



GREENWOOD ACADEMIES TRUST

Site Specific Safeguarding Arrangements Policy Addendum

**Temporary Local Arrangements
for Safeguarding and Child Protection during the Covid-19 Pandemic**

Nottingham Academy

Document Owner	Harry French
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Introduction

This document sets out the arrangements for Safeguarding and Child Protection during the return of children to education within our Academies during the Covid-19 outbreak.

Greenwood Academies Trust is committed to Safeguarding and encourages a strong culture of vigilance in this area.

This document forms part of the integrated safeguarding portfolio and should be read alongside:

- Greenwood Academies Trust: Trust Safeguarding Policy;
- Greenwood Academies Trust: Managing Allegations Against Adults Working within the Trust Policy;
- DfE Keeping Children Safe in Education – September 2020;
- Working Together to Safeguard Children – July 2018
- Local arrangements for managing allegations issued through the relevant LSP;
- The Children Act 1989 and 2004;
- The Children and Social Work Act 2017
- The Education Act 2002
- Greenwood Academies Trust Covid-19 Revised Operating Procedure
- Safeguarding Considerations during Lockdown Period – January 2021

For the purpose of this document the following terminology should be considered:

Safeguarding and promoting the welfare of children refers to the process of protecting children from maltreatment, preventing the impairment of health or development, ensuring that children grow up in circumstances consistent with the provision of safe and effective care and taking action to enable all children to have the best outcomes.

Child protection refers to the processes undertaken to protect children who have been identified as suffering, or being at risk of suffering significant harm.

Staff refers to all those working for or on behalf of the Academy, full time or part time, temporary or permanent, in either a paid or voluntary capacity. For clarity this includes all contractors / providers in the Academy.

Senior Leader refers to one of the designated senior leaders supervising the provision.

Designated Safeguarding Lead refers to the Designated Safeguarding Lead from the Academy the child would normally attend.

Child includes everyone under the age of 18.

Parent refers to birth parents and other adults who are in a parenting role, for example step-parents, foster carers and adoptive parents.

This document does not serve to provide specific details of the signs and symptoms of safeguarding, its function is to document the arrangements for managing safeguarding procedures during this national emergency.

Context

From 5th January 2021 schools are to move to online learning provision for the majority of students. Schools will remain open only for those children of workers critical to the Covid-19 response and EU Transition – who absolutely need to attend.

Schools are also asked to provide care for a limited number of children, those defined as vulnerable.

Vulnerable Children

Vulnerable children and young people include those who:

- Are assessed as being in need under Section 17 of the Children Act 1989, including children and young people who have a Child in Need Plan, a Child Protection Plan or who are a Looked After Child;
- Have an Education, Health and Care Plan (EHCP);
- Have been identified as otherwise vulnerable by educational providers or local authorities (including Children's Social Care Services) and who therefore could benefit from continued full time attendance, this might include:
 - Children and young people on the edge of receiving support from Children's Social Care Services or in the process of being referred to Children's Services
 - Adopted children or children on a Special Guardianship Order (SGO)
 - Those at risk of becoming NEET (not in employment, education or training)
 - Those living in temporary accommodation
 - Those who are young carers
 - Those who may have difficulty engaging with remote education at home (for example due to a lack of devices or quiet spaces to study)
 - Care Leavers
 - Others at the provider and local authority's discretion including students who need to attend to receive support or manage risks to their mental health

Eligibility for free school meals in and of itself is not a determining factor in assessing vulnerability.

Senior Leaders, Designated Safeguarding Leads and Deputy Safeguarding Leads know who our most vulnerable children are. They have the flexibility to offer a place to those on the edge of receiving Children's Social Care support.

