



CHILD PROTECTION POLICY

APPROVED BY: Chris Evans, Office Director

LAST UPDATED: 02/03/2020

NEXT REVIEW DUE: 02/03/2021

RESPONSIBILITY FOR REVIEW: Chris Evans and Nathan Santangelo-Barber (DSL)

A. GENERAL POLICY STATEMENT

Cavendish School has a statutory and moral duty to ensure that we function with a view to safeguarding and promoting the welfare of children, young people accessing education in the UK, and to cooperate with outside agencies. The core purpose of Cavendish School is to help students make the most of their lives through learning in the UK and we are committed to working pro actively with school staff, learners, and host families and outside agencies to provide an environment in which every student is free from harm or abuse.

The safety and welfare of children, or Child Protection, means protecting children from physical, emotional or sexual abuse or neglect. We aim to ensure that the students in our care experience at all times a caring and secure environment in which they feel safe, respected and valued. In pursuit of this aim, Cavendish School undertakes the following:

1. To have a designated Child Protection Co-ordinator, that has received Child Protection Training and has the responsibility for responding to Child Protection concerns raised by staff/ students or hosts. Cavendish School will record any allegations/concerns and refer them where appropriate, to the relevant Children's Services Duty team in their area. You can also contact our DSL for advice and guidance if you are not sure whether your referral is a child protection issue or Child in need matter.
2. To ensure that all guardianship personnel receive Safeguarding Awareness Training at least to level 1, and to make them and the students in our care aware of the need to report allegations and suspicions of child abuse to a person they feel comfortable with, which will then be passed onto to the management team. In the case of Nathan Santangelo-Barber - Operations Director or Chris Evans – Office Director not being available, contact a DSP, as delay could put a child/Young Person at further risk of harm.
3. To promote an environment of trust, openness and clear communication between students, school and Cavendish staff and our Homestay Hosts, so that student welfare, safety and pastoral care is recognised as the top priority;
4. To ensure that all Cavendish personnel and personnel offering out sourced services, who come into direct contact with students in our care, are recruited using safe recruitment practices and are formally screened through the Disclosure and Barring service.
5. To maintain links with the appropriate Agencies who have a statutory responsibility to deal with child welfare and child protection concerns. If you have any reason to believe that a child in your care is suffering from any form of abuse or neglect then please report it immediately in confidence to your DSL (Nathan Santangelo-Barber or Chris Evans).

B. DESIGNATED STAFF WITH RESPONSIBILITY FOR SAFEGUARDING

Your first point of contact is your designated senior member/s of staff with lead responsibility for child or young person's safeguarding issues: Nathan Santangelo-Barber – Operations Director And Chris Evans – Office Director of Cavendish School.

Nathan Santangelo-Barber can be contacted 24/7 on his mobile 07867330505. Chris Evans can be contacted on 07867330502 and will cover this role in urgent cases should Nathan Santangelo-Barber be unavailable. Nathan Santangelo-Barber is the DSL and Chris Evans the Deputy DSL.

Both Nathan Santangelo-Barber and Chris Evans have received training in Safeguarding/child protection issues at Level 3, and will receive refresher training at least every 1-2 years.

Nathan Santangelo-Barber and Chris Evans are the designated contacts and responsible for:

- Overseeing the referral of cases of suspected abuse or allegations to Children and Families Services Department of the relevant local authority
- Providing advice and support to other staff on issues relating to child and vulnerable adult protection
- Ensuring the maintenance of accurate records of any child or vulnerable adult protection referral, complaint or concern (even where that concern does not lead to a referral)
- Ensuring that all students who may be vulnerable are aware of what to expect in the way of support from Cavendish School and how to access this support
- Ensuring that parents and carers of children and young people within the care of Cavendish School are aware of the Child Protection Policy
- Liaising with the Local Authority Services, Local Safeguarding Children's Boards and other appropriate agencies
- Ensuring that staff receive appropriate training in safeguarding issues and are aware of Cavendish Schools Policy and Procedures.

DESIGNATED SAFEGUARDING LEADS

- Nathan Santangelo-Barber – Operations Director
Email: nbarber@cavendishschool.com
Mobile: 07867330505
- Chris Evans – Office Director
Email: cevans@cavendishschool.com
Mobile: 07867330502

DESIGNATED SAFEGUARD PERSONS

- Gemma Vincent – Accommodation Team
Email: gvincent@cavendishschool.com
Mobile: 01202048352
- Giovanna Machado – Accommodation Team
Email: gmachado@cavendishschool.com
Mobile: 01202048401
- Rebecca Price – Accommodation Team
Email: rprice@cavendishschool.com
Mobile: 01202048404
- Shane Rynhart – Academic Team
Email: srynhart@cavendishschool.com
Mobile: 01202048356
- Magdalena Rasmus – Academic Team
Email: mrasmus@cavendishschool.com
Mobile: 01202048351

Nathan and Chris can be found in the Directors Office to the left of the entrance of House A. Gemma, Giovanna and Rebecca can be found behind reception in the Accommodation Office of House A. Shane and Magdalena can be found in the Academic Offices in House B.

