

Newham Music - Safeguarding policy

This policy applies to all staff including the CEO, the board of trustees, paid staff, self employed teachers, freelancers, workshop leaders, volunteers, sessional workers, visiting artists, workshop leaders, students or anyone working on behalf of Newham Music.

We are committed to safeguarding and promoting the welfare of children and we expect everyone at NM to share this commitment. We all have a responsibility to promote the welfare of all children and young people and to keep them safe and are committed to practice in a way that protects them.

The purpose of this policy is:

- to protect children and young people who receive Newham Music's services. This includes the children of adults who use our services.
- to provide staff and volunteers with the overarching principles that guide our approach to safeguarding.

Legal framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children, namely:

- Children Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Protection of Freedoms Act 2012
- Relevant government guidance on safeguarding children

This policy should be read alongside our policies and procedures including:

- Code of Conduct | Teacher Guidelines (self-employed, workers) or Employee handbook
- Equal Opportunities
- Health and Safety
- Complaints procedures
- Safer Recruitment

We recognise that:

- the welfare of the child is paramount, as enshrined in the Children Act 1989.
- all children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse.
- some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
 - working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

We will seek to keep children and young people safe by:

- valuing them, listening to and respecting them.
- adopting child protection practices through procedures and a code of conduct for staff and volunteers.
- developing and implementing an effective e-safety policy and related procedures.
- providing effective management for staff and volunteers through supervision, support and training.
- recruiting staff and volunteers safely, ensuring all necessary checks are made.
- sharing information about child protection and good practice with children, parents, staff and volunteers.
- sharing concerns with agencies who need to know, and involving parents and children appropriately.

Contacts

Designated Safeguarding Lead (DSL)

Julie Sharpe 07944 237019

julie.sharpe@newham-music.org.uk

Deputy Designated Safeguarding Leads (DDSL)

Chris Buglass 07738 913349

chris.buglass@newham-music.org.uk

Nicola Williams 020 3598 6260

nicola.williams@newham-music.org.uk

Tom Baynton 020 3598 6260

tom.baynton@newham-music.org.uk

We are committed to reviewing our policy and good practice annually. This policy was last reviewed

On: Nov 2018 (date)

Signed p.p. John Bergin, CEO

for Fiona Cullen, Trustee with responsibility for Safeguarding

(This should be signed by the most senior person in your organisation, for example the safeguarding lead on your board of trustees).

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1. Definitions

Child

A child is any person under the age of 18

Vulnerable adult

A person who may be in need of community care services by reason mental or other disability, age or illness; and who is or may be unable to take care of him or herself or unable to protect him or herself against significant harm or exploitation.

Designated Safeguarding Lead (DSL) - Lead person responsible for safeguarding and child protection.

Deputy Designated Safeguarding Lead (DDSL) - Works with the DSL and other DDSL's with responsibility for safeguarding and child protection. Reports to the DSL.

Newham Music Safeguarding Leadership

The DSL and DDSLs comprise the team who hold ongoing responsibility for safeguarding leadership. When appropriate the team will work with and report to the CEO and the Trustees with responsibility for Safeguarding. The safeguarding team roles are assigned to leaders across the organisation (Education, Business and Operations, Projects and Events and Academy) as appropriate and support contextual safeguarding assessment.

Wider support is available from the London Safeguarding Board, Newham LADO, Newham Triage Service and other organisations including the NSPCC. The team will also work with the Police, Social Services and other appropriate organisations. The team will seek to work with advisors regarding Looked After Children and Care Leavers

Other students

Our students over the age of 18 would not be considered to be either children or vulnerable adults; however Newham Music has a consistent commitment to their safety and wellbeing. Whilst there will usually not be a statutory responsibility to refer such matters to Social Services, the below policy and procedures should be followed with regards to identifying and reporting abuse and dealing with disclosure. This information should be passed to the Designated Safeguarding Lead who will consider how Newham Music and/or external agencies can support the person to ensure their physical and emotional wellbeing.

