



The  
**Maltby** Learning Trust

# COVID-19 school closure arrangements for Safeguarding and Child Protection - Annex 1

## CONTEXT

From 20<sup>th</sup> 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.

From 1 June 2020 schools were expected to start welcoming back children in key year groups, in addition to those children described above. It was acknowledged this arrangement will differ across schools, depending on classroom size and staffing capacity for the accommodation of the small groups required to ensure safety guidelines are met. Maltby Learning Trust will refer to updated government guidance on actions for education and childcare settings to prepare for wider opening from 1 June 2020 and on implementing protective measures in education and childcare settings to support this.

While the principles of Keeping Children Safe in Education 2019 and the MLT Safeguarding and Child Protection Policy remain the same, the return of greater numbers of children from 1 June 2020 means that there could be an increased identification of safeguarding concerns. This addendum of the MLT Safeguarding and Child Protection policy contains details of our individual safeguarding arrangements in the following areas:

## KEY CONTACTS

<b>Role</b>	<b>Name</b>	<b>Contact number</b>	<b>Email</b>
Designated Safeguarding Lead	Mrs Heather O'Connor	01709 812848	hoconnor@maltbyredwood.com
Deputy Designated Safeguarding Leads	Mrs Julie Shore	01709 812848	jshore@maltbyredwood.com
Designated Teacher for Looked After and Previously Looked After Children	Mrs Heather O'Connor	01709 812848	hoconnor@maltbyredwood.com
Principal	Mrs Heather O'Connor	01709 812848	hoconnor@maltbyredwood.com
Trust Safeguarding Leader	Mrs Sara Graham	01709 812864	sgraham@maltbylearningtrust.com
Chair of Governors	Mr Paul Martin	01709 812848	pmartin@maltbylearningtrust.com
Safeguarding Governor / Trustee	Mr Paul Martin	01709 812848	pmartin@maltbylearningtrust.com



Mrs Heather O'Connor



Mrs Julie Shore



Mr Paul Martin

## 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.

Those who have a social worker include children who have a Child in Need Plan, 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 their needs can be as safely or more safely met in school, taking into account the need for any carers, therapists or clinicians required for the provision of any essential services. Attendance is expected for those whose safety needs can be satisfactorily met.

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.

We 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: **Mrs Heather O'Connor**.

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 increased 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 designated school officer will explore the reasons for this directly with the parent.

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

The Trust will encourage our vulnerable children and young people to attend a school, including remotely if needed.

## ATTENDANCE MONITORING

Schools are required to resume taking their attendance register from 1 June 2020 or the date of reopening and continue to complete the online Educational Setting Status form: <https://www.gov.uk/government/publications/coronavirus-covid-19-attendance-recording-for-educational-settings>

If the school remains closed, we will complete the return once as requested by the DfE.

The Academy and social workers will agree with parents/carers whether children in need should be attending school – Academies will then follow up on any pupil that they were expecting to attend, who does not. The Academy will also follow up by telephone, communication through the MyEd and Class Dojo apps and, where necessary, by doorstep visit, with any parent or carer who has arranged care for their child(ren) and the child(ren) subsequently do not attend.

To support the above, the 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, Academy staff will notify their social worker.

## DESIGNATED SAFEGUARDING LEAD

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

The Designated Safeguarding Lead is: **Mrs Heather O'Connor**

The Deputy Designated Safeguarding Lead is: **Mrs Julie Shore**

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 on site.

This might include updating and managing access to child protection online management system, CPOMS and liaising with the offsite DSL (or deputy) and as required liaising with children's social workers where they require access to children in need and/or to carry out statutory assessments at the school or college.

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

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

The DSL will ensure that the welfare and child protection records for any child moving schools, particularly those categorised above as a vulnerable child, will be provided to the receiving establishment or received from the outgoing establishment as soon as reasonably possible.

## REPORTING A CONCERN

Where staff have a concern about a child, they should continue to follow the process outlined in the school Safeguarding Policy, this includes making a report via CPOMS, which can be done remotely.

In the unlikely event that a member of staff cannot access their CPOMS from home, they should email the Designated Safeguarding Lead, Principal 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.

Where staff are concerned about an adult working with children in the school, they should use a yellow form to report the concern to the Principal. If there is a requirement to make a notification to the Principal whilst away from school, this should be done verbally and followed up with an email to the Principal.

Concerns around the Principal should be directed to the Chair of Governors.

The Multi-Academy Trust will continue to offer support in the process of managing allegations.

## SAFEGUARDING TRAINING AND INDUCTION

DSL training is very unlikely to take place whilst there remains a threat of the COVID 19 virus.

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 the 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 Multi-Academy Trust (MAT) HR Manager 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, the 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.

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

Where Academies 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.

The 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.

The 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.

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, the Academy will continue to keep the single central record (SCR) up to date as outlined in paragraphs 148 to 156 in KCSIE.

## ONLINE SAFETY IN SCHOOLS AND COLLEGES

The 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.

Communication with parents will be used to reinforce the importance of children being safe online.

## 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 MAT code of conduct.

The 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 specified by senior managers and approved by our IT network manager / provider to communicate with pupils
- Staff should record, the length, time, date and attendance of any sessions held.
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## SUPPORTING CHILDREN NOT IN SCHOOL

The Trust is committed to ensuring the safety and wellbeing of all its Children and Young people. The DSL will provide support to teachers and pastoral staff to ensure that contact is maintained with children and their families who are not yet returning to school, speaking directly to children wherever possible to help identify any concerns. Where a member of staff has occasion to use a personal phone to make these calls, they should withhold their personal number.

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 CPOMS, as should a record of any contact made.

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

The 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.

The Trust 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 Maltby Learning Trust need to be aware of this in setting expectations of pupils' work where they are at home.

## SUPPORTING CHILDREN IN SCHOOL

Maltby Learning Trust is committed to ensuring the safety and wellbeing of all its children and young people. .

Maltby Learning Trust will continue to be a safe space for all children to attend and flourish. The Principal in each Academy will ensure that appropriate staff are on site and staff to pupil ratio numbers are appropriate, to maximise safety.

Maltby Learning Trust 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.

Maltby Learning Trust 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 bespoke to each child and recorded on CPOMS.

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



## PEER ON PEER ABUSE

The Trust 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 CPOMS and appropriate referrals made.

## SUPPORT FROM THE MULTI-ACADEMY TRUST

The Maltby Learning Trust Central Safeguarding Team will provide support and guidance as appropriate to enable each 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 MLT will also provide regular group and individual supervision sessions. This may take the form of an online meeting.