect the school to follow?

OUTCOME

The allegation has found to be not proven but a local newspaper has reported that Sonya was not recruited correctly and an organisation was operating in the school without the appropriate checks.

How could this last part of the case study been mitigated in terms of the damaged to the school?

Useful contact numbers

Local Authority Designated Officer

Dorset LADO – Martha Sharp

Dorsetlado@dorsetcouncil.gov.uk

01305 221122

BCP LADO

LADO@bcpcouncil.gov.uk

01202456744

What needs to be in your action plan
following this training?