Past Abuse

Any disclosure of past abuse should also be dealt with in accordance with this policy and associated procedures. This is to ensure that any criminal activity is dealt with appropriately and action can be taken to reduce the risk of future abuse.

Child Protection file

The DSL is responsible for recording all child protection concerns in the child protection folder. This is a hand written record that is kept securely. Only the DSL and DDSL may have access to ensure Confidentiality. The information can be shared with appropriate agencies when it is a statutory Matter.

The DSL should also consider if it would be appropriate to share any information with a new school or college to continue to support victims of abuse and have the support in place for when the child arrives.

2. Safeguarding procedures in different settings

Newham Music is unique in the fact it works in multiple settings with students of different ages and with a variety of different organisations. As such, NM staff must be aware of their responsibilities and the procedures in the different settings they work in. These can be categorised into three groups:

Work in schools: This includes one to one teaching, groups tuition and ensembles/groups that NM teachers deliver in schools. NM teachers have a responsibility to familiarise themselves with the Safeguarding Policy in each school they work in and who the Designated Safeguarding Lead is in each setting.

Newham Music Academy: The procedures for this setting are as outlined in this policy and any concerns should be reported to the Academy Co-ordinator, Tom Bayton (DDSL).

Projects with partner organisations: These are covered by this policy and any concerns should be reported to the Events and Project Manager, Nicola Williams (DDSL). NM teachers should also familiarise themselves with the safeguarding policies of the partner organisations.

3. What to do if a child/vulnerable adult discloses something to you.

All students must be able to place their trust and confidence in any adult working for Newham Music. They must feel confident and comfortable that they can speak about any worries or concerns they may have and that they will be listened to, taken seriously and responded to appropriately. All staff must therefore know what to do if a student chooses to talk to them about any matter which raises child protection concerns.

All staff must:

- Listen to what the student is saying without interruption and without asking leading questions.
- Respect the student's right to privacy but not promise confidentiality.
- Reassure the student that he/she has done the right thing in telling.
- Explain to the student that in order to keep him/her safe from harm the information that has been shared must be passed on.
- Report what has been disclosed to the designated Safeguarding Lead for that setting.
- Record, as soon as is practicable, what was said using the student's own words.
- Sign and date the record.

The Designated Safeguarding Lead or Deputy Designated Safeguarding Lead will:

- Assess any urgent medical needs of the student.
- Consider whether the student has suffered, or is likely to suffer significant harm.
- Confirm whether any previous concerns have been raised by staff.
- Consider whether the matter should be discussed with the student's parents/guardians or school whether to do so may put the student at further risk of harm because of delay or the parent's possible actions or reactions
- Seek advice if unsure that a child protection referral should be made.

The DSL or DDSL will decide whether or not to make a referral to the student's school or Newham's triage service. Guidance on how we make these requests to the triage service for either support or protection can be accessed here: www.newhamlscb.org.uk

If a referral is not considered appropriate at that stage, the Designated Safeguarding Lead will make full written records of the information that they have received detailing the reasons for their judgement that the matter was not referred to the local authority.

If the Designated Safeguarding Lead or deputy is not available, advice can be sought from the Newham Triage Service. They can be contacted:

- 020 3373 4600 during office hours (Monday to Thursday, 9am to 5.15pm or Friday 9am to 5.15pm)
- 020 8430 2000 at any other time.
- You can call the NSPCC helpline at any time for advice or reporting in an emergency 0808 800 5000

If you believe a child or vulnerable adult to be in immediate danger, you should call 999.

4. Recognition and Response to Abuse

Owing to the nature of the relationships students have with teachers, NM teachers working in the schools are particularly well placed to notice any physical, emotional or behavioural signs that suggest a student may be suffering, or at risk of, significant harm. We understand that harm means the ill-treatment or impairment of a child or vulnerable adults health and/or development, including that caused as a result of witnessing the ill-treatment of another person and we understand that not all students will choose to talk, but may communicate through different ways. We will always be aware of and alert to any possible indicators that a student is suffering harm.

