



**COVID-19 school closure arrangements
Addendum to the Xavier Catholic Education Trust
Child Protection and Safeguarding Policy**

For the following:

**Cardinal Newman Catholic Primary School
Holy Family Catholic Primary School
St Alban's Catholic Primary School
St Anne's Catholic Primary School
St Augustine's Catholic Primary School
St Charles Borromeo Catholic Primary School
St Cuthbert Mayne Catholic Primary School
St Hugh of Lincoln Catholic Primary School
St John the Baptist Secondary Catholic School
St Polycarp's Catholic Primary School
St Thomas of Canterbury Catholic Primary School
St Peter's Catholic School
Salesian Catholic Secondary School
The Marist Catholic Primary School
St Edmund's Catholic Primary School
Teach SouthEast**

**This Policy has been approved and adopted by the Xavier Catholic Education Trust in
January 2021**

**Committee Responsible: Risk & Audit Committee
To be reviewed: March 2021**

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Context

The government issued guidance advising parents, from Tuesday 5th January 2021, 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. All other children should receive remote education.

Any reference to the Xavier Catholic Education Trust incorporates its constituent schools.

This addendum of the Xavier Catholic Education Trust Child Protection and Safeguarding Policy replaces all previous versions and contains details of our individual safeguarding arrangements in the following areas:

Key contacts

St Hugh of Lincoln Catholic Primary School

Role	Name	Contact number	Email
Designated Safeguarding Lead	Deb Harper	01483 480441	dsl@sthugh-of-lincoln.surrey.sch.uk
Deputy Designated Safeguarding Lead	Edel Rose	01483 480441	dsl@sthugh-of-lincoln.surrey.sch.uk
Headteacher	Deb Harper	01483 480441	head@sthugh-of-lincoln.surrey.sch.uk
CEO Xavier Catholic Education Trust	Ani Magill	07840 448692	a.magill@xaviercet.org.uk or emergency@xaviercet.org.uk
Nominated Trust Safeguarding contact	Anne Halliday	07840 448692	a.halliday@xaviercet.org.uk or emergency@xaviercet.org.uk

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 or who may be vulnerable for another reason.

Those who have a social worker include children who have a 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 who have been assessed as otherwise vulnerable by educational providers or local authorities (including children's social care services), and who could therefore benefit from continued attendance. This might include children and young people on the edge of receiving support from children's social care services, adopted children, those at risk of becoming NEET ('not in employment, education or training'), those living in temporary accommodation, those who are young carers and others at the school's discretion.

Those with an EHC plan will be risk-assessed in consultation with the Local Authority and parents/carers, to decide whether their child should go to school, or whether they can safely have their needs met at home. This could include, if necessary, carers, therapists or clinicians visiting the home to provide any essential services. Many children and young people with EHC plans can safely remain at home.

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 Team know who our most vulnerable children are. They have the flexibility to offer a place to any child they consider to be vulnerable.

The Xavier Catholic Education Trust 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 Headteacher (VSH) for looked-after and previously looked-after children.

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 risk. In circumstances where a parent/carer does not want to bring their child to an education setting, and their child is considered vulnerable, the social worker and the Xavier Catholic Education Trust will explore the reasons for this directly with the parent/carer.

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

Xavier Catholic Education Trust will continue to encourage our vulnerable children and young people to attend school, including remotely if needed.

Attendance Monitoring

Children of critical workers who cannot be safely cared for at home and vulnerable children are strongly encouraged to attend (where there are no shielding concerns for the child or their household).

Parents and carers who are critical workers should keep their children at home if they can

Xavier Catholic Education Trust will continue to record attendance in the register.

Xavier Catholic Education Trust will follow up on any child that they were expecting to attend, who does not.

To support the above, Xavier Catholic Education Trust will, when communicating with

parents/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, Xavier Catholic Education Trust will notify their social worker.

If Xavier Catholic Education Trust has significant concerns about a child's safety or wellbeing the education setting should ring the child's Social Worker for an urgent discussion. If the child's social worker is not available a discussion should be held with the Social Work Team Manager. If neither are available contact must be made with the Social Work Service Manager. If you are not satisfied with the response you get from the Social Work Team education settings must follow the SSCP Inter- Agency Escalation Policy and Procedures.

Where a child with an EHCP has a Social Worker, the process above will be followed by the Social Work Team.

Where any professional continues to have concerns about the safety of a child they should email a Children's Services Request for Support Form to cspa@surreycc.gov.uk or contact the C-SPA on 0300 470 9100.

Designated Safeguarding Lead

Each Xavier Catholic Education Trust school has a Designated Safeguarding lead (DSL) and at least one Deputy DSL as detailed in the table on page 3 of this document.

The optimal scenario is to have a trained DSL (or deputy DSL) available on site. Where this is not the case a trained DSL (or deputy DSL) will be available to be contacted via phone or online video - for example when working from home.

Where a trained DSL (or deputy DSL) 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 DSL) 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.

All Xavier Catholic Education Trust staff and volunteers will have access to a trained DSL (or deputy DSL). On each day, staff on site will be made aware of who that person is and how to speak to them.