C. DEALING WITH DISCLOSURE OF ABUSE AND PROCEDURE FOR REPORTING CONCERNS

If a child, young person or vulnerable adult tells a member of staff or Homestay Host member about possible abuse:

- Inform the individual that you must pass the information on, but that only those that need to know about it will be told. Inform them who you will report the matter to.
- Listen carefully and stay calm.
- Do not interview the individual, but question normally and without pressure, in order to be sure that you understand what they are telling you.
- Do not put words into the individual's mouth or ask leading questions.
- Reassure the individual that by telling you, they have done the right thing.
- Note the main points carefully.
- Make a detailed note of the date, time, place, what the individual said, did and your questions etc. Please complete a Safeguarding Concern Form available from your department manager and all offices, or on the safeguarding channel.
- Report the issue as a matter of urgency to a designated staff member (contact details are provided for out of normal working hours support), providing them with a copy of any notes you have made. Nathan Santangelo-Barber and Chris Evans are available 24/7.

Designated members of staff dealing with reports should consider the following:

Staff should not investigate concerns or allegations themselves as this could contaminate evidence in any future criminal case but should report them immediately to the Designated Safeguarding Person/Lead.

In an urgent situation when designated staff members are unavailable, consideration should also be given to contacting the police, if the member of staff to whom the concerns are reported considers the circumstances to constitute an emergency.

In the case of a child living with a homestay host, it should be recognised that their home or care provider may be implicated in an allegation of abuse. In view of this, the consent of the individual should be requested to inform the relevant Children Services Department. If it is judged that there is significant risk to the immediate safety of the individual, the Designated Safeguard Person/Lead should inform the relevant authorities, including the Police, even if consent has been withheld. They should explain to the individual that their "duty of care" responsibilities require this course of action.

D. TYPES OF ABUSE

Abuse is the violation of an individual's human and civil rights by any other person or persons.

PHYSICAL ABUSE

Physical abuse causes harm to the person of a children, young people or vulnerable adult. It may involve hitting, shaking, throwing, poisoning, burning, scalding, drowning or suffocating, or otherwise causing physical harm. It may be done deliberately or recklessly, or be the result of a deliberate failure to prevent injury occurring.

In the case of a vulnerable adult, physical abuse could include inappropriate restraint or authorising changes to a person's life without their consent.

NEGLECT

Neglect is the persistent or severe failure to meet a child, young person or vulnerable adult's basic physical and/or psychological needs – e.g. withholding food, drink or adequate heating. It will result in serious impairment of their health or development. It can also include a failure to provide access to health, social or education services.

SEXUAL ABUSE

Sexual abuse involves a child, young person or vulnerable adult being forced or coerced into participating in or watching sexual activity. It is not necessary for the individual to be aware that the activity is sexual and the apparent consent of the individual is irrelevant.

PSYCHOLOGICAL ABUSE

Psychological abuse occurs where there is persistent emotional ill treatment or rejection. It causes severe and adverse effects on the child, young person or vulnerable adult's behaviour and emotional development, resulting in low self-worth. Some level of emotional abuse is present in all forms of abuse.

Bullying, belittling, ridiculing a child, young person or vulnerable adult or isolating them and threatening to abandon them are also recognised forms of psychological abuse.

DISCRIMINATORY ABUSE

This may include insults, harassment and maltreatment because of someone's race, religion, impairment or illness.

Some kinds of abuse are more obvious than others, and there are examples of behaviour which constitutes abuse within these categories, and circumstances in which children and vulnerable adults may have a heightened vulnerability to abuse. The following lists kinds of abuse that may not be so obviously recognisable or are encountered less frequently as others:

DRUG/ALCOHOL ABUSING PARENTS

Drug and alcohol abuse by parents can have a serious effect on their children. 70% of children taken into care have parents who are suspected of substance abuse. Not all parents who abuse drugs or alcohol mistreat or neglect their children. But sometimes they can be put at considerable risk.

There is an increased risk of violence in families where parents abuse substances. Children can suffer from lack of boundaries and discipline and live chaotic lives. This can seriously affect their psychological and emotional development and may cause problems with their relationships later on in life.

The children who are most vulnerable are those whose parents are violent, aggressive, neglectful or rejecting. These children can remain "invisible" from the services intended to support them unless their behaviour attracts attention at School or elsewhere outside the home.

DOMESTIC VIOLENCE

The effect of domestic violence on children is such that it must be considered as abuse. Either witnessing it, or being the subject of it, is not only traumatic in itself but is likely to adversely impact on a child's behaviour and performance. You may see changes of behaviour or attendance patterns in existing pupils affected by domestic violence, and should treat it as physical or emotional abuse as appropriate.

PEER ABUSE

Abuse is not just an adult crime. Children can pose a threat either physical or sexual to other children. Even when sexualised behaviour is identified in an under 16 and a learner is on a treatment programme, they still have to be educated and managed in a School setting.

CHILD PROSTITUTION

Children involved in prostitution and other forms of commercial sexual exploitation are victims of abuse and should be treated as such. Their needs will require careful assessment as this problem is often hidden from view. Guidance stresses that all agencies should treat the child primarily as a victim of abuse and should work together to provide them with strategies to exit prostitution.

