

CHILD PROTECTION POLICY



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1. AIMS

- 1.1 This Child Protection Policy applies specifically to Harington School and should be read in conjunction with the Federation's Safeguarding Policy (September 2026), Keeping Children Safe in Education 2026 and Working Together to Safeguard Children 2026. The Federation Safeguarding Policy contains detailed safeguarding arrangements, definitions, governance responsibilities and procedures adopted by Harington School.
- 1.2 The School aims to ensure that:
- Appropriate action is taken in a timely manner to safeguard and promote children's welfare.
 - All staff are aware of their statutory responsibilities with respect to safeguarding.
 - Staff are properly trained in recognising and reporting safeguarding issues.

2. TYPES OF ABUSE

- 2.1 Definitions for the following types of abuse are set out in the Federation's Safeguarding Policy and referred to explicitly during safeguarding training.
- Physical Abuse
 - Emotional Abuse
 - Sexual Abuse
 - Neglect
 - Domestic Abuse
 - Online Abuse (content, contact, conduct and commerce)
 - Homelessness
 - Child Sexual Exploitation
 - Child Criminal Exploitation (County Lines)
 - Radicalisation and Extremism
 - Children Missing from Education
 - Child on child abuse and teenager relationship abuse including upskirting, sexual violence and sexual harassment
 - Child to parent/care giver abuse
 - Children at risk of Female Genital Mutilation (FGM)
 - So called 'Honour-based' violence
 - Forced Marriage
 - Extra-Familial Risk including children with family members in prison
 - Abuse of children with disabilities
 - Financial exploitation
 - Technology facilitated abuse
 - AI-generated and deepfake sexual imagery
 - Child absent from education, particularly on repeat occasions and/or prolonged periods
 - Modern slavery and trafficking
- 2.2 The training also makes specific reference to: abuse of children with disabilities, child on child abuse, Female Genital Mutilation (FGM), PREVENT and radicalisation, contextual safeguarding and Extra-Familial risk, children missing from education and absent children, gender questioning children, and those who are lesbian, gay, bisexual or transgender.

3. ROLES AND RESPONSIBILITIES

- 3.1 Safeguarding and child protection is everyone's responsibility. This policy applies to all staff, volunteers and governors within the Federation and is consistent with the procedures of the Leicestershire and Rutland Safeguarding Children Board. Our policy and procedures also apply to extended school and off-site activities.
- 3.2 Staff members working with children are advised to maintain an attitude of 'it could happen here' where child protection is concerned. Staff understand that some children are at greater risk of harm from others, both online and offline. When concerned about the welfare of a child, staff members should always act in the interests of the child and have professional curiosity to explore concerns.

4. RESPONSIBILITIES OF ALL STAFF

- 4.1 All staff will read and understand part 1 of Keeping Children Safe in Education 2026. All staff, including those who do not work directly with children, must understand their safeguarding responsibilities and review this guidance at least annually.
- 4.2 All staff will be aware of:
- The School systems which support safeguarding, including the Staff Safer Care Code of Conduct, the role of the Designated Safeguarding Lead (DSL), the Behaviour Management Policy, and the safeguarding response to children who go missing from education.
 - The indicators of abuse, neglect and exploitation, including child criminal exploitation, child sexual exploitation, financial exploitation, online exploitation and technology-facilitated abuse, i.e. what to look out for.
 - How to raise concerns with the DSL.
 - Family Help arrangements, including targeted Family Help support, community-based Family Help assessments and escalation routes to Children's Social Care.
 - The process for making referrals to the local authority children's social care team.
 - What to do if they identify a safeguarding issue or a child tells them they are being abused or neglected.
 - How concerns with regards to FGM and Prevent should be addressed.
 - How to maintain an appropriate level of confidentiality while liaising with relevant professionals.
 - The filtering and monitoring systems within schools and understand their role through appropriate training, policies, processes and procedures. They will know how to act and report concerns. Staff will receive training appropriate to their role regarding filtering and monitoring systems and how safeguarding concerns identified through those systems are reported, recorded and escalated.
- 4.3 All staff will receive safeguarding training annually and updates will be provided throughout the year.