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

Reporting a concern

Where staff have a concern about a child, they should continue to follow the process outlined in the Xavier Catholic Education Trust Child Protection & Safeguarding Policy, this includes making a report via CPOMS or in writing, where appropriate, which can be done remotely.

In the unlikely event that a member of staff cannot access their CPOMS remotely, they should

email the DSL and Headteacher. This will ensure that the concern is received.

Staff are reminded of the need to report any concern immediately and without delay, including new concerns where children are returning.

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

Concerns around the Headteacher should be directed to the CEO Xavier Catholic Education Trust as detailed in the table on page 3 of this document. If the CEO is not available, then the LADO should be contacted directly.

Once an allegation has been received by the Headteacher or CEO they will contact the LADO on 0300123 1650 option 3 or Email: LADO@surreycc.gov.uk immediately and before taking any action or investigation.

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

Safeguarding Training and induction

Face to face DSL training is very unlikely to take place whilst there remains a threat of the COVID-19 virus although the Trust will ensure online training is accessed, if available, including virtual DSL training offered by Surrey County Council Education Safeguarding Team.

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 due to a lack of refresher training available.

All existing staff have had safeguarding training and have read part 1 of Keeping Children Safe in Education (2020). The DSL will 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 Xavier Catholic Education Trust, they will continue to be provided with a safeguarding induction in line with Keeping Children Safe in Education 2020.

If staff are deployed from another education or children's workforce setting to the Trust schools, 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, the school will seek assurance from the Trust HR Manager that the member of staff has received appropriate safeguarding training.

Upon arrival, they will be given a copy of the School Child Protection policy and Safeguarding

Policy, confirmation of local processes and confirmation of DSL arrangements.

Prior to the phased return of children, all staff will be provided with refresher safeguarding training to ensure they are aware of both the school and Surrey processes if they have a concern about a child or adult and the impact lockdown may have on disclosures.

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, Xavier Catholic Education Trust 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 (2020) (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.

Where Xavier Catholic Education Trust is utilising volunteers, we will continue to follow the checking and risk assessment process as set out in paragraphs 183 to 188 of KCSIE. Under no circumstances will a volunteer who has not been checked be left unsupervised or allowed to work in regulated activity.

Xavier Catholic Education Trust 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 179 of KCSIE.

Xavier Catholic Education Trust will continue to consider and make referrals to the Teaching Regulation Agency (TRA) as per paragraph 261 of KCSIE and the TRA's 'Teacher misconduct advice for making a referral'.

During the COVID-19 period all referrals should be made by emailing: Misconduct.Teacher@education.gov.uk

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, and that appropriate checks have been carried out, especially for anyone engaging in regulated activity. As such, Xavier Catholic Education Trust will continue to keep the single central record (SCR) up to date as outlined in paragraphs 164 to 171 in KCSIE.

Online safety in schools and colleges

Xavier Catholic Education Trust 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.

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 Trust's Child Protection and Safeguarding 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 Trust's Staff Code of Conduct. Xavier Catholic Education Trust 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 sessions, 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 if there is a suitable alternative area; and the background should be blurred.
- The live session should be recorded so that if any issues were to arise, the video can be reviewed. Reminders must be given prior to the start of the live class that the session is being recorded.
- Live sessions 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 provided by Xavier Catholic Education Trust to communicate with children.
- Staff should record, the length, time, date and attendance of any sessions held.

Supporting children not in school

Xavier Catholic Education Trust is committed to ensuring the safety and wellbeing of all its children and young people.

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 in writing or on CPOMS, as should a record of contact made.

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

Xavier Catholic Education Trust and its DSLs 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 schools will share safeguarding messages on their websites and social media pages.

Xavier Catholic Education Trust recognises that school is a protective factor for children and young people, and the current circumstances, can affect the mental health of children and their parents/carers. Teachers within the Xavier Catholic Education Trust need to be aware of this in setting expectations of children's' work where they are at home.

Xavier Catholic Education Trust will ensure that where we care for children of critical workers

and vulnerable children on site, appropriate support is in place for them. This will be bespoke to each child and recorded in writing or on CPOMS.

Supporting children in school

Xavier Catholic Education Trust is committed to ensuring the safety and wellbeing of all its children and young people.

Xavier Catholic Education Trust will continue to be a safe space for all children to attend and flourish. The Headteachers will ensure that appropriate staff are on site and staff to child ratio numbers are appropriate, to maximise safety.

Xavier Catholic Education 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.

Xavier Catholic Education Trust will ensure that where we care for children on site, appropriate support is in place for them. This will be bespoke to each child and recorded in writing or on CPOMS.

Where individual schools have concerns about the impact of staff absence – such as the Designated Safeguarding Lead or first aiders – they will discuss them immediately with the CEO of the Trust.

Peer on Peer Abuse

Xavier Catholic Education Trust recognises that during the partial 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 and Safeguarding Policy.

The school will listen and work with the child or 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 in writing or on CPOMS and appropriate referrals made.