

**Revised Annex to your existing Safeguarding and Child protection policy**

# **Co-op Academies Trust**

## **COVID-19 college reopening arrangements arrangements for Safeguarding and Child Protection at Connell Co-op College**

**College: Connell Co-op College**

**Policy owner: Ali Grady**

**Date: 22.5.20**

**Date shared with staff:**

**Date shared with governors:**

## **1. Context**

From 20<sup>th</sup> March 2020 parents were asked to keep their children at home, wherever possible, and for schools/colleges to remain open only for those children of workers critical to the COVID-19 response - who absolutely need to attend. This advice has now been revised and plans for the reopening of schools/colleges from the 1st June should now be considered.

Schools and all childcare providers are open to provide care for priority groups of children - children who are vulnerable, and children/young people whose parents are critical to the COVID-19 response and cannot be safely cared for at home. This has now been extended to all eligible children outlined in the government's documents.

This addendum of the Connell Co-op College Safeguarding and Child Protection policy contains details of our individual safeguarding arrangements in the areas below.

It will be reviewed by our designated safeguarding lead (DSL) or a deputy DSL on a weekly basis as circumstances continue to evolve or following updated Department for Education advice or guidance. It is available on the school website here

<https://www.connell.ac.uk/wp-content/uploads/2019/08/Child-Protection-and-Safeguarding-Policy.docx.pdf> and is made available to staff here:

<https://www.connell.ac.uk/wp-content/uploads/2019/08/Child-Protection-and-Safeguarding-Policy.docx.pdf>

We will ensure that on any given day all staff and volunteers in attendance will be aware of who the DSL and deputy DSLs are and how staff and volunteers can speak to them.

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## Key contacts

Role	Name	Contact number	Email
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Deputy Designated Safeguarding Leads	Rhian Brady	07828464158	<a href="mailto:rhian.brady@coopacademies.co.uk">rhian.brady@coopacademies.co.uk</a>
	Josh Camiss	07729130268	<a href="mailto:josh.camiss@coopacademies.co.uk">josh.camiss@coopacademies.co.uk</a>
Headteacher	Jane Hopcroft	07745018227	<a href="mailto:jane.hopcroft@coopacademies.co.uk">jane.hopcroft@coopacademies.co.uk</a>
Trust Safeguarding Lead	Claire Dodd	07753307971	<a href="mailto:claire.dodd@coopacademies.co.uk">claire.dodd@coopacademies.co.uk</a>
Chair of Governors	Andy Phelps	07794117868	<a href="mailto:andy.phelps@coop.co.uk">andy.phelps@coop.co.uk</a>
Safeguarding Governor / Trustee			

### Safeguarding partners' advice

We continue to work closely with our three safeguarding partners, and we will ensure this annex is consistent with their advice. This will include expectations for supporting children with education, health and care (EHC) plans, the local authority designated officer and children's social care, reporting mechanisms, referral thresholds and children in need.

### Vulnerable children

Vulnerable children include those who have a social worker and those children and young people up to the age of 25 with education, health and care (EHC) plans.

Those who have a social worker include children who have a Child Protection Plan and those who are looked after by the Local Authority. A child may also be deemed to be vulnerable if they have been assessed as being in need or otherwise meet the definition in section 17 of the Children Act 1989.

Those with an EHC plan will be risk-assessed in consultation with the Local Authority and parents, to decide whether they need to continue to be offered a school or college place in order to meet their needs, or whether they can safely have their needs met at home. This could include, if necessary, carers, therapists or clinicians visiting the home to provide any essential services. Many children and young people with EHC plans can safely remain at home.

Eligibility for free school meals in and of itself should not be the determining factor in assessing vulnerability.

Senior leaders, especially the Designated Safeguarding Lead (and deputy) 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.

Connell Co-op College will continue to work with and support children's social workers to help protect vulnerable young people. This includes working with and supporting young people's social workers and the local authority virtual school head (VSH) for looked-after and previously looked-after children. The lead person for this will be: Ali Grady

It is now expected that vulnerable children who have a social worker will attend an education setting and the academy will encourage children within this group to attend so long as

- they do not have underlying health conditions that put them into the category of extremely vulnerable.
- they live with someone who falls within the scope of being extremely vulnerable.
- they do not show or display signs of having contracted COVID 19
- the academy has the capacity to respond the child's individual needs i.e risk assessment

In circumstances where a parent does not want to bring their child to an education setting, and their child is considered vulnerable, the social worker and Connell Co-op College will explore the reasons for this directly with the parent.

