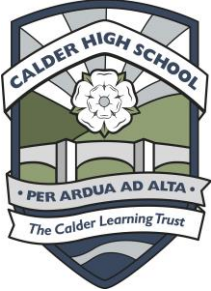


A student makes an allegation



A student has made an accusation against you or another member of staff.

Inform a member of SLT immediately, preferably Andy Taylor, Kate Lambert, Nathan Pollard or Dawn Bailey.

Safeguarding Team to ensure student wellbeing and safeguarding is in place immediately.

SLT/HOF to ensure staff wellbeing is accounted for and they are supported.

Student to give an accurate account of the incident to DSL when appropriate. DSL to identify witnesses and collect statements.

Staff member to complete a statement when appropriate, ensuring they are fully supported and understand the process of an accusation.



DSL to gather the evidence for consideration.

DSL contacts the LADO within 1 working day and agree next steps. 3 Possible outcomes.

LADO conducts a formal investigation.

No further action.

Professional Strategy Meeting/ Advised union Support.

KEY TERMS

DSL:

Designated Safeguarding Lead

LADO: Local Authority Designated officer.

KEY PEOPLE

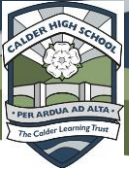
DSL: Andy Taylor & Kate Lambert

Safeguarding officers: Dawn Bailey & Nathan Pollard

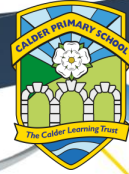
Head's PA: Jane Mason

Please remember to always safeguard yourself when working with children.

- Do not have any students on your social media.
- Avoid being alone with students.
- Never put yourself in a vulnerable position with students.
- Do not give out personal details.
- Ensure you are familiar with the Code of Conduct for the Trust.



Types of safeguarding concerns



Female Genital Mutilation (FGM).

Female genital mutilation (FGM), also known as female genital cutting and female circumcision, is the partial or full cutting of a girl's clitoris and labia, for non-medical reasons, nearly always on girls between four and 12 years old.

Types of Abuse

Somebody may abuse or neglect a child by inflicting harm or by failing to prevent harm

Children may be abused by family or in an institutional or community setting by those known to them or, more rarely, by others (eg. via the internet).

They may be abused by an adult or adults or another child or children.

- Physical.
- Emotional.
- Sexual.
- Neglect.

Keeping Children Safe in Education (2021).

Peer on Peer abuse

Peer-on-peer abuse includes, but is not limited to:

- Physical and sexual abuse.
- Sexual harassment and violence.
- Emotional harm.
- On and offline bullying.
- Teenage relationship abuse.
- Derogatory sexist language.

County Lines

County Lines' is a term used when drug gangs from big cities expand their operations to smaller towns, often using violence to drive out local dealers and exploiting children and vulnerable people to sell drugs. These dealers will use dedicated mobile phone lines, known as 'deal lines', to take orders from drug users. Heroin, cocaine and crack cocaine are the most common drugs being supplied and ordered. In most instances, the users or customers will live in a different area to where the dealers and networks are based, so drug runners are needed to transport the substances across county lines.

Radicalisation

Children can be exposed to different views and receive information from various sources. Some of these views may be considered radical or extreme. Radicalisation is the process through which a person comes to support or be involved in extremist ideologies. It can result in a person becoming drawn into terrorism and is in itself a form of harm.

Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. It includes calls for the death of members of the British armed forces (HM Government, 2011).

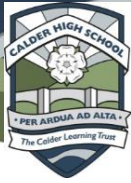
Up-skirting

Up-skirting is a highly intrusive practice, which typically involves someone taking a picture under another person's clothing without their knowledge, with the intention of viewing their genitals or buttocks (with or without underwear).

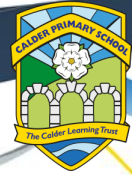
Dawn Bailey and Nathan Pollard are our wellbeing and safeguarding officers.



Calder Cares – Online Support for parents and students. It signposts support and advice when the school is closed. We also support this with Parent as Partner events through the year.



How do I report safeguarding concerns?



During School: Contact any member of the Safeguarding team, alternatively you can report your concerns by pressing the Calder Cares icon below on your desktop, which alerts the safeguarding team to the incident immediately



Sharp System: Students can report issues using the App or scanning this QR Code above, which comes through to the safeguarding team.

If out of school hours, phone MAST on 01422 393336 or the police on 999

Safeguarding Team

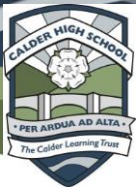


Mr Kenworthy, Mrs Byrne, Mrs Mason, Mrs Gallacher, Mr Hussain, Mrs Binks, Mrs Archbold

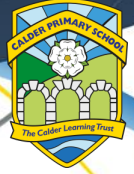
Whistleblowing – I want to report staff at The Calder Learning Trust

How should I raise my concerns?

- Concerns are best raised in writing. You should set out the background and history of the concern, giving names, dates and places where possible, and the reason why you are particularly concerned about the situation.
- If you do not feel able to put your concern in writing, you can meet with and discuss your concern with any appropriate person e.g. your headteacher, chair of governors or a Calderdale Council officer (see below).
- If your concern is about the chair of governor, you may arrange to meet with The Group Director - Children and Young People's Services Directorate on 01422 392567



Commitment to safeguarding



The Calder Learning Trust is committed to safeguarding its students. All staff have:

- Read and signed Part 1 of the DfE 'Keeping Children Safe in Education, Part 1 (2021)' document annually.
- Have been recruited through safer recruitment processes.
- Have undergone Disclosure and Barring Service checks and the Single Central File completed before employment.
- Had annual safeguarding training and completed online modules throughout the year.
- Completed CPD around safeguarding concerns (Online training on FGM, Radicalisation, Grooming, County Lines and CSE).
- An understanding of who the Designated Safeguarding Lead is at Calder High.

Designated Safeguarding Leads are:

Kate Lambert (Primary) Ext 205

Andy Taylor (Secondary) Ext 214

What you should do:

- Ensure the child feels safe and heard.
- Reassure them that they have done the right thing.
- Speak to the DSL immediately and pass on any information the child has OFFERED YOU.
- Ensure you have received some support if necessary through the DSL.
- Read the Safeguarding Policy/KCSIE on the school website/ handbook for further information.

Never

- Promise to keep a secret.
- Ignore your gut feeling or think it is nothing. It is good to talk.
- Question the student about the incident. Listen and report.
- Ignore a student.
- Promise it will be alright, however, reassure them that they have done the right thing.

NEVER think someone else will deal with it