Key Staff and Contacts

Academy Key Contacts – Remain as per the full Academy Local Safeguarding Arrangements Policy

Name and Contact Details	Role
Ahmed Hashim	DSL Tel: 07825347570
Holly Delahunty	Deputy DSL Tel: 0770347122

Other Useful Contacts

Agency / Contact	Contact Details
Safeguarding Helpline Greenwood Academies Trust	0115 748 3262 safeguarding@greenwoodacademies.org
Mike Hamlin – Chair of Trustees / Safeguarding Trustee. Greenwood Academies Trust	0115 748 3262 admin@greenwoodacademies.org
Nottingham City Children’s Social care Children and Families Direct	0115 876 4800
Nottingham County Children’s Social care MASH Team	0300 456 4546
Designated Officer at LADO	Lisa Hurst Tel: 0115 8762042 or 07842 601595 lisa.hurst@nottinghamcity.gov.uk
Child Line	0800 1111
NSPCC Information Service	0808 800 5000
NSPCC Whistleblowing Advice Line	0800 028 0285

Safeguarding Responsibilities

This document recognises that staff will be working with children that they do not normally support in their normal duties.

All Staff supporting students returning to the school environment are responsible for ensuring the safety and wellbeing of children accessing it. They have a duty to recognise any concerns and respond to them in line with the steps outlined in this document.

Senior Leaders must ensure that the site is operated safely as per the Covid-19 Revised Operating Procedures and that the culture of safeguarding remains high as per current Site Specific Safeguarding Arrangements documents. They must ensure that all relevant Risk

Assessment documents and any concerns identified are shared in a timely manner with the Designated Safeguarding Lead and other relevant staff.

The Designated Safeguarding Lead (DSL) will remain responsible for all pupil cases in line with current arrangements. Whilst they do not need to be on-site they (or their named deputy) **must** be contactable at all times the provision is operational. Where a trained DSL (or Deputy) is not on site and is providing support remotely, a member of the Senior Leadership Team will assume responsibility for co-ordinating safeguarding on-site alongside the DSL (or Deputy).

The Designated Safeguarding Lead must continue to work within the framework outlined by their Local Safeguarding Children Partnership and continue to work as far as is reasonable in all multi-agency processes. They must also ensure that they stay up to date with Trust, Local and National Government Guidance.

Nottingham Academy will continue to work with and support Social Care staff to help protect vulnerable children. The Designated Safeguarding Lead should ensure continued communication with multi-agency partners as appropriate in a timely manner.

Nottingham Academy will encourage vulnerable children and young people to attend school, remotely if required.

Critical Workers

Parents whose work is critical to the coronavirus (COVID-19) and EU transition response include those who work in health and social care sectors as outlined in Government Guidelines <https://www.gov.uk/government/publications/coronavirus-covid-19-maintaining-educational-provision/guidance-for-schools-colleges-and-local-authorities-on-maintaining-educational-provision>

Attendance Monitoring

As vulnerable children are still expected to attend school full time, they should not be marked as Code X if they are not in school (except if they are shielding, self-isolating or quarantining).

Schools and colleges should encourage vulnerable children to attend but if the parent of a vulnerable child wishes their child to be absent from school, the parent should let the school know that the pupil will not be attending. The Department for Education expects schools and colleges to grant such applications for leave given the exceptional circumstances. This should be recorded as code C (leave of absence authorised by the school) unless another authorised absence code is more applicable.

As with vulnerable children, critical worker parents and carers should let schools know if their child will not be attending and, if not, schools should grant a leave of absence (code C) given the exceptional circumstances.

All pupils who are not expected to be in school should be marked as Code X. They are not attending because they are following public health advice.

Shielding advice is currently in place, and so all children still deemed clinically extremely vulnerable are advised not to attend school.

Nottingham Academy and social workers / appropriate multi-agency workers will agree with parents/carers whether Children in Need (CIN) should be attending school. Relevant Safeguarding and Attendance staff from the academy will then follow up on any pupil that they were expecting to attend, who does not.

Current Academy procedures for following up attendance concerns remain in place and should be followed as directed by the Principal.

Supporting Children not in School

The current level of Safeguarding support and contact arrangements adopted during the previous Covid-19 Closure period should remain in place. This should be reviewed regularly by Safeguarding Teams.

