

Child Protection and Safeguarding Policy

2020 – 2021

1. SAFEGUARDING STATEMENT

Safeguarding is everybody's business. The Denbigh Alliance is committed to ensuring that all our children and young people are safe and feel safe; that children, parents/carers and staff are able to talk about any safeguarding concerns and feel assured that they will be listened to; and that all staff and volunteers are aware of and implement safeguarding procedures and guidance, including what to do if they suspect a child or young person may be experiencing, or be at risk of, harm.

2.1 In any case where an adult is concerned that a child is, or maybe, at risk of significant harm they must make a referral directly to Milton Keynes Council Multi-Agency Safeguarding Hub (MASH) – see Section 15 - Contacts and Further Information.

2.2 If a child or other person is at immediate risk of harm, the first response should always be to call the police on 999.

2.3 This Policy applies to all adults, including volunteers, working in or on behalf of The Denbigh Alliance.

2.4 General Principles

Safeguarding and promoting the welfare of children is the responsibility of all school staff. We will ensure there are appropriate systems in place for seeking and taking into account the child's wishes and feelings when making decisions, taking action and deciding what services to provide to protect individual children. In line with the Education Act 2002, we will ensure that arrangements are in place to safeguard and promote the welfare of children and young people by:

2.4.1 Establishing a safe environment in which children can learn and develop, where they feel secure and are encouraged to talk and are listened to.

2.4.2 Providing children and young people with opportunities to discuss issues and report problems affecting their safety and welfare.

2.4.3 Safeguarding their welfare, particularly those children and young people who are most disadvantaged.

2.4.4 Including opportunities in the curriculum for children to develop the skills they need to recognise and stay safe from abuse.

2.4.5 Ensuring safe recruitment practices.

2.4.6 Ensuring robust procedures for recognition and referral where there are welfare or child protection concerns.

2.4.7 Raising awareness amongst staff of child protection issues and ensuring staff are equipped to deal with concerns and keep children safe.

2.4.8 Monitoring and supporting children and young people who are in care or subject to child protection plans and contributing to the implementation of their plan.

2.4.9 Promoting partnership working with parents and professionals.

3 DEFINITIONS

Safeguarding is protecting children from maltreatment; preventing the impairment of physical or mental health or development; ensuring that children are growing up in circumstances consistent with the provision of safe and effective care and taking action to enable all children to have the best outcomes. (*Keeping Children Safe in Education 2020*).

4 LEGISLATION AND GUIDANCE

4.1 Statutory Guidance

The Denbigh Alliance adopts the key statutory guidance *Keeping Children Safe in Education* published by the Department for Education in September 2020 - '[Keeping children safe in education](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/835733/Keeping_children_safe_in_education_2019.pdf)' (www.gov.uk) and any subsequently published supplementary advice, including The Childcare (Disqualification) and Childcare (Early Years Provision Free of Charge) (Extended Entitlement) (Amendment) Regulations 2018.

***Keeping Children Safe in Education* guidance incorporates:**

- 4.1.1 What school staff should know and do.
 - 4.1.2 A Child Centered and Coordinated approach to Safeguarding
 - 4.1.3 The role of the school.
 - 4.1.4 The role of school staff.
 - 4.1.5 What school staff need to know.
 - 4.1.6 What school staff should look out for.
 - 4.1.7 What school staff should do if they have concerns about a child.
 - 4.1.8 What school staff should do if they have a concern about another staff member who may pose a risk of harm to children
 - 4.1.9 What school staff should do if they have concerns about safeguarding practices within the school
- 4.2 All staff should, as a minimum, read the separate 27-page document *Keeping Children Safe in Education: Information for All School and College Staff (which reproduces Part One of the main guidance)*, published in September 2020. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/835733/Keeping_children_safe_in_education_2019.pdf
- 4.3 All organisations who work with children and young people are bound by the overarching statutory inter-agency guidance *Working Together to Safeguard Children (DfE March 2018): Working together to safeguard children - Publications - GOV.UK*. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/779401/Working_Together_to_Safeguard-Children.pdf
- 4.4 The Denbigh Alliance notes the guidance on standards and expectations for safeguarding children published by Ofsted and aims to achieve these. This includes *Inspecting Safeguarding in early years, education and skills*, published 2016 and the inspection evaluation schedule as set out in the *School Inspection Handbook 2019*. <https://www.gov.uk/government/publications/inspecting-safeguarding-in-early-years-education-and-skills>
<https://www.gov.uk/government/publications/school-inspection-handbook-eif>
- 4.5 **Local Child Protection Procedures**