- All staff will report any concerns to the Designated Safeguarding Lead.
- All staff will receive regular safeguarding training in order that their awareness to the possibility of a child or vulnerable adult suffering harm through physical abuse, emotional abuse, sexual abuse and neglect remains high. This will include training about radicalisation/the PREVENT strategy and the legal obligation for teachers to report FGM carried out on a girl under the age of 18 to the police.
- We will ensure that the training our staff undertake contains opportunities for learning about those specific areas of child protection about which everyone working in education should be aware of and alert to.
- The DSL and DDSL's will take a contextual approach to assessing child protection concerns and take into consideration the wider environmental factors that are present in a child's life and whether they impact on the threat to their safety and/or welfare.
- We understand the role that Early Help can play in supporting all children and particularly those at higher risk. The DSL and DDSL's will assess concerns and consider whether early help is the appropriate course of action.

5. Providing a Safe Environment

All parents/guardians of Newham Music students must feel secure in the knowledge that they are entrusting their children to adults who will strive to keep them safe. We will do this by:

- Promoting a caring, safe and positive environment within lessons, ensembles and projects.
- Ensuring that our staff are appropriately trained in safeguarding and child protection according to their role and responsibilities and keep a record of all training undertaken.
- Ensure all staff and students adhere to procedures as outlined in the Teacher and Student Guidelines.
- Working in partnership with all other services and agencies involved in the safeguarding of students.
- Always following safer recruitment procedures when appointing staff or volunteers to work for our organisation. All teachers and office team have enhanced DBS checks.
- Welcoming visitors in a safe and secure manner with appropriate signing in and out procedures.
- Undertaking risk assessments when planning out of college activities or trips.

6. Attendance

We are aware that student attendance can be an indicator of potential risk of harm. It is acknowledged that, as a out of school provider, students may be absent from lessons for a number of reasons, none of which would suggest any risk of harm. However, the following procedures will help identify any patterns of attendance that indicate potential risk:

- Students are expected to notify Newham Music of any days/lessons they are unable to attend
- teachers should appraise student absence to identify any patterns and notify the office team so they can follow this up..
- Any uncharacteristic attendance patterns, including sustained absence without prior notification, should be immediately investigated with the support of the office team.

7. Student Behaviour

- We will always aim to maintain a safe, calm and respectful learning environment by expecting good behaviour from our students in line with our Student Guidelines.
- We understand that peer on peer abuse is damaging for students and can include bullying, cyber bullying, physical abuse, sexual violence and harassment, sexting and initiation rituals
- We will follow the procedures outlined in the Student Guidelines in cases of peer on peer abuse. We understand that the perpetrator may also be a victim of abuse and will need support for this side of the situation.
- We are aware that any physical response from a member of staff to a student's poor behaviour could lead to a concern being raised by the student or parent/guardian. And physical restraint should only be used a last resort if a student poses either a danger to themselves or to another.
- We will include in incident records where physical restraint has been used.
- We will always notify parents/guardians of any such incident.

8. Bullying

- We understand that bullying is harmful to students and aim to foster an environment where bullying behaviour is known to be unacceptable. We will always take seriously any reports of bullying and respond appropriately.
- We understand that bullying may take different forms and may include discrimination or harassment on the grounds of age, gender, disability, sexual orientation, race, religion, gender identity or pregnancy. Any such incident will be dealt with in accordance with our Student Guidelines.

9. Sexual harassment and sexual violence

- Sexual harassment and sexual violence are unacceptable. We understand that both can occur online, offline and simultaneously. We will challenge such inappropriate behaviour.
- We will always take seriously any reports and incidents of harmful sexual behaviour and respond appropriately. We understand that both staff and students can be victims.

10. Health & Safety

We have a Health & Safety Policy that demonstrates the consideration we give to minimising any risk to students when on the premises and when undertaking activities out of college under the supervision of our staff.