For students accessing on-line or virtual learning, Remote and Virtual Lessons Guidance should be adhered to as set out here:

Virtual Contact with Students

Below are some simple things to consider when delivering virtual lessons or contacting students and families via the Teams network:

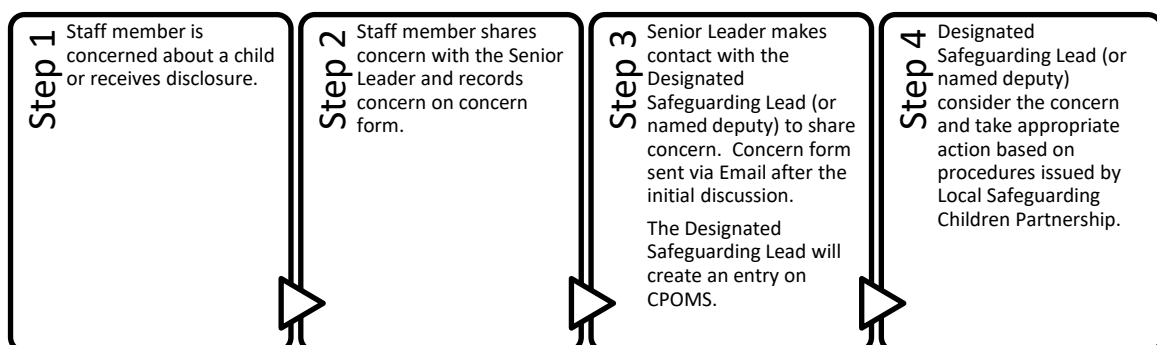
- Ideally, there should be no 1:1 sessions with students – acceptable groupings are; more than one student, more than one member of staff or an appropriate adult with the child on the call, however, If 1:1 sessions are held with students (for confidential mentoring or counselling for example) these must be planned. A parent/carer must be aware of the session and remain the main contact throughout
- All sessions must be planned – do not contact students or families on an ad-hoc basis. All Teams contact should be scheduled and agreed by the family – Please note that the ‘meet now’ function on Teams is not to be used
- Any Teams contact with students (other than live lesson delivery) should be recorded appropriately through CPOMS, SIMS, Class Charts or other recording platform depending on the nature of the contact
- Live classes should be recorded so that if any issues were to arise, the video can be reviewed
- Live classes should be kept to a reasonable length of time
- During live events student interactions need to be planned and carefully managed
- The use of class chats in Teams is enabled, however, any inappropriate chat content should be recorded and reported to relevant Academy staff (including the DSL if appropriate) as soon as possible
- Staff and children must wear suitable clothing, as should anyone else in the household
- Any computers used should be in appropriate areas, for example, not in bedrooms; and the background should be blurred – remember that this is the expectation for both staff and students
- Language must be professional and appropriate, including any family members in the background – There is the option to choose to mute all students which will ensure no inappropriate comments or language can be heard

- Remember - Staff must only use platforms provided by GAT to communicate with students – Teams, GAT email addresses and work telephones. All sessions must be ‘supervised’ by a member of GAT staff
- Any meetings / sessions must be set up within the class Teams Channel. This will ensure all communication remains visible and stays in the relevant channel. All channels should include more than one adult working within the Trust
- The default function is to ensure students ‘wait in the lobby’ and do not enter the meeting before they are given access – the creator of the meeting is able to allow access to the session
- There should be additional staff in every Team, the Principal should also be added to ensure access to resources in case of staff absence
- Only internal staff are permitted to be added into Teams Channels and only staff within your academy in staff Teams channels
- Staff delivering/conducting sessions with students must have completed basic Safeguarding Awareness Training which clearly sets out; Position of Trust for adults delivering the session, Indicators of Abuse and specific reporting procedures for any concerns raised during any session
- If any concerns arise during any Teams contact, this should be recorded and reported to your DSL immediately
- Remember to use Teams as a professional platform, particularly when using Teams Chat with colleagues
- During remote teaching, the identity of students may be visible to other people in the student’s household (this is likely to only be their name or initials) - please be assured that this is acceptable and does not pose a safeguarding or GDPR risk
- Please ensure that all Safeguarding meetings held with external agencies are also recorded

Full guidance is provided in the Teams Safeguarding Guidance Jan 2021 (circulated to DSL’s).