Where parents are concerned about the risk of the child contracting COVID19, Connell Co-op College or the social worker will talk through these anxieties with the parent/carer following the advice set out by Public Health England.

Connell Co-op College will continue to encourage our vulnerable children and young people to attend a school, including remotely if needed.

### **Attendance monitoring**

Local authorities and education settings do not need to complete their usual day-to-day attendance processes to follow up on non-attendance for children whom they are not expecting.

If Connell Co-op College has any children in attendance we will submit the daily attendance sheet to the DfE by 12 noon - <https://www.gov.uk/government/publications/coronavirus-covid-19-attendance-recording-for-educational-settings>

If the college has closed, we will complete the return once as requested by the DfE.

Connell Co-op College and social workers will agree with parents/carers whether children in need should be attending college – Connell Co-op College will then immediately follow up on any student that they were expecting to attend, who does not. Connell Co-op College will also follow up with any parent or carer who has arranged care for their child(ren) and the child(ren) subsequently do not attend.

HOW WILL THIS LOOK IN YOUR college?

To support the above, Connell Co-op College will, when communicating with parents/carers and carers, confirm emergency contact numbers are correct and ask for any additional emergency contact numbers where they are available.

In all circumstances where a vulnerable child does not take up their place at college, or discontinues, Connell Co-op College will notify their social worker.

### **Designated Safeguarding Lead**

Connell Co-op College school has a Designated Safeguarding Lead (DSL) and a Deputy DSL.

The Designated Safeguarding Lead is: Ali Grady

The Deputy Designated Safeguarding Lead is: Rhian Brady/Josh Camiss

The optimal scenario is to have a trained DSL (or deputy) available on site. Where this is not the case a trained DSL (or deputy) will be available to be contacted via phone or online video - for example when working from home.

Where a trained DSL (or deputy) is not on site, in addition to the above, a senior leader will assume responsibility for coordinating safeguarding on site.

This might include updating and managing access to child protection online management system, CPOMS and liaising with the offsite DSL (or deputy) and as required liaising with children's social workers where they require access to children in need and/or to carry out statutory assessments at the college.

It is important that all Connell Co-op College staff and volunteers have access to a trained DSL (or deputy) and that they provide support for teachers and pastoral staff to ensure contact is maintained with children and their families who are not yet

returning. On each day, the staff on site will be made aware of who that person is and how to contact them.

The DSL will continue to engage with social workers, and attend all multi-agency meetings, which can be done remotely.

## **Reporting a concern**

Staff must be mindful that new concerns may be identified as young people start to return to college following partial closures. Where staff have a concern about a young person, they should continue to follow the process outlined in the college Safeguarding Policy, this includes making a report via email to the Safeguarding team, which can be done remotely. Staff are reminded of the need to report any concern immediately and without delay. Contact with the DSL or deputy should also be made in person, via telephone or hangout if an urgent response is required.

In the unlikely event that a member of staff cannot access their emails from home, they should either telephone the Designated Safeguarding Lead to alert to them of a concern or telephone the DDSL's to discuss their concern, If the member of staff fails to get a response from the DSL or deputy they must contact the Headteacher and the Trust Safeguarding and child protection lead. This will ensure that the concern is received and acted upon.

All relevant safeguarding and welfare information held on all young people (including returning young people) remains accurate. The college (led by the DSL or deputy) should be doing all they reasonably can to ask parents and carers to advise them of any changes regarding welfare, health and wellbeing that they should be aware of before a young person returns.

Where staff are concerned about an adult working with young people in the college, they should report the concern to the Principal. If there is a requirement to make a notification to the Principal whilst away from school, this should be done verbally and followed up with an email to the Principal.

Concerns around the Principal should be directed to the Chair of Governors: Andy Phelps.

The Trust will continue to offer support in the process of managing allegations.

## **Safeguarding Training and induction**

DSL training is very unlikely to take place, unlikely to take place whilst there remains a threat of the COVID 19 virus.