11. Working Together with Parents/Guardians

Student Information

We recognise the importance of keeping up-to-date and accurate information about students. All students are expected to provide us with accurate and up-to-date information and inform us of any changes, as outlined below:

- their own, accurate name, address , telephone numbers and email addresses
- names and contact details of their legal parent/guardian
- Two emergency contact details (with an explanation if they differ from above)
- up-to-date health and medical information
- any other factors which may impact on the safety and welfare of the student

Confidentiality

- Information about students given to us by themselves, their parents/guardians, or by other agencies will remain confidential. Staff will be given relevant information only where it is necessary in order to support the student's welfare, safety or learning.
- We are, however, under a duty to share any information which is of a child protection or safeguarding nature. We understand that this is in the best interests of the student and overrides any other duties we have regarding confidentiality and information sharing.
- We have a duty to keep any records which relate to child protection and safeguarding work undertaken by us or our partner agencies and to ensure that these are kept apart from the main student record, stored securely and only accessible to key members of staff. We also have a duty to share such information with other agencies or partners, where this is justified as being necessary to ensure the continued safety and protection of the student.

Parent Feedback Opportunity

- Parents are invited to discuss their child with teachers in the last 5 minutes of each lesson. Please use this time only as necessary, as it takes away instructional time from your child. If you would like to take advantage of this, please let a member of the Reception team know, and you will be escorted to the lesson. You will not be permitted to travel throughout the Academy without an escort for Safeguarding reasons.

12. Referrals to partner agencies

If we have a reason to be concerned about the welfare of a student we will always seek to discuss this with the student's parents/guardians in the first instance. On occasion, according to the nature of our concern, it may be necessary for us to make an immediate referral to Social Services when to do otherwise may put the student at risk of further harm either because of delay, or because of the actions of the parents/guardians.

13. Allegations against other students

Allegations may arise against other students which are of a safeguarding nature. Safeguarding issues raised in this way may include physical abuse, emotional abuse, sexual abuse, sexual exploitation and radicalisation.

It is likely that to be considered a safeguarding allegation against a student, some of the following features will be found. The allegation:

- Is of a serious nature, possibly a criminal offence
- Is made against someone who is older and refers to their behaviour towards someone younger or vulnerable
- Indicates that other students may have been affected by this student
- Indicates that young people outside of the immediate learning environment/situation may be affected

When such an allegation is made, it should be referred to the DSL or DDSL who will discuss with DBS/Social Services and/or the police as appropriate. The student will also be subject to policy and procedure as outlined in NM's Student Guidelines.

14. Safeguarding concerns raised by external agencies

If Newham Music receives information from an external agency that a young person raises safeguarding concerns, we will work as advised to ensure other students are kept safe and they themselves are not open to malicious allegations.

15. Safer Recruitment

We follow guidance for safer recruitment and have a Safer Recruitment policy.

16. Induction

We will always provide newly appointed staff with appropriate guidance about safe working practice, boundaries and propriety and explain the consequences of not following the guidance.

17. Continuing Professional Development

We will ensure that all staff receive regular training in child protection and safeguarding.

18. Concerns or Allegations

- We will always act on concerns or allegations that relate to safeguarding. If staff members have concerns about another staff member then this should be referred to the DSL or DDSL. Where there are concerns about the DSL or DDSL these should be referred to the CEO and where there are concerns about the CEO this should be referred to the Chair of Trustees. Concerns about the Trustees should be referred to the Newham Triage Service. Contact details are on page 2 of this policy.

19. Dismissal

We will always refer to the Disclosure and Barring Service any member of staff who is dismissed because of misconduct relating to a child or vulnerable adult and in the case of potentially criminal behaviour, the police.

