



Keeping children safe is
everyone's
responsibility.

Suffolk County Music Service

Child Protection and Safeguarding Policy 2025-2026

Prepared by:	Tracey Rayner, Senior Manager
Approved by:	Benjamin Chadwick, Head of Service and SCMS SLT
Status & review cycle	Statutory Annual
Date approved:	10/09/2025
Review date:	September 2026

Safeguarding Team Contacts at Suffolk County Music Service

Role:	Name and contact details:
Designated Safeguarding Lead (DSL)	Benjamin Chadwick Benjamin.chadwick@suffolk.gov.uk
Alternate DSL(s)	Lewis Blythe Lewis.Blythe@suffolk.gov.uk Tracey Rayner Tracey.Rayner@suffolk.gov.uk Mark Sewell Mark.Sewell@suffolk.gov.uk Helen Simms Helen.Simms@suffolk.gov.uk
Named SCC CYP link officer for safeguarding	SCC CYP Education & Learning Officers-Resolution – Alli Hassey or Mark Bennett
Designated teacher for Children in Care and children previously in care (CiC)	Liaison with Head of Virtual School Matthew Cooke matthew.cooke@suffolk.gov.uk

Mental Health First Aiders	Helen Simms (Senior Manager) Clare Lewis (Business Support Officer) Sabine Sutton (Associate Tutor)
----------------------------	---

Policy Review Dates & Version Control

Version	Date of Review	Change Details	Author	Date Shared with Staff
6.0	4 September 2025	Updated for sharing with staff and following KCSiE updates (and SCC Guidance 1 September 2025)	TR	15-09-25
5.0	September 2024	Updated for sharing with staff and following KCSiE (SCC Guidance September 2024)	TR	20.09.24
4.0	September 2023	Updated for sharing with staff and following KCSiE and DSL changes (SCC Guidance July 2023)	TR	22.09.23
3.1	4 November 2022	Updated for sharing with staff including DSL changes September 2022 (for which staff were trained September 3 2022)	TR	12.11 22
2.1	11 September 2020	Updated for sharing with staff	DS	14.9.2020
2.0	07 September 2020	Policy reviewed and updated to reflect fresh guidance and a new SCC sample policy, (amended to reflect SCMS context and procedures).	MH	14.9.2020
1.1	20 August 2020	Updated to reflect SCMS context and procedures.	MH	14.9.2020
1.0	September 2019	Updated following KCSiE changes	SCC	01 Sept 2019

All Suffolk County Music Service staff receive regular training in safeguarding and child protection, including bullying and radicalisation.

Table of Contents

- 1. Ethos statement**
- 2. Introduction**
- 3. Statutory framework**
- 4. Key roles and responsibilities**
- 5. Induction & Training**
- 6. Recognising concerns – signs and indicators of abuse**
- 7. Specific safeguarding issues**
- 8. Children potentially at greater risk of harm**
- 9. Opportunities to teach Safeguarding**
- 10. Online safety and filtering & monitoring**
- 11. Procedures**
- 12. Information sharing, record keeping and confidentiality**
- 13. Safeguarding Concerns or allegations made about teachers, including supply teachers, other staff, volunteers and contractors.**
- 14. Whistleblowing**
- 15. Useful contacts and links**
- 16. Appendix A – Policy and procedures (quick links)**
- 17. Appendix B – recording form for safeguarding concerns**
- 18. Appendix C Body Map**
- 19. Appendix D – SCMS Flow diagrams**

School Child Protection and Safeguarding Policy Framework

Safeguarding and promoting the welfare of children is **everyone's** responsibility. 'Children' includes everyone under the age of 18. **Everyone** who comes into contact with children and their families has a role to play. In order to fulfil this responsibility effectively, all practitioners should make sure their approach is child centred. This means that they should consider, at all times, what is in the **best interest** of the child.

(Keeping Children Safe in Education)

1. Ethos statement

We recognise the moral and statutory responsibility placed on all staff to safeguard and promote the welfare of all children. At Suffolk County Music Service, we aim to provide a safe and welcoming environment in which children can learn, underpinned by a culture of openness where both children and adults feel secure, are able to raise concerns and believe they are being listened to, and that appropriate action will be taken to keep them safe.

2. Introduction

¹ Suffolk County Music Service (SCMS) recognises the need to ensure that it complies with its duties under legislation and this policy has regard to statutory guidance, Keeping Children Safe in Education (KCSiE), Working Together to Safeguard Children and locally agreed inter-agency procedures put in place by Suffolk Safeguarding Partnership.

This policy will be reviewed annually, as a minimum, and will be made available publicly via Suffolk County Music Service website or on request.

Safeguarding and promoting the welfare of children is defined as: providing help and support to meet the needs of children as soon as problems emerge, protecting children from maltreatment whether that is within or outside the home, including online; preventing impairment of children's mental and physical health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes.

This policy is for all staff, parents, volunteers, and contractors and the wider SCMS community. It forms part of the child protection and safeguarding arrangements for our Music Service and is one of a suite of policies and procedures which encompass the safeguarding responsibilities of the service (Appendix A) In particular, this policy should be read in conjunction with the SCMS Staff Code of Conduct/Staff Behaviour Policy (including Acceptable Use of ICT and guidance on low level concerns²), Safer Recruitment Policy (contained within SCC Recruitment Policy 2021), Behaviour and Anti-Bullying Policy, and

¹ In maintained schools the governing body is responsible for ensuring their functions are exercised with a view to safeguarding and promoting the welfare of children in accordance with section 175 of the Education Act 2002, for pupil referral units it is the management committee, in independent schools, including academies and free schools, and 16-19 academies, this duty sits with the proprietor (in the case of academies the proprietor will be the academy trust). References to the governing body throughout this policy framework includes management committees.