Dealing with New Concerns

Any safeguarding concerns should be recorded as per usual policy. The process shown below should be followed if usual access to CPOMS for staff is not available due to site issues or availability of devices in classrooms.



Allegations against staff or volunteers

When an allegation is made against a member of staff, our set procedures must be followed. The full procedures for dealing with allegations against staff can be found in the Trust's Managing Allegations Against Adults Working Within the Trust Policy.

If you have a concern about an adult working within the Trust, please contact:

Safeguarding Helpline Greenwood Academies Trust	0115 748 3262 safeguarding@greenwoodacademies.org
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Safeguarding Training and Induction

All existing Academy staff have undertaken required Safeguarding Training and have read and understood Part 1 and Annex A of Keeping Children Safe in Education (KCSIE 2020) as per Trust Policy. The DSL should continue to communicate with staff regarding any new local / site specific arrangements.

Where new staff are recruited, or new volunteers join the Nottingham Academy staff team, they will continue to be provided with a full Safeguarding Induction as per Trust Policy, delivered by a fully trained DSL.

If staff are deployed from another education or Children's Workforce setting to our Academy, we will consider the DfE supplementary guidance on safeguarding children during the COVID-19 pandemic and will accept portability as long as the current employer confirms in writing that:-

- The individual has been subject to an Enhanced DBS and Barred List check
- There are no known concerns about the individual's suitability to work with children
- There is no ongoing disciplinary investigation relating to that individual

For movement within the Trust, the Academy should seek assurance from the People Directorate, Principal of the Academy they are transferring from or the Safeguarding Directorate that the member of staff has received appropriate safeguarding training.

Upon arrival, as per Trust Policy, they will receive full site specific safeguarding arrangement documentation, including clear guidance on how to report any safeguarding related concerns as per Academy procedure.

Safer Recruitment

It remains essential that people who are unsuitable are not allowed to enter the children's workforce or gain access to children.

When recruiting new staff, Nottingham Academy will continue to follow the relevant Safer Recruitment processes for the Trust including relevant sections of Part 3 of KCSIE 2020.

We will continue to follow the legal duty to refer to the DBS anyone who has harmed or poses a risk of harm to a child or vulnerable adult. Full details can be found at paragraph 163 of KCSIE 2020.

We will continue to consider and make referrals to the Teaching Regulations Agency (TRA) as per paragraph 166 of KCSIE 2020 and the TRA's Teacher Misconduct Advice for making a referral.

Whilst acknowledging the challenge of the pandemic, it is essential from a safeguarding perspective that the academy is aware, on any given day, which staff/volunteers are on site and that appropriate checks have been undertaken, especially for anyone engaging in regulated activity.

As such Nottingham Academy will keep the Single Central Record (SCR) up to date in collaboration with the People Directorate as outlined in paragraphs 148 to 156 in KCSIE 2020.

Volunteers

Where we are utilising volunteers, we will continue to follow the checking and risk assessment process as set out in paragraphs 167 to 172 of KCSIE 2020.

Under no circumstances will a volunteer for whom full checks have not been obtained be left unsupervised or allowed to work in regulated activity.

Existing volunteers in regulated activity who currently hold an Enhanced DBS with Barred List check do not need to undertake re-checks.

Supervision of volunteers who have not undertaken an Enhanced DBS with Barred List check must be:

- By a person who is in regulated activity
- Regular and day to day
- Reasonable in all circumstances to ensure the protection of children

Concerns

Any concerns regarding safeguarding, behaviour or wellbeing identified by any adult working for the Academy must be reported to the DSL or most appropriate member of the Academy Senior Leadership Team immediately.

For further advice / guidance please contact the Safeguarding Helpdesk
Safeguarding@greenwoodacademies.org