20. Safe Practice

- We understand that all adults working in or on behalf of Newham Music have a duty to safeguard all students and promote their welfare. We aim to provide a safe and supportive environment for our students through the relationship we have with them and their parents/guardians and will always seek to ensure that all adults working for NM behave in a manner that fosters this relationship.
- We will ensure that all staff are clear about the expectations we have of their behaviour towards all students and that any incident that falls below our expected standards will be dealt with appropriately. Teachers should refer to the teacher Guidelines for an outline of NM's expectations.

21. Monitoring and Reviewing our Policy and Practice

- Our Designated Safeguarding Lead will continually monitor our safeguarding and child protection practices with support from the DDSL's and bring to the notice of the CEO and Trustees any weaknesses.
- The Trustees have a duty to remedy any weaknesses that are identified. We have a link Trustee for safeguarding who meets regularly with the Designated Safeguarding Lead.

- An annual report will be submitted to the Governors which will outline the safeguarding and child protection work we have undertaken during the year. Names of students will not be disclosed.
- The Trustees, CEO, Designated Lead and DDSL's will work together on any aspect of safeguarding and child protection that is identified as an area for development over the coming year.
- Our policy will be reviewed annually with the Trustees.

Appendices

The following appendices offer procedures, guidance and best practice when working with young people, to ensure a safe learning environment, and dealing with any safeguarding matters.

Appendix A – Guidance for good practice when working with young people

Appendix B – Types of abuse and specific safeguarding issues

Appendix C – Recognising abuse and indicators of abuse

Appendix D – Responding to disclosure

Appendix E - Radicalisation and Extremism

APPENDIX A - Guidance for good practice when working with young people

Newham Music Policies, Procedures, and Systems

In devising, implementing, and revising any policy/procedure/system that is relevant to young people, consideration must be given to making that policy/procedure/system appropriate to the developmental needs and capacity of young people, accessible to them, and where possible their input should be sought.

Curriculum design

In setting up any new course (or course component) onto which children or vulnerable adults will be enrolled, safeguarding their well-being must be the main priority and will this should take into account the developmental needs and capacity of young people.

Provision of support resources for young people

The induction process will include appropriate information on Newham Music's Safeguarding & Child Protection policy and procedures. This includes advice and guidance on keeping themselves and others safe, and details of how to contact the Designated Safeguarding Lead.

Appropriate behaviour

All Newham Music staff and volunteers are encouraged to demonstrate exemplary behaviour and good practice in order to create a positive culture and climate and protect staff from false allegations.

Always:

- Be an excellent role model e.g. no inappropriate language in the company of students.
- Treat all students with equal respect and dignity.
- Recognise the developmental needs and capacity of young people.
- Always put the welfare of each student first, before the achievement of goals or targets.
- Give enthusiastic and constructive feedback rather than negative criticism.

Avoid:

- Spending excessive amounts of time alone with a student away from others.
- Giving personal details to a student, e.g. phone numbers.

Never:

- Enter into a personal or sexual relationship or sexual activity with any student.
- Engage in rough, physical or sexually provocative games, including horseplay.
- Allow or engage in any form of inappropriate touching.
- Make sexually suggestive comments to a student, even in fun.
- Reduce a student to tears as a form of control.
- Do things of a personal nature for students, which they can do for themselves.
- Allow allegations made by a student to go unchallenged, unrecorded or not acted upon.
- Invite or allow students to stay with you at your home.

APPENDIX B – Types of abuse and specific safeguarding issues

Abuse is any form of maltreatment of a child or vulnerable adult. Somebody may abuse or neglect a child or vulnerable adult by inflicting harm, or by failing to act to prevent harm. They may be abused by an adult or adults or another child or children.

Physical abuse

Physical abuse is abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber-bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing.

They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Child Sexual Exploitation (CSE)

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact: it can also occur through the use of technology.

We will consider the following CSE indicators:

Sexual exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups.

The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops.

Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyberbullying and grooming.

However, it is also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.

Children with family members in prison

Approximately 200,000 children have a parent sent to prison each year. These children are at risk of poor outcomes including poverty, stigma, isolation and poor mental health. We will work with other agencies to support children to mitigate the negative consequences.