The Denbigh Alliance is aware of and compliant with multi-agency child protection procedures that have been agreed locally through MK Together and which are based on the statutory guidance: *Working Together 2018* and *Keeping Children Safe in education 2020*.

MK Together procedures include detailed chapters on what to do if you have a concern and how to make a referral; safer recruitment guidance and managing allegations against staff (LADO guidance). They also include a range of other information and guidance regarding more specialist safeguarding topics.

All designated teaching staff and governors must be aware of this guidance and its implications

- 4.6 The Denbigh Alliance recognises that it is not an investigating agency and that it is essential that child protection issues are addressed through agreed procedures, however, we continue to play a role after referral and need to continue to develop strong links with partner agencies, particularly Children’s Social Care.
- 4.7 The Denbigh Alliance recognises the importance of multi-agency working and will ensure that staff are able to attend or appropriately contribute to all relevant meetings including Family Support (Child in Need) Meetings; Child Protection Conferences; Core Groups; Strategy Meetings.
- 4.8 The Denbigh Alliance recognises that the Department for Education’s planning for potential part or full scale school closures involves students accessing learning from home (remote learning). The Denbigh Alliance understands the additional information laid out in Annex C of KCSIE 2020, and where a School moves to a remote learning approach, any addendum to this policy will take into account that additional information in order to keep students and staff as safe as possible.
- 4.9 The Denbigh Alliance recognises its responsibility to teach all students about safeguarding, including online safety. This will be delivered through the Relationships and Sex Education curriculum, which became compulsory for all secondary schools in September 2020.

5 ROLES AND RESPONSIBILITIES

- 5.1 All adults working with or on behalf of children have a responsibility to protect them. There are, however, key people within schools and the Local Authority who have specific responsibilities under child protection procedures. The names of those carrying out these responsibilities on behalf of The Denbigh Alliance for the current year are listed in **Appendix 1 of this document: Key Contacts at The Denbigh Alliance.**
- 5.2 It is the role of The Denbigh Alliance to ensure that the ‘Designated Leads for Safeguarding’ have received the necessary training and have access to the resources needed to enable them to carry out their responsibilities. They will be given time to effectively fulfil the duties that their role demands.
- 5.3 The Denbigh Alliance will ensure that the ‘Designated Leads for Safeguarding’ attend the required training and that they refresh their training every two years.
- 5.4 All other staff (teaching and non-teaching) must be offered an appropriate level of training and must undergo refresher training every three years.

- 5.5 It is the role of the ‘Designated Leads for Safeguarding’ to ensure that the child protection procedures are followed within the School, and to make appropriate, timely referrals to Children’s Social Care in accordance with MKSCB multi-agency safeguarding procedures.
- 5.6 It is the role of the ‘Designated Leads for Safeguarding’ to ensure that all staff who are employed within each School in The Denbigh Alliance, including temporary staff and volunteers, are aware of the School’s internal procedures in addition to the government guidance *Keeping Children Safe in Education: Information for All School and College Staff*; to advise other staff; and to offer support to those requiring this.
- 5.7 The Head of School, in conjunction with the ‘Designated Leads for Safeguarding’, will provide an annual report for the School’s Governing Body detailing any changes to the policy and procedures; training undertaken by all staff and governors; and other relevant safeguarding issues. This report is provided to the Head of Safeguarding Milton Keynes Council by the end of Term 1 (December), to be collated with other Annual Reports to Governing Bodies for the purposes of providing quality assurance to MKSCB.
- 5.8 The Head of School will update the Chief Executive Officer on safeguarding in their monthly meetings. They will also include a safeguarding update in their termly report to the School’s Governing Body – which will detail updates on staff safeguarding training and updates, as well as current safeguarding and child protection issues in the School.
- 5.9 The role of the ‘Nominated Governor/Trustee for Safeguarding’ is to ensure that each school in The Denbigh Alliance has an effective child protection policy and procedures in place and that the policy and structures supporting safeguarding children are reviewed annually. Governors/Trustees must not be given details relating to individual child protection cases or situations, in order to ensure confidentiality is not breached.
- 5.10 A statement in each School’s Prospectus informs parents and carers about it’s duties and responsibilities as regards safeguarding. Parents can obtain a copy of this Safeguarding and Child Protection Policy on request and it is also available on the School’s Website and Portal.
- 5.11 The Denbigh Alliance will also ensure that alternative education providers that are used comply with the latest safeguarding and recruitment guidance and legislation.
- 5.12 Schools within the Alliance will ensure that an appropriate number of Deputy Designated Safeguarding Leads receive training at least every two years in order that they can assist with the activities of Designated Safeguarding Lead. Whilst the activities of the designated safeguarding lead can be delegated to appropriately trained deputies, the ultimate lead responsibility for child protection, as set out in this policy, remains with the Designated Safeguarding Lead, this lead responsibility should not be delegated.