FEMALE GENITAL MUTILATION

This form of physical abuse involves female genital mutilation by way of female circumcision, excision or infibulations. The Prohibition of Female Circumcision Act 1985 makes FGM an offence, except on specific physical and mental health grounds and it is an offence to take a girl out of the UK for the purpose of FGM.

FORCED MARRIAGES

Forced marriage is a human rights abuse and falls within the Crown Prosecution Service definition of domestic violence. Young people at risk of a forced marriage are usually experiencing emotional and/or physical abuse at home. Schools often feel that it is not their place to tackle this issue and that doing so intrudes on private and cultural family matters. This anxiety is unnecessary for the following reasons:

- No culture or religion sanctions forced marriage – this is quite different to an arranged marriage where parties consent of their own free will.
- Forced marriage is a human rights abuse in the same way as child abuse and domestic violence and as such must not be ignored.

PREVENT

As part of wider safeguarding responsibilities Cavendish School ensures that:

Indicators of extremism and the resulting response from Cavendish School of English

Characteristics as identified in the Prevent Duty document, 2019	Behaviours displayed by pupils in schools	School's response-Action
Exhibits discrimination and intolerance towards people of other races, cultures or religions/ Uses derogatory terminology to describe other cultures	Student makes derogatory remarks about other religions and faiths /use of ridicule and name calling	Report any observations and suspicions of extremism or radicalization to a designated DSP (All incidents will be fully investigated and recorded in line with the Behaviour Policy and records will be kept in line with procedures for any other safeguarding incident)
Makes derogatory comments about other students' clothing and life choices/displays extreme religious intolerance	Pupil comments negatively on other faiths, races and cultures/ mockery of Western beliefs and clothing/graffiti symbols and art work promoting extremist views	↓
Displays sympathy and empathy for radical groups/defends extremist ideological, political and religious beliefs/articulates support for violent extremist causes or leaders/attempts to promote extremist beliefs	Student tries to impose his or her beliefs upon others/discusses sympathy for radical groups and socially isolates other pupils based on perceived faith, culture, values	In the absence of a DSP the matter should be brought to the attention of the most senior member of staff (Parents/family will be contacted and the incident discussed in detail, aiming to identify motivating factors, any changes in circumstances at home, parental views of the incident and to assess whether the incident is serious enough to warrant a further referral. A note of this meeting is kept alongside the initial referral in the Safeguarding folder)
Demonstrates hatred towards Western government and policies/ condones or supports engagement with extremist ideologies or groups /promotes extremist causes	Student defends and excuses radical groups' actions	↓
Possession of materials or symbols associated with an extremist cause/Changes in physical appearance, dress style or personal appearance	Student segregates himself/ herself from others/wears clothing with logos/slogans affiliated with a particular extremist group/possesses magazines/newspapers/materials associated with a particular radical group	Any staff member who has raised a concern will be given feedback on the action taken. ↓ If concern needs to be escalated further, we will seek advice from local/national agencies. (Children's Advice and Duty Service: 01305 228866)

E. SOURCES OF HELP AND SUPPORT

Wherever possible, potential, alleged or actual victims of abuse should be provided with contact information for organisations that can provide them with further information, advice and support. These include:

Agency	Name	Contact details
MASH - Multi-Agency Safeguarding Hub DSP to contact immediately regarding concerns	Pam Singleton	01202 458101 / 458102
Local LADO (Local Authority Designated Officer) DSP to contact LADO within 24 hours of a criminal offence being committed	Laura Baldwin or Kay Errington (Lead)	01202 456744 LADO@bournemouth.gcsx.gov.uk laura.baldwin@bournemouth.gov.uk Dorset Safeguarding Children Board www.dorsetlscb.co.uk/site/home 01202 456204
LSCB – Bournemouth & Poole Local Safeguarding Children Board	Sue Jones LSCB Business Manager	01202 458873
Local Prevent Officer	Gary Thorpe	Gary.Thorpe@Dorset.PNN.Police.uk Tel: 01202-229319
Safe Schools & Communities Team (SSCT)		Telephone: 01202 222844 (Monday to Friday: 0800 - 2000, Saturday: 0800 - 1600) E-mail: ssct@dorset.pnn.police.uk
NSPCC Whistleblowing Helpline		0800 028 0285 E-mail: help@nspcc.org.uk

PRIVATE FOSTERING

Private Fostering is an arrangement made between schools and the local authorities for all under-16 students staying for 28 days or longer. Cavendish School will never accept bookings for 27 nights/28 days or more unless the booking meets the following strict conditions:

1. The student wishes to stay in Residence Accommodation.
2. The student wishes to stay with CSE during the peak summer season, in Bournemouth, when we have Residence accommodation available to us (generally July and August).

If these conditions are met, students may book to stay at Residence Accommodation. All Residence Accommodation is checked, Risk Assessed, and approved by the BCP Council Private Fostering Team. Regular meetings between PF students and the PF Team occur throughout the students' stay. All relevant staff are trained in Private Fostering regulations, including Marketing Staff, Accommodation Staff and Residence Staff.