
**COVID-19 SCHOOL CLOSURE
ARRANGEMENTS FOR SAFEGUARDING
AND CHILD PROTECTION –
ALDERWOOD ACADEMY**



RÆDWALD
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MARCH 2020

To be read in conjunction with Safeguarding and Child Protection Policy – Alderwood Academy

CONTEXT

From 20th March 2020 parents were asked to keep their children at home, wherever possible, and for schools to remain open only for those children of workers critical to the COVID-19 response - who absolutely need to attend.

Schools and all childcare providers were asked to provide care for a limited number of children - children who are vulnerable, and children whose parents are critical to the COVID-19 response and cannot be safely cared for at home.

This policy is in place up to 31st May 2020 and will be reviewed before 1st June 2020. This is interim safeguarding guidance which is under review and will continue to be updated as required.

Whilst we are implementing protective measures into our settings, our safeguarding principles will largely remain the same – Keeping Children Safe in Education 2019 and PREVENT Duty 2015 remain in place.

This addendum of the Alderwood Academy Safeguarding and Child Protection policy contains details of our individual safeguarding arrangements in the following areas:

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KEY CONTACTS

Role	Name	Contact number	Email
Designated Safeguarding Lead	Angela O'Rourke	07850 939365	angelaorourke@raedwaldtrust.org
Deputy Designated Safeguarding Lead	Kirsty Osborne	07763 784019	kosborne@raedwaldtrust.org
	Will Harvey	01473 725860	williamharvey@raedwaldtrust.org
Head Teacher	Angela O'Rourke	07850 939365	angelaorourke@raedwaldtrust.org
Chair of Governors	Roger Fern	01473 550472	rfern@raedwaldtrust.org
Safeguarding Trustee	Anna Hennell James	01473 550472	ahennelljames@raedwaldtrust.org

CEO

Angela Ransby
ceo@raedwaldtrust.org

Norfolk & Suffolk NHS Foundation Trust have set up a 24/7 service called First Response – 0809 196 3494. A service for people of all ages in Norfolk and Suffolk requiring mental health care, advice and support.

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, where appropriate.

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.

Alderwood Academy will continue to work with and support children's social workers to help protect vulnerable children. This includes working with and supporting children'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: Angela O'Rourke.

There is an expectation that vulnerable children who have a social worker will attend an education setting, so long as they do not have underlying health conditions that put them at risk. 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 Alderwood Academy will explore the reasons for this directly with the parent.

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

Alderwood Academy will 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.

Alderwood Academy and social workers will agree with parents/carers whether children in need should be attending school – Alderwood Academy will then follow up on any pupil that they were expecting to attend, who does not. Alderwood Academy 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.

What this will look like at Alderwood Academy.

To support the above, Alderwood Academy 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 school, or discontinues, Alderwood Academy will notify their social worker.

We are uploading daily attendance figures on the DfE portal.

We will continue to work with families to ensure their children return to school, as and when it is appropriate to do so.

DESIGNATED SAFEGUARDING LEAD

Alderwood Academy has a Designated Safeguarding Lead (DSL) and a Deputy DSL.

The Designated Safeguarding Lead is: Angela O'Rourke.

The Deputy Designated Safeguarding Leads are Kirsty Osborne and Will Harvey

Leaders ensure all staff in the setting are aware of the named DSL/DDSLs and their contact numbers.

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 co-ordinating safeguarding, liaising with a remote trust DSL. Where additional support is required the Trust Safeguarding Leads – Fe Dunachie and Alicia Mann can also be contacted.

It is important that all Alderwood Academy staff and volunteers have access to a trained DSL (or deputy). On each day staff on site will be made aware of that person is and how to speak to them.

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

REPORTING A CONCERN

Where staff have a concern about a child, they should continue to follow the process outlined in the school Safeguarding Policy, using School Pod, which can be done remotely.

In the unlikely event that a member of staff cannot access their School Pod from home, they should call and discuss and then follow up with an email to the Designated Safeguarding Lead, Headteacher and the Trust Safeguarding Lead. This will ensure that the concern is received.

Staff are reminded of the need to report any concern immediately and without delay.

Our staff are aware to report any concerns verbally and immediately to the DSL/DDSL and know how to report these concerns electronically using our RT Safeguarding system. All staff have been provided with the contact details for their DSL/DDSL in their setting, who will be contactable at all times during school opening hours. Staff are trained in identifying and recording accurate information.

Staff will report any concerns regarding a member of staff to their Headteacher; if the concern is about the Headteacher they are aware to report this to the Trust CEO, Angela Ransby; and if the concern raised is regarding the CEO they will refer this to the Chair of Trustees, Roger Fern.

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

SAFEGUARDING TRAINING AND INDUCTION

The Trust Safeguarding Leads are keeping up to date with safeguarding developments through a variety of forums and webinars, sharing this gained knowledge with DSL/DDSLs across all settings in the Trust.