For the period COVID-19 measures are in place, a DSL (or deputy) who has been trained will continue to be classed as a trained DSL (or deputy) even if they miss their refresher training.

All existing college staff have had safeguarding training and have read part 1 of Keeping Children Safe in Education (2019). The DSL should communicate with staff any new local arrangements, so they know what to do if they are worried about a young person.

Where new staff are recruited, or new volunteers enter Connell Co-op College, they will continue to be provided with a safeguarding induction.

If staff are deployed from another education or children's workforce setting to our academy, we will take into account 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 children's 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, schools should seek assurance from the HT or Business manager that the member of staff has received appropriate safeguarding training.

Upon arrival, they will be given a copy of the receiving setting's child protection policy, confirmation of local processes and confirmation of DSL arrangements.

### **Safer recruitment/volunteers and movement of staff**

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, Connell Co-op College will continue to follow the relevant safer recruitment processes for their setting, including, as appropriate, relevant sections in part 3 of Keeping Children Safe in Education (2019) (KCSIE). [Link to the trust policy here](#)

In response to COVID-19, the Disclosure and Barring Service (DBS) has made changes to its guidance on standard and enhanced DBS ID checking to minimise the need for face-to-face contact.

If staff are deployed from another education or children's workforce setting to our college, we will take into account 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 children's 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

Where Connell Co-op College are utilising volunteers, we will continue to follow the checking and risk assessment process as set out in paragraphs 167 to 172 of KCSIE. Under no circumstances will a volunteer who has not been checked be left unsupervised or allowed to work in regulated activity.

Connell Co-op College 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.

Connell Co-op College will continue to consider and make referrals to the Teaching Regulation Agency (TRA) as per paragraph 166 of KCSIE and the TRA's 'Teacher misconduct advice for making a referral in line with the temporary arrangements published on their websites.

During the COVID-19 period all referrals should be made by emailing [Misconduct.Teacher@education.gov.uk](mailto:Misconduct.Teacher@education.gov.uk)

Whilst acknowledging the challenge of the current National emergency, it is essential from a safeguarding perspective that any school/college is aware, on any given day, which staff/volunteers will be in the school or college, and that appropriate checks have been carried out, especially for anyone engaging in regulated activity. As such, Connell Co-op College will continue to keep the single central record (SCR) up to date as outlined in paragraphs 148 to 156 in KCSIE.

### **Online safety in schools and colleges**

Connell Co-op College will continue to provide a safe environment, including online. This includes the use of an online filtering system. Further information for children, young people and their families can be found on our college website.

Where students are using computers in college, appropriate supervision will be in place.

### **Children and online safety away from school and college**

It is important that all staff who interact with young people, including online, continue to look out for signs a child may be at risk. Any such concerns should be

dealt with as per the Child Protection Policy and where appropriate referrals should still be made to children's social care and as required, the police.

Connell Co-op College will ensure any use of online learning tools and systems is in line with privacy and data protection/GDPR requirements.

Below are some things to consider when delivering virtual lessons, especially where webcams are involved: [Communicating digitally with pupils and parents](#)

- No 1:1s, groups only
- Staff and young people 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.
- The live class 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, or the streaming may prevent the family 'getting on' with their day.
- Language must be professional and appropriate, including any family members in the background.
- Staff must only use platforms specified by senior managers and approved by our IT network manager / provider to communicate with students
- Staff should record the length, time, date and attendance of any sessions held.

## **Supporting children not in college**

Connell Co-op College is committed to ensuring the safety and wellbeing of all its young people by maintaining contact with young people and their families at least once a week during term time. Where possible staff should try and speak directly to young people to help identify any concerns. Where contact has not been made this information will be shared with the DSL and escalation process' will be implemented for example a letter explaining the importance of the contact, doorstep visit by a member of staff or contact with the police should all other resources be exhausted or there is a perceived significant risk.

Staff should be encouraged (where possible) to make calls from the school or college site via school or college phones and devices. Where staff use personal phones to make calls, they should withhold their personal number. Additional guidance is available [here](#)

Where the DSL has identified a child to be on the edge of social care support, or who would normally receive pastoral-type support in school, they should ensure that a robust communication plan is in place for that young person.