Child Criminal Exploitation: County Lines

Criminal exploitation of children is a geographically widespread form of harm that is a typical feature of county lines criminal activity: drug networks or gangs groom and exploit children and young people to carry drugs and money from urban areas to suburban and rural areas, market and seaside towns.

One of the key indicators would be missing episodes, when the victim may have been trafficked for the purpose of transporting drugs

Like other forms of abuse and exploitation, county lines exploitation might appear consensual and can be perpetrated by individuals or groups, males or females, and young people or adults. Whilst age may be the most obvious, the power imbalance of perpetrators can also be due to a range of other factors including gender, cognitive ability, physical strength, status, and access to economic or other resources.

Discriminatory abuse

This may include any of the above types of abuse or bullying and harassment based on an individual's age, gender, disability, sexual orientation, race, religion, gender identity or pregnancy

Domestic Abuse

The cross-government definition of domestic violence and abuse is: Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality.

The abuse can encompass, but is not limited to:

- psychological;
- physical;
- sexual;
- financial; and
- emotional

Exposure to domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result. Domestic abuse affecting young people can also occur within their personal relationships, as well as in the context of their home life.

Early Help

Any child may benefit from early help, but all school and college staff should be particularly alert to the potential need for early help for a child who:

- is disabled and has specific additional needs
- has special educational needs (whether or not they have a statutory Education, Health and Care Plan)
- is a young carer
- is showing signs of being drawn into anti-social or criminal behaviour, including gang involvement and association with organised crime groups
- is frequently missing/goes missing from care or from home
- is at risk of modern slavery, trafficking or exploitation
- is at risk of being radicalised or exploited
- is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse
- is misusing drugs or alcohol themselves

Female Genital Mutilation (FGM)

Female Genital Mutilation (FGM) comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse with long-lasting harmful consequences.

Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) places a **statutory duty upon staff to report to the police** where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. Those failing to report such cases will face disciplinary sanctions. If staff discover that FGM appears to have been carried out, this must be reported immediately to the Welfare and Guidance Manager who provide assistance in reporting to the police.

Financial or material abuse

This is usually most likely to occur with vulnerable adults and may include theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

Peer on peer abuse

Children can abuse other children. This is generally referred to as peer on peer abuse and can take many forms. This can include (but is not limited to) bullying (including cyberbullying); sexual violence

and sexual harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexting and initiating/hazing type violence and rituals.

Sexual harassment and sexual violence

Sexual violence and sexual harassment can occur between two children of any age and sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children. Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment. Sexual violence and sexual harassment exist on a continuum and may overlap, they can occur online and offline (both physical and verbal) and are never acceptable. It is important that all victims are taken seriously and offered appropriate support. Staff should be aware that some groups are potentially more at risk. Evidence shows girls, children with SEND and LGBT children are at greater risk.

Staff should be aware of the importance of:

- making clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up;
- not tolerating or dismissing sexual violence or sexual harassment as “banter”, “part of growing up”, “just having a laugh” or “boys being boys”; and
- challenging behaviours (potentially criminal in nature), such as grabbing bottoms, breasts and genitalia, flicking bras and lifting up skirts. Dismissing or tolerating such behaviours risks normalising them.

Sexual violence is defined as a sexual offence under the Sexual Offences Act 2003. This includes rape, assault by penetration and sexual assault.

Consent is about having the freedom and capacity to choose. Consent to sexual activity may be given to one sort of sexual activity but not another, e.g. to vaginal but not anal sex or penetration with conditions, such as wearing a condom. Consent can be withdrawn at any time during sexual activity and each time activity occurs. Someone consents to vaginal, anal or oral penetration only if s/he/they agree by choice to that penetration and has the freedom and capacity to make that choice.

Specific safeguarding issues

There are a number of current, specific safeguarding concerns which are relevant to students that we work with through our organisation. The Designated Safeguarding Officer and other designated staff will liaise with appropriate agencies to ensure they are up-to-date with current safeguarding concerns and that these are both disseminated to staff as appropriate and included in policy review and training.