Face to face DSL training is very unlikely to take place whilst there remains a threat of the COVID 19 virus however staff will stay updated by completing online refresher safeguarding modules.

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 school 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 child.

Where new staff are recruited, or new volunteers enter Alderwood Academy, they will continue to be provided with a safeguarding induction.

If staff are deployed from another education or children's workforce setting to our school, 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 Raedwald Trust Business Managers 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, Alderwood Academy 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).

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. Where Alderwood Academy 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.

Alderwood Academy 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.

Alderwood Academy 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.

During the COVID-19 period all referrals should be made by emailing Misconduct.Teacher@education.gov.uk

Whilst acknowledging the challenge of the current National emergency, it is essential from a safeguarding perspective that any school 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, Alderwood Academy will continue to keep the single central record (SCR) up to date as outlined in paragraphs 148 to 156 in KCSIE.

We will carefully consider whether recruitment is needed during this time, and if so, how this will be best done. Government guidance states no recruitment for a new DBS where staff have been continually employed, but were not working in regulated activity.

ONLINE SAFETY IN SCHOOLS AND COLLEGES

Alderwood Academy will continue to provide a safe environment, including online. This includes the use of an online filtering system.

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

CHILDREN AND ONLINE SAFETY AWAY FROM SCHOOL AND COLLEGE

It is important that all staff who interact with children, 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.

Online teaching should follow the same principles as set out in the Raedwald Trust code of conduct.

Alderwood Academy 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:

- No 1:1s, groups only
- 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.
- 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 provided by Raedwald Trust to communicate with pupils
- Staff should record, the length, time, date and attendance of any sessions held.

Pupils who are given access to use the Raedwald Trust online StudentHub have read and signed an eSafety StudentHub agreement, which outlines how to stay safe in StudentHub and should be used in conjunction with the 'Acceptable Use Policy for ICT' at the Raedwald Trust. The use of StudentHub is closely monitored by Raedwald Trust staff.

SUPPORTING CHILDREN NOT IN SCHOOL

Alderwood Academy is committed to ensuring the safety and wellbeing of all its Children and Young people.

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 child or young person.

Details of this plan must be recorded on the Trust spreadsheet held by the Critical Incident Team. Records of all contact should be made on the School Pod RT Contact Log.

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

Alderwood Academy 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. Alderwood Academy recognises that school is a protective factor for children and young people, and the current circumstances, can affect the mental health of pupils and their parents/carers. Teachers at Alderwood Academy need to be aware of this in setting expectations of pupils' work where they are at home.

Alderwood Academy will ensure that where we care for children of critical workers and vulnerable children on site, we ensure appropriate support is in place for them. This will be recorded on the Trust Critical Incident Spreadsheet.

We will continue to provide support for all pupils, including those who are not yet returning to school. Regular welfare calls will be undertaken, and where possible, staff will try and speak directly to children to help identify any concerns. On the Raedwald Trust website there is also a 'Report a Concern' button for pupils to contact the Trust Safeguarding Leads directly.

SUPPORTING CHILDREN IN SCHOOL

Alderwood Academy is committed to ensuring the safety and wellbeing of all its students.

Alderwood Academy will continue to be a safe space for all children to attend and flourish. The Headteacher will ensure that appropriate staff are on site and staff to pupil ratio numbers are appropriate, to maximise safety.

Alderwood Academy will refer to the Government guidance for education and childcare settings on how to implement social distancing and continue to follow the advice from Public Health England on handwashing and other measures to limit the risk of spread of COVID19.

Alderwood Academy will ensure that where we care for children of critical workers and vulnerable children on site, we ensure appropriate support is in place for them. This will be recorded on the Trust Critical Incident Spreadsheet.

Where Alderwood Academy has concerns about the impact of staff absence – such as our Designated Safeguarding Lead or first aiders – will discuss them immediately with the trust.

Risk assessments for wider opening will be completed and will link together health and safety, with safeguarding policy.

We recognise that as pupils gradually return to onsite education and we increase in pupil numbers onsite, staff might identify new safeguarding concerns. We are also aware that children's mental health will have been impacted during the lockdown, as well as their parent/carer. We will support all our pupils (those onsite as well as working from home) with regards to their mental health, wellbeing and safety.

PEER ON PEER ABUSE

Alderwood Academy recognises that during the closure a revised process may be required for managing any report of such abuse and supporting victims.

Where a school 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 of the Child Protection Policy.

The school 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 School Pod, RT Safeguarding and appropriate referrals made.

SUPPORT FROM THE RAEDWALD TRUST

The Raedwald Trust Central Safeguarding Team 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 Raedwald Trust will provide regular support through daily Teams meetings and the Trust Safeguarding Group will continue to meet in an agile way.