Details of this plan must be recorded on CPOMS/or equivalent, as should a record of contact made.

The communication plans can include; remote contact, phone contact, door-step visits. Other individualised contact methods should be considered and recorded.

Connell Co-op College and its DSL will work closely with all stakeholders to maximise the effectiveness of any communication plan.

This plan must be reviewed regularly (at least once a fortnight) and where concerns arise, the DSL will consider any referrals as appropriate.

The school will share safeguarding messages on its website and social media pages.

Connell Co-op College recognises that college is a protective factor for young people, and the current circumstances, can affect the mental health of students and their parents/carers. Teachers at Connell Co-op College need to be aware of this in setting expectations of students' work where they are at home.

### **Supporting young people in college**

Connell Co-op College is committed to ensuring the safety and wellbeing of all its students.

Connell Co-op College will continue to be a safe space for all young people to attend and flourish. The Principal will ensure that appropriate staff are on site and staff to student ratio numbers are appropriate, to maximise safety.

Connell Co-op College will refer to the Government guidance for education and childcare settings on how to implement social distancing if possible and continue to follow the advice from Public Health England on handwashing and other measures to limit the risk of spread of COVID19.

Wherever possible the academy will ask all young people and parents and carers of returning young people whether there have been any changes in circumstances, bereavement, poor mental health etc that may affect them or their child, and if they require any additional support to return to college. Where necessary a support plan to respond to those needs will be created and reviewed regularly.

The college will be mindful of any peer relationships that may have deteriorated over this period or if indeed any online peer on peer abuse has taken place that previously has not come to light.

The academy will take this into consideration when placing children and young people in bubbles.

Connell Co-op College will ensure that SLT & governors understand that the DSL / DDSLs must have additional capacity to deal with emerging issues, concerns or referrals as more young people return to the college  
Any support provided must be recorded and reviewed regularly.

Where Connell Co-op College has concerns about the impact of staff absence – such as our Designated Safeguarding Lead or first aiders – we will discuss this immediately with the trust.

### **Transition**

DSL will start to consider the transfer of information for vulnerable young people. Their EHCP/ Child Protection Plan/Pupil Education Plan should be forwarded to the new college ideally before the young person transfers so the new college can start planning. This should be done from DSL to DSL or SENCO to SENCO

### **Holiday period**

If the college is open during the holidays to care for key workers children and vulnerable children, the staff providing this care will need access to a DSL should any concerns arise. This does not have to be face to face and can be done via telephone in the first instance followed up with a report on CPOMS or equivalent. The DSL, social worker and the family should determine if the child should be attending education provision during this period. The college should then follow up on any non-attending student that they were expecting, by contacting the parents/carers in the first instance and followed up with the social worker if necessary. Minimum requirement for DSL's during holidays is to be available for guidance and support for the staff providing care as described above.

Any safeguarding telephone numbers that have been promoted to parents and pupils should be diverted to the main college switchboard for the college holidays.

Where the college does not have capacity to rota cover for the holiday period, the Trust safeguarding and child protection lead can be named as the alternative DSL for your colleagues to contact for advice. This is subject to prior arrangement with the trust safeguarding and child protection lead.

Staff should also be reminded of their responsibility to take advice from their local children's social care if they are unable to get advice from within the trust. They must record any action taken on CPOMS or equivalent.

### **Peer on Peer Abuse**

Connell Co-op College recognises that during the closure a revised process may be required for managing any report of such abuse and supporting victims.

Where a college receives a report of peer on peer abuse, they will follow the principles as set out in part 5 of KCSIE and of those outlined within the Child Protection Policy.

The college will listen and work with the young person, parents/carers and any multi-agency partner required to ensure the safety and security of that young person.

Concerns and actions must be recorded on CPOMS/or equivalent and appropriate referrals made.

### **Support from the Trust Safeguarding and Child Protection Lead**

The trust safeguarding and child protection lead will provide support and guidance as appropriate to enable the DSL to carry out their role effectively.

This includes, remotely accessing Child Protection files for the purpose of quality assurance, support, guidance and direction.

The trust will also provide regular group supervision sessions. This will take the form of a google hangout and or individual sessions requested by the DSL or deputy where required.