The below list covers other current national and local safeguarding issues which could affect our students:

- radicalisation (see appendix)
- bullying including cyber bullying
- domestic violence
- drugs
- fabricated or induced illness
- faith abuse
- forced marriage

- gangs and youth violence
- gender-based violence/violence against women and girls (VAWG)
- homelessness
- mental health
- private fostering
- sexting
- teenage relationship abuse
- trafficking

APPENDIX C - Recognising abuse and indicators of abuse (see also APPENDIX E)

Recognising abuse can be difficult. Some acts of abuse are extreme, cause visible damage and can be clearly identified: we tend to agree on these clear acts of abusive behaviour. Other behaviours are not so easily identifiable.

It is important to think about the frequency, context and meaning they have for the victim. It may be difficult to recognise abuse because it is a painful subject for us, because we don't want to believe it happens, because we know and like the family or because it is too much responsibility. However, if we have any concerns, it is our responsibility to report them.

All staff should be alert to the welfare of the students our work brings us into contact with and be mindful that:

- All people have the potential to abuse a child or vulnerable adult, regardless of gender, race, culture or social class.
- Students with a disability are particularly vulnerable.
- Where domestic violence is present or suspected in a household it is an important indicator of child abuse.

Indicators of abuse

A student may describe what appears to be an abusive act involving him/her, or someone else may express concern about the student. Other indications that a student may be being abused include the following:

- Children missing from education, particularly repeatedly can be a vital warning sign.
- Unexpected or suspicious injuries such as bruising, cuts or burns, particularly if situated on a part of the body not normally prone to such injuries.
- An injury for which the explanation seems inconsistent.
- Sudden and/or unexplained changes in behaviour (e.g. becoming very quiet, withdrawn or displaying sudden outbursts of temper, inability to focus, difficulty completing tasks).
- Inappropriate sexual awareness.
- Engaging in sexually explicit behaviour.
- Distrust of adults, particularly those with whom a close relationship would normally be expected.
- Difficulty in making friends.
- Inappropriate or difficult social interaction with their peers.
- Variations in eating pattern (including overeating or loss of appetite).
- Unexplained weight loss.
- Poor (or changed) personal hygiene or presentation.

It should be noted that this list is not exhaustive and the presence of one or more of the indicators is not proof that abuse is actually taking place. It is not for staff to decide whether abuse is taking place. Any staff noticing any signs of abuse should consult with the Designated Safeguarding Lead for advice and/or further investigation.

APPENDIX D – Responding to disclosure by students

If a young person is suffering abuse then the likelihood is that they will talk to someone they know and trust. False allegations of abuse do occur, but they are rare.

Any allegations of abuse, or suspicions of abuse, need to be taken seriously and handled in a sensitive manner.

No college member of staff carries out investigations or decides whether a student has been abused. Our obligation is to notice and report.

Individual members of staff should never deal with child abuse disclosures in isolation and must always report them as outlined below.

Information will be kept confidential and only be shared with people where it is necessary for the protection of the student.

Recognition

If you notice changes in a student's behaviour or regular physical marks or have any reason to suspect a student is being abused notify a DSL or DDSL and complete the Child Protection Report form available on the Newham Music website

<https://www.newham-music.org.uk/schools-teachers/nm-tutor-admin/>

Pre-Disclosure

If you think a student wants to talk to you about abuse you must make it clear that you cannot promise absolute confidentiality, because matters may develop in ways which mean that this promise cannot be honoured. If you believe a child or vulnerable adult is at risk of harm, legally, you have to report the risk.

If, on hearing this, the student does not wish to continue or if you do not feel comfortable listening to the student you can take the following steps:

- Discuss the matter confidentially with the DSL or DDSL.
- Encourage them to call:
 - o Childline - 0800 11 11 (freephone 24hrs) www.childline.org.uk
 - o NSPCC - 0808 800 5000 (freephone 24hrs) 0800 056 0566 (minicom/deaf/hard of hearing)
- Always make a note of your concern and forward it to the Designated Safeguarding Lead who will investigate and follow up.

Disclosure

It is likely to be extremely difficult for a student to disclose abuse and all staff have a role in supporting students through this process and ensuring we help them give as much information as possible.

Actions to take if a student makes a disclosure

- React calmly so as not to make the student more anxious or discourage them from telling more.
- Listen carefully to what the student says without interruption.

- Use open questions to encourage further information, but do not probe.
- It is OK to have periods of silence
- Take what the student says seriously.
- Reassure the student that he/she was right to tell, and that he/she is not to blame.
- Reassure the student that there are many sources of help and that you will help and support them in seeking help.
- Explain to the student that you will need to discuss with the Designated Safeguarding Lead (or DDSL) – naming them – and state that you can be with them when they meet. It is often most appropriate to take them to meet the DSL or DDSL straight away, providing they are comfortable with this.
- Make a full record of what was said, using their own words (don't assume or paraphrase). Note the time and location.
- Report the matter to the DSL or DDSL without delay.

If you have reason to believe that a student is at immediate risk of harm, including self-harm or suicide, bring them to a member of the Welfare and guidance team immediately.

Actions to avoid during a disclosure

- Panic – it may be difficult for you, however it is likely far more difficult for the student. If you are distressed by the disclosure inform the Welfare and Guidance Manager for advice and support.
- Allow your shock or distaste to show.
- Probe for more information than is offered.
- Speculate or make assumptions.
- Make negative comments about the alleged abuser.
- Approach the alleged abuser.
- Make promises that you will be unable to keep, e.g. to keep this secret.
- Discuss the matter with colleagues/friends.

Recording

Make a brief signed note (using the student's words) of any allegations. Use the Reporting concerns form found on the website and include:

- the names of any people who are present during the disclosure
- the date and time of the conversation, and a brief outline of what may have happened, when, and to whom (remember other children or vulnerable adults may be involved and at risk too)
- a brief description of any injuries which are visible or alleged
- any non-verbal signs that you noticed
- the student's preferred action

Reporting

Contact the DSL or DDSL. as soon as possible. The designated staff then take responsibility for all further action, including referral to Social Services or the Police. If the student reveals past abuse or that there are other children under 18 who are currently at risk then the above guidelines must also be followed.

APPENDIX E – Radicalisation and Extremism

Newham Music recognises the positive contribution it can make towards protecting its students from radicalisation to violent extremism and is committed to fulfilling its duties under the Prevent Duty Guidance. We will empower our students to create communities that are resilient to extremism and to protect the well-being of particular students who may be vulnerable to being drawn into violent extremism or crime. Staff receive training about radicalisation/the PREVENT strategy and the legal obligation for teachers to report FGM carried out on a girl under the age of 18 to the police.

Radicalisation is the process by which individuals come to support terrorism or violent extremism. It is recognised that radicalisation can occur to an individual from any section of society and is not particular to any racial, ethnic or social group. It is further recognised that in many instances the process of radicalisation is essentially one of grooming by others.

Possible behaviour indicators are below:

- Discriminatory language or actions towards specific groups or people with a particular protected characteristic
- Possession or sharing of violent extremist literature
- Showing or sharing online material of an extreme nature to others
- Behavioural changes (for example, becoming withdrawn)
- Expression of extremist views
- Advocating violent actions and means
- Association with known extremists
- Seeking to recruit others to an extremist ideology

In respect of safeguarding individuals from radicalisation, Newham Music works to the Prevent element of the Government's Counter Terrorism Strategy, and follows the Prevent Duty Guidance including referrals to the Channel Programme. This programme aims to work with the individual to address their specific vulnerabilities, prevent them becoming further radicalised and possibly entering the criminal justice system because of their actions.

If you have concerns about a student, contact the DSL or DDSL.