6 SIGNS AND SYMPTOMS OF ABUSE AND NEGLECT:

- 6.1 In their regular safeguarding training all staff are made aware of the possible indicators of abuse and neglect – taken from *Working Together to Safeguard Children (2018)*
Where staff have a concern regarding any of these signs and symptoms they should report them without delay to the DSL or the Deputy DSL’s using the procedures as outlined in section 9 of this policy.

Neglect

- Inadequate or inappropriate clothing.
- Appears underweight and unwell, constantly hungry.
- Failure to thrive physically and appears tired and listless.
- Dirty and /or unhygienic appearance.
- Frequent unexplained absence from School.
- Lack of parental supervision.

Physical Abuse:

- Any injury such as bruising, bite marks, burns or fractures where the explanation is inconsistent with the injury.
- Injuries in unexpected places that are not typical of childhood injuries.
- High frequency of injuries.
- Parents seem unconcerned or fail to seek adequate medical treatment.

Sexual Abuse:

- Sexual knowledge or behaviour that is unusually explicit or inappropriate for the child's age/stage of development.
- Sexual risk taking behaviour including involvement in sexual exploitation/ older boyfriend.
- Inappropriate sexual behaviour.
- Physical symptoms e.g. sexually transmitted diseases.
- Unwillingness to undress for P.E. lessons.

Emotional Abuse:

- Developmental delay without sound medical reason.
- Attachment difficulties.
- Withdrawal and low self-esteem with parents/others.

Indirect indicators of abuse and neglect:

- Sudden changes of behaviour.
- Withdrawal and low self-esteem.
- Eating disorders.
- Aggressive behaviour towards others.
- Sudden unexplained absences from School.
- Drug/alcohol misuse.
- Running away/going missing.

Parental Attributes:

- Misusing drugs/alcohol.
- Physical/mental health.
- Domestic violence.
- Avoiding contact with the School and other professionals.

Staff should also be aware of the signs and symptoms of the following:

6.2 Mental Health

All staff should be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.

6.3 Child Exploitation

All staff should be aware of both Child Criminal Exploitation and Child Sexual Exploitation as laid out in KCSIE 2020.

Child Exploitation involves exploitative situations, contexts and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection) as a result of engaging in criminal and / or sexual activities.

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.

6.4 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.

6.5 Preventing Radicalisation

In addition, staff should be alert to the signs and symptoms of students who may be at risk of or being radicalised. Protecting children from the risk of radicalisation is seen as part of the Schools wider safeguarding duties and is similar in nature to protecting children from other forms of harm and abuse. During the process of radicalisation it is possible to intervene to prevent vulnerable people being radicalised. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. It can happen in many different ways and settings. Specific background factors may contribute to vulnerability which are often combined with specific influences such as family, friends or online, and with specific needs for which an extremist or terrorist group may appear to provide an answer. The internet and the use of social media in particular has become a major factor in the radicalisation of young people.