² Guidance on Low-Level Concerns may be a stand alone policy or included within another policy e.g. Staff Code of Conduct

Student Code of Conduct and Part One of KCSiE, copies of which will be shared with all staff on induction.

The aims of this policy are to:

- Provide staff with a framework to promote and safeguard the wellbeing of children and young people, and ensure that all staff understand and meet their statutory responsibilities.
- Ensure consistent good practice across the service.

SCMS expects that all staff will have read and understand this child protection and safeguarding policy and their responsibility to implement it. Staff working in regulated activity **must**, as a minimum, have read and understand Part One of [Keeping children safe in education 2025](#) SCMS Senior Leadership Team will ensure that they have read and understand Parts One and Two of KCSiE as a minimum. DSLs should read all of it. SLT will ensure that those staff who do not work directly with children have read either Part One or Annex A of KCSiE³ 2025 together with Annex B. There may some staff whom SCMS SLT require they read additional sections⁴.

SCMS SLT will ensure that arrangements are in place for all staff members to receive appropriate safeguarding and child protection training which is regularly updated.

Compliance with the policy will be monitored by the Head of Service, designated safeguarding lead (DSL) and SCC CYP Education & Learning Officer with Line Management responsibility for SCMS.

3. Statutory framework

This policy is based on the sample policy provided by SCC in September 2025 and is in line with the statutory framework:

Section 175 of the Education Act 2002 (as amended) in the case of maintained schools and pupil referral units⁵, Section 157 of the Education Act 2002 (as amended) and the Education (Independent School Standards) Regulations 2014 for independent schools (including academies and free schools), the Non-Maintained Special Schools (England) Regulations 2015, and the Apprenticeships, Skills, Children and Learning Act 2009 (as amended) for post 16 education providers, place a statutory duty on governing bodies and proprietors to have policies and procedures in place that safeguard and promote the

³ Annex A of KCSiE is a condensed version of Part One of KCSiE. Whilst it is a matter for schools, based on their assessment, SCC and Suffolk Safeguarding Partnership take the view that it should only be those staff that do not have regular direct contact with children in school, e.g. cleaners who come in out of school hours, who are expected to only read the condensed version of Part One of KCSiE.

⁴ The governing body/proprietor may decide that for some roles should read additional parts of the guidance e.g. colleagues involved in safer recruitment administration including the maintenance of the single central record should also read Part Three of KCSE.

⁵ Section 175, Education Act 2002 – for management committees of pupil referral units, this is by virtue of regulation 3 and paragraph 19A of Schedule 1 to the Education (Pupil Referral Units) (Application of Enactments) (England) Regulations 2007

welfare of children and young people who are pupils of the school (Suffolk County Music Service) which must have regard to any guidance given by the Secretary of State.

In accordance with statutory guidance, Working Together to Safeguard Children 2023 [Working together to safeguard children 2023: statutory guidance \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/106503/working-together-to-safeguard-children-2023-statutory-guidance.pdf), local safeguarding arrangements must be established for every local authority area by the three safeguarding partners (Local Authority, Police and Integrated Care Boards). All three partners have joint and equal duty for a range of roles and statutory functions including developing local safeguarding policy and procedures and scrutinising local arrangements. In Suffolk, all schools have been named by the Suffolk Safeguarding Partnership (SSP) as relevant agencies, this means staff in schools must work in accordance with the multi-agency procedures developed by the Suffolk Safeguarding Partnership (SSP) which can be found on their website at: <https://suffolksp.org.uk/>.

We recognise that Suffolk County Music Service is under a statutory duty to co-operate with the published arrangements and has a pivotal role to play in multi-agency safeguarding arrangements. We are committed to contributing to multi-agency working in line with Working Together to Safeguard Children 2023.

4. Key roles and responsibilities

Suffolk County Music Service (SCMS) is a traded service of Suffolk County Council's Directorate of Children and Young People. SCMS is led by the Education and Learning team in Children and Young People's Services, (SCC, CYP E&L)

SCMS SLT has a strategic leadership responsibility for the service's safeguarding arrangements and must ensure that they comply with their duties under legislation. SCMS has a legal responsibility to make sure that there are appropriate policies and procedures in place, which have regard to statutory guidance, in order for appropriate action to be taken in a timely manner to safeguard and promote children and young people's welfare. SCMS SLT will also ensure that the policy is made available to parents and carers by publishing this on Suffolk County Music website or in writing if requested.

SCMS will ensure it facilitates a whole service approach to safeguarding. This means involving everyone in the service and ensuring safeguarding and child protection are at the forefront and underpin all relevant aspects of process and policy development, and that all systems, processes and policies are transparent, clear and easy to understand and operate with the best interests of the child at their heart.

SCMS will ensure that where there is a safeguarding concern school leaders will make sure the child's wishes and feelings are taken into account when determining what action to take and what services to provide. Systems will be in place that are well promoted, easily understood and easily accessible for children to confidently report any form of abuse, knowing their concerns will be treated seriously, and knowing they can safely express their views and give feedback.

Child Protection and Safeguarding Policy v6.0
TR, Senior Manager SCMS– 4 September 2025

SCMS will ensure that the service contributes to multi-agency working in line with statutory guidance Working Together to Safeguard Children and that the service's safeguarding arrangements take into account the procedures and