5. DESIGNATED SAFEGUARDING LEAD

- 5.1 The Designated Safeguarding Lead at the School is Natalie Henry-Oliver (nhenry-oliver@haringtonschool.com). The deputies are Oliver Teasel (oteasel@haringtonschool.com), Rob Kerley (rkerley@haringtonschool.com), Chris Raine (craine@haringtonschool.com) and Catherine Tomson (ctomson@haringtonschool.com).
- 5.2 Safeguarding concerns will also be recorded on CPOMS, or if for any reason a staff member is unable to access CPOMS email: hs_safeguarding@haringtonschool.com
- 5.3 Further information on the roles and responsibilities of the DSL, the Executive Principal and the governing body are set out in the Federation's Safeguarding Policy. Any concerns should be emailed to: hs_safeguarding@haringtonschool.com

6. TAKING ACTION (IMMEDIATE DANGER)

- 6.1 If a child is in immediate danger the following action should be taken: (Dependant on the county a child resides in)
- Make a referral to Rutland Children's Social Care: [01572 758 407](tel:01572758407) or email: childrensreferrals@rutland.gov.uk
 - Make a referral to Leicestershire Children's Social Care: 0116 305 0005 or email: childrensduty@leics.gov.uk.
 - Make a referral to Lincolnshire Children's Social Care: 01522 782111 or email: CSC_SocialCare@lincolnshire.gov.uk
 - Make a referral to Leicester City Children's Social Care: 0116 454 1004 or email: DAS.Team@leicester.gov.uk
 - If the council offices for Rutland and Leicestershire are closed and it is an emergency, call: [0116 305 0005](tel:01163050005)
 - If the council offices for Lincolnshire are closed and it is an emergency, call: 01522 782333
 - If a child is at immediate danger please call [999](tel:999) and ask for the police.
 - Tell the DSL as soon as possible if you make a referral directly.
- 6.2 If a child discloses a safeguarding issue to you, you should:
- Listen to and believe them. Allow them time to talk freely and do not ask leading questions.
 - Stay calm and do not show that you are shocked or upset.
 - Tell the child they have done the right thing in telling you. Do not tell them they should have told you sooner.
 - Explain what will happen next and that you will have to pass this information on. Do not promise to keep it a secret.
 - Write up your conversation as soon as possible in the child's own words. Stick to the facts and do not put your own judgement on it. This should be recorded directly onto CPOMS. Ensure the 'safeguarding' alert is ticked. This will date and time stamp your entry and alert the safeguarding team through CPOMS. If you do not have access to CPOMS your duty is to report this to the DSL or a deputy DSL.
 - Alternatively, if appropriate, make a referral to children's social care and/or the police directly, and tell the DSL/DDSL as soon as possible that you have done so.

7. IF YOU HAVE CONCERNS ABOUT A CHILD (AS OPPOSED TO A CHILD BEING IN IMMEDIATE DANGER)

- 7.1 Appendix 1 illustrates the procedure to follow if you have concerns about a child's welfare and the child is not in immediate danger.
- 7.2 Where possible, speak to the DSL first to agree a course of action. Alternatively, make a referral to local authority children's social care directly (see 'Referral' below).
- 7.3 Harington School recognises that Family Help is support provided as soon as problems emerge in a child's life. Staff should be particularly alert to children who may benefit from Family Help, including those with SEND, young carers, experiencing pregnancy, children experiencing mental ill health, children with medical conditions, exploitation risks, attendance difficulties, family adversity or emerging safeguarding concerns.

8. REFERRAL

- 8.1 If it is appropriate to refer the case to the local authority, referrals must be made to the county in which the child is a resident. If a referral for Children's Social Care or the police is required, the DSL will make the referral or support you to do so. See section 6.1 for contact details.
- 8.2 If you make a referral directly, you must tell the DSL as soon as possible.
- 8.3 If the child's situation does not seem to be improving after the referral, the DSL or person who made the referral must contact the local authority and make sure the case is reconsidered to ensure the concerns have been addressed and the child's situation improves.

9. FEMALE GENITAL MUTILATION (FGM)

- 9.1 The Department for Education's Keeping Children Safe in Education explains that FGM comprises "all procedures involving partial or total removal of the external female genitalia, or other injury to the female genital organs".
- 9.2 Teachers: Any teacher who discovers that an act of FGM appears to have been carried out on a student under 18 must immediately report this to the police (call 101), personally. This is a statutory duty, and teachers will face disciplinary sanctions for failing to meet it.
- 9.3 The duty above does not apply in cases where a student is at risk of FGM or FGM is suspected but is not known to have been carried out. If FGM is suspected, the teacher should follow local safeguarding procedures. Staff should not examine students.
- 9.4 Non-teaching staff: Any other member of staff who discovers that an act of FGM appears to have been carried out on a student under 18 must speak to the DSL and follow our local safeguarding procedures.
- 9.5 Any member of staff who suspects a student is at risk of FGM or discovers that a student age 18 or over appears to have been a victim of FGM, must speak to the DSL and follow our local safeguarding procedures.

10. NEW AI/DEEPFAKE CONTENT

- 10.1 The School recognises that safeguarding incidents may involve AI-generated, digitally manipulated or deepfake images. AI-generated nude and semi-nude content will be treated as a safeguarding concern and managed in accordance with the Department for Education's guidance.

11. IF YOU HAVE CONCERNS ABOUT EXTREMISM

- 11.1 If a child is not at immediate risk of harm, where possible, speak to the DSL first to agree a course of action. Alternatively, make a referral to local authority Children's Social Care directly if appropriate (see 'Referral' above).
- 11.2 Where there is a concern, the DSL will consider the level of risk and seek advice from the local police prevent team.
- 11.3 You should contact Leicestershire Police Prevent Team on telephone number 101, extension 2541.
- 11.4 You can also contact the national police Prevent Advice line on telephone number 0800 0113764.
- 11.5 In an emergency, call 999:
 - If you think someone is in immediate danger.
 - Think someone may be planning to travel to join an extremist group.
 - See or hear something that may be terrorist-related.

12. RECORD-KEEPING

- 12.1 We will keep confidential, accurate and up-to-date records that note concerns about the welfare and behaviour of a student. All welfare concerns are recorded on CPOMS, which is maintained by the Safeguarding Team. The School uses CPOMS to monitor the behaviour of students.
- 12.2 Safeguarding records are kept by the DSL.
- 12.3 Records relating to Family Help interventions, exploitation concerns, online safety incidents and AI-related safeguarding concerns will be maintained in accordance with Federation safeguarding procedures. Record should contain:
 - A clear and comprehensive summary of the concern
 - Actions taken
 - Decisions reached
 - Outcomes and follow-up arrangements
- 12.4 We will hold records in line with our records retention schedule.

13. CURRICULUM

- 13.1 We will provide a curriculum that aims to raise awareness amongst students about keeping safe and raise the confidence to share their concerns with adults in the Federation. Assemblies and Tutorial will provide students with relevant and up-to-date information about how to stay safe and when/where to seek help. This will include sessions on:
 - Discrimination
 - Bullying including cyber bullying (by text message, on social networking sites, and so on) and prejudice-based bullying
 - Racism, disability, and homophobic or transphobic abuse
 - Radicalisation and extremist behaviour
 - Child Sexual Exploitation
 - E-safety such as the safe use of social network sites as well as good practise in using the internet
 - Nude or semi-nude sharing
 - Upskirting
 - Sexual consent
 - Sexual harassment and abuse
 - Substance misuse

- Child on child abuse
- Issues that may be specific to a local area or population, for example gang activity and youth violence
- Particular issues affecting children including domestic violence, sexual exploitation, child on child abuse, female genital mutilation and forced marriage
- Sextortion
- Online exploitation
- Financial exploitation
- AI-generated imagery and deepfakes
- Healthy relationships
- Misinformation and online manipulation, including misogynistic influencers

13.2 The School's approach to the following safeguarding issues are set out in the Federation's Safeguarding Policy.

- Raising concerns about a staff member or volunteer (whistle-blowing).
- Complaints and concerns about School safeguarding practices
- Child on child abuse
- Low level concerns
- Notifying parents of a safeguarding concern
- Use of mobile phones and cameras
- Use of reasonable force
- Training and responsibilities of staff including the DSL and deputy safeguarding leads
- Training of governors
- Safer recruitment procedures

14. APPENDIX 1:
(PROCEDURE IF YOU HAVE CONCERNS ABOUT A CHILD'S WELFARE (NO IMMEDIATE DANGER)).