6.6 Peer on Peer Abuse

All staff should be aware of the different forms that peer on peer abuse may take. These include:

- Bullying, including direct and indirect abuse.
- Physical abuse
- Sexual violence
- Sexual harassment
- Sexting (also known as youth produced sexual imagery)
- So – called 'initiation ceremonies' or honour based abuse

The Denbigh Alliance has a zero tolerance to any form of peer on peer abuse or bullying. Procedures for dealing with such behaviour is detailed in each School's 'Anti – Bullying

Policy'. Each School in the trust has a school email address set aside for students who want to inform staff of incidents of peer on peer abuse and bullying which is monitored daily: for Denbigh School ABC@denbigh.net and for Watling Academy ABC@watling.academy.

6.7 Students with Special Educational Needs and Disability (SEND)

All staff, through their safeguarding training, should be aware of the increased vulnerabilities and the additional barriers that can exist when recognising abuse and / or neglect for students with SEND, as well those students who are either Looked After Children (LAC) or Previously Looked After Children (PLAC). Staff who regularly have contact with students in the classroom should understand how to identify these students using SIMS and the additional needs register on the shared area.

6.8 Other identified groups of students to be aware of

All staff should also recognise the increased vulnerability of the following groups of students:

- Children involved in the court system, who may, for example be appearing as a witness
- Children with family members in prison
- Children who may be at risk of exploitation through so – called 'county lines'
- Children who may be affected by the issues around homelessness
- Children who may have witnessed or suffer from domestic abuse

6.9 Use of mobile phones in School

Staff should be aware of the issues that can arise from students misusing mobile phones in School. To this end the School allows the use of phones in leisure time only. Students are reminded throughout the School year, via assemblies and the PSHEE programme of how to keep themselves safe online both in and out of School. The misuse of mobile technology to cause harm, alarm and distress is considered in the School's behavior policy. Where such technology has been misused, resulting in a safeguarding concern such as sexting – the DSL will share concerns with parents/carers and inform the relevant agencies such as the MASH team and, if appropriate (where a crime may have been committed) the Police.

7.0 Upskirting

The Criminal Prosecution Service (CPS) defines 'up skirting' as a colloquial term referring to the action of placing equipment such as a camera or mobile phone beneath a person's clothing to take a voyeuristic photograph without their permission. It is not only confined to victims wearing skirts or dresses and equally applies when men or women are wearing kilts, cassocks shorts or trousers. It is often performed in crowded public places, for example on public transport or at music

festivals, which can make it difficult to notice offenders. If staff see, suspect or hear of this happening they should contact a member of the safeguarding team immediately.

7 TRAINING

All staff receive training in line with the new guidance as detailed in 'Keeping Children Safe in Education 2020'. This includes an annual update at the beginning of the academic year where staff are reminded of the school's policies and procedures regarding safeguarding and child protection. Throughout the year any new staff joining the School receive training in the procedures to follow as regards Child Protection and Safeguarding. Any new staff who do not have Level 1 training undergo that training as soon as possible into their first term at the School. All staff members will undertake child protection training which is updated every three years, in line with advice from the MKSCB. The 'Designated Leads for Safeguarding' undertake specialist child protection training, which is updated at a minimum of every two years. In addition to this staff receive training on CSE, FGM as well as Prevent Training, as appropriate to their role within the School.

All staff also receive regular safeguarding updates through the year, which may feature training on emerging themes such as gang activity in the local area.

8 SAFER RECRUITMENT

8.1 The Denbigh Alliance Trustess, and the Executive Leadership Team are responsible for ensuring that the Denbigh Alliance follows safe recruitment processes in accordance with government requirements and MKSCB procedures, including:

8.1.1 Ensuring the Executive Headteacher, Heads of School, Trustees, School Governors and other staff responsible for recruitment completes safer recruitment training, as appropriate.

8.1.2 Ensuring the upkeep of a Single Central Record of all staff and regular volunteers.

8.1.3 Ensuring written recruitment and selection policies and procedures are in place.

8.1.4 Adhering to statutory responsibilities to check staff who work with children.

8.1.5 Taking proportionate decisions on whether to ask for any checks beyond what is required.

8.1.6 Ensuring that volunteers are appropriately supervised.

8.2 The Denbigh Alliance is guided by local procedures for managing safer recruitment processes, which are set out in the Milton Keynes Safer Recruitment Checklist 2014.

8.3 Safe Working Practice

All Denbigh Alliance staff are subject to the Staff Code of Conduct which is highlighted annually in safeguarding briefings. In addition to the Code of Conduct, staff are also made aware of the School's Acceptable Use of ICT Policy, the use of reasonable physical force policy, the School's anti-bullying policy as well as updates on procedures for reporting concerns about students and staff.

New staff undergo a thorough induction programme which covers all of the above areas

in detail.

9 HOW STAFF SHOULD REPORT CONCERNS AND DEAL WITH DISCLOSURES

9.1 If any member of staff has any reason to suspect that a child has been abused, he/she should:-

Report to the designated teacher immediately.

- All staff must be aware that they cannot promise a child to keep secrets which might compromise the child's safety or well-being or that of another.

Listen and allow the child to talk about the problem - do not ask direct questions and note that in the case of child sexual abuse no questioning should take place.

- It is our role to clarify issues - not to establish certainty.
- It is the role of the police and social services to investigate.
- We must take care not to ask questions which are not relevant to our role and responsibility for the child and which may also prejudice any action.
- Other adults or children may tell you that a child causes them concern. If this happens, you should still report it to the designated teacher immediately.

Reassure the child that it is not his/her fault.

- Tell the child you need to talk to and get advice from someone else.
- Do not delay talking to the delegated teacher, early referral gives others more time to make arrangements to protect the child better.

Make a written note of the details as soon as possible mentioning any injuries that you became aware of when the child was talking to you - this is likely to ensure accuracy in recalling events later if this should be necessary.

9.2 What will happen next?

Although the 'Designated Safeguarding Lead' takes overall responsibility for coordinating the case within School, the member of staff who first reported the case will be kept as fully involved as possible, and the Form Tutor will be given the necessary information.

Information about a case of child abuse will be confined to the member of staff who identified the abuse or was the subject of the disclosure and the designated teacher initially. The Form Tutor will be kept informed to enable the child to be fully supported.

The 'Designated Safeguarding Lead' will decide on the action to take place.

This may include:

- A discussion with colleagues who know the child.
- Questioning* the student to determine the cause for concern.
- Contacting parents.
- Referral to the MASH team.
- Recommending some early help be initiated with the family or child or both.

(Questioning will not take place in cases of suspected sexual abuse.)*

A member of staff may be contacted directly by someone from outside school. If this is the case the member of staff should ensure that the 'Designated Safeguarding Lead' is aware that they have been contacted and seek his or her guidance before giving information or taking action. The member of staff should take details of the caller and arrange to call them back.

Staff are aware that they have a legal obligation to report a 'known'* case of FGM to the DSP in the School (as per the guidance detailed in the Multi Agency statutory guidance on FGM April 2016).

(*as defined in Section 5B of the 2003 Female Genital Mutilation Act)

9.3 Role of the Designated Safeguarding Lead

Each school in the Denbigh Alliance will ensure that a senior member of staff is appointed to the role of 'Designated Safeguarding Lead' to take lead responsibility for child protection issues, and that two other members of staff are appointed to deputise in their absence.

Their role is to:

- 9.3.1** Refer cases on appropriately to relevant agencies as soon as possible. Parental consent should be sought prior to any referral being made, unless seeking consent would place the child or any other child at risk of harm. If the parents do not consent, but the child is at risk of significant harm, the referral should still be made. The welfare of the child is paramount.
- 9.3.2** Where appropriate complete the MKSCB's CSE or FGM screening tool in order to assess what type of scaled response is needed. Thames Valley Police must also be informed ,via their intelligence form, to raise any concerns about a student's potential involvement in gang activity.
- 9.3.3** Where appropriate, refer a case of potential radicalisation to the Thames Valley Police Channel Panel via their bespoke referral form, or in the first instance seek advice from Thames Valley Police's designated officer for Prevent (listed at the back of this policy).
- 9.3.4** Act as the designated in school link for receiving notification from the Thames Valley Police 'Operation Encompass' project, which gives details of cases where a student at the school has had recent involvement with the Police.
- 9.3.5** Discuss the case where there is any doubt about whether the concerns raised meet the thresholds for a child protection referral. The designated member of staff should discuss the case on a consultation basis with Milton Keynes MASH.
- 9.3.6** Make a referral directly to the child's allocated CSC social worker.
- 9.3.7** Provide advice and guidance for staff on child protection issues.
- 9.3.8** Take the lead in developing, monitoring and reviewing the School's child protection policy and procedures.
- 9.3.9** Oversee child protection systems within the School, including management of records, provision of information to other agencies and the monitoring of students who are subject to child protection procedures.

- 9.3.10** Link with and report to the Headteacher and the nominated governor for child protection within the School.
- 9.3.11** Provide the link between the School and other agencies, particularly the MK MASH and MK Together.
- 9.3.12** Ensure that all staff, including newly appointed staff as soon as they are appointed/employed by the School, are aware of the School's policies and procedures and that appropriate training is taken up for all staff at the required frequency.
- 9.3.13** Ensure that parents/ carers are fully aware of the School's policies and procedures and that they are kept informed and involved.
- 9.3.14** Attend designated training every two years.
- 9.3.15** Ensure that copies of all safeguarding and child protection records are passed to the 'Designated Safeguarding Lead Member of staff' – either by hand or by recorded delivery where a child transfers to another school.
- 9.3.16** Ensure that child protection records are kept until the child reaches the age of 25, unless there is a good reason as to why they should be kept for longer. Records should then be disposed of securely as confidential waste.

10 RECORD KEEPING AND INFORMATION SHARING

Child Protection records are kept centrally by each School using a secure online system called CPOMS (Child Protection Management Software). Staff are aware that they must record safeguarding and child protection issues using CPOMS as soon as possible, and are given regular training as to how to do so.

Each School will also adhere to the guidelines regarding information sharing and GDPR as laid out in KCSIE 2020.

11 ALLEGATIONS AGAINST MEMBERS OF STAFF and VOLUNTEERS (LADO procedures).

The Denbigh Alliance recognises that it is possible for staff (including supply teachers) and volunteers to behave in a manner that causes harm to children and takes any allegation made against members of staff or volunteers seriously. The Denbigh Alliance also recognises that although a member of staff may not have directly caused harm to a child, in line with guidance in paragraph 211 of KCSIE 2020, the way in which a member of staff behaves or may have behaved may mean that they are not suitable to work with children. Allegations regarding staff, including the 'Designated Safeguarding Lead' should be reported to the Head of School. The Head of School will not investigate an allegation themselves, but will appoint a member of the Senior Leadership Team to do so. The Head of School will assess whether or not to contact the Milton Keynes Local Authority District Officer (LADO), following the guidance in Part Four of KCSIE 2020 where a concern includes an allegation that might meet the harm threshold. Any allegations regarding the Head of School should be made to the Chair of Governors of the relevant Local Governing Body. Any allegations regarding the Chief Executive Officer should be made to the Chair of the Trustees of the Denbigh Alliance.

12 THE USE OF SCHOOL PREMISES BY OTHER ORGANISATIONS

Where services or activities are provided separately by another body using the school premises, the Governing Body will seek assurance that the body concerned has appropriate policies and procedures in place in regard to safeguarding children and child protection.

13 CROSS REFERENCE TO OTHER SCHOOL POLICIES

The Denbigh Alliance recognises that a number of other school policies and procedures form part of the wider safeguarding and child welfare agenda and therefore this Child Protection Policy should be read in conjunction with the documents listed below:

- 13.1** Anti-bullying Policy
- 13.2** Data Protection Privacy Notices – Staff and Students
- 13.3** Taking of Photographs and Videos Policy
- 13.4** Health and Safety Policy
- 13.5** Educational Trips and Visits Policy
- 13.6** Recruitment Statement
- 13.7** Staff Induction and Probation Policy
- 13.8** Acceptable Use of ICT Policy (Staff and Students)
- 13.9** Confidential Reporting/Whistle Blowing Policy

14 POLICY REVIEW

The Denbigh Alliance Trustees are responsible for reviewing this policy annually and ensuring that it is compliant with current legislation and good practice. The Alliance is also responsible for ensuring that the School maintains an up to date list of key contacts and that related policy and procedures are kept up to date.

15 EXTERNAL AGENCY CONTACTS AND FURTHER INFORMATION

To make a referral or consult Children’s Services regarding concerns about a child:

Multi-Agency Safeguarding Hub (MASH):

- Tel: 01908 253169 or 253170 during office hours

Or

- Emergency Social Work Team Tel: 01908 265545 out of office hours
- email: children@milton-keynes.gov.uk

For allegations about people who work with children:

- Contact the MASH as above

Or

- Local Authority Designated Office (LADO) Tel: 01908 254306
- email: lado@Milton-keynes.gov.uk

For information about safeguarding training for schools and education settings:

- Contact the Secretary to the Children & Families Head of Safeguarding - Tel: 13 | Page

01908 254962

Or

- email: sue.butler@milton-keynes.gov.uk

For general queries regarding safeguarding, please feel free to contact the Children & Families Head of Safeguarding

- Tel: 01908 254307

Or

- email: jo.hooper@milton-keynes.gov.uk

More information and guidance about safeguarding children, including inter-agency training opportunities, can be found on:

Milton Keynes Safeguarding Children Board website: www.mkscb.org/mkscb/

Prevent referrals to be sent to: preventreferrals@thamesvalley.pnn.police.uk

Prevent advice to be sought from: PC Rachel Mahon:

rachel.mahon@thamesvalley.pnn.police.uk

Advice on whether or not the Police should be informed of a safeguarding incident can be found in this guidance from the NSPCC:

<https://www.npcc.police.uk/documents/Children%20and%20Young%20people/When%20to%20call%20the%20police%20guidance%20for%20schools%20and%20colleges.pdf>

Appendix 1. KEY CONTACTS

The Denbigh Alliance

Chief Executive Officer:

Name: Mr Andy Squires

Contact details: 01908 505030 squiresa@denbigh.net

Chair of Trustees:

Name: Mr John Howe

Contact details: 01908 505030

Designated Trustee for Safeguarding and Safer Recruitment

Name: TBC

Contact details: 01908 505030

Denbigh School

Executive Headteacher:

Name: Mr Andy Squires

Contact details: 01908 505030 squiresa@denbigh.net

Head of School:

Name: Dr Andrea Frame

Contact details: 01908 505030 framea@denbigh.net

Senior Designated Safeguarding Lead:

Name: Mr Phil Myers (Deputy Headteacher)

Contact details: 01908 505030 myersp@denbigh.net

Deputy Designated Safeguarding Lead:

Name: Mrs Jo Goudriaan (Assistant Headteacher)

Contact details: 01908 505030 goudriaanj@denbigh.net

Members of Safeguarding Team:

Name: Mr Paul Gannaway (Assistant Headteacher)

Contact details: 01908 505030 gannawayp@denbigh.net

Designated e-safety Lead:

Name: Mr Phil Myers

Contact details: 01908 505030 myersp@denbigh.net

Chair of Governing Body:

Name: Mrs Judith Ward

Contact details: 01908 505030

Designated Governor for Safeguarding and Safer Recruitment:

Name: Mrs Gillian Molloy

Contact details: 01908 505030

The Watling Academy

Chief Executive Officer:

Name: Mr Andy Squires

Contact details: 01908 505030 squiresa@denbigh.net

Head of School:

Name: Mr Ian Bacon

Contact details: 01908 794094 baconi@watling.academy

Chair of Governors

Name: Maureen O'Brien

Contact details: 01908 794094

Designated Safeguarding Governor:

Name: Dr A Frame

Contact details: 01908 505030 framea@denbigh.net

Designated Safeguarding Lead:

Name: Mrs Jo Barford

Contact details: 01908 794094 barfordj@watling.academy

Members of Safeguarding Team:

Name: Miss Natalie Hunt

Contact details: 01908 794094 huntn@watling.academy

Name: Mr Martin Gibbs

Contact details: 01908 794094 gibbsm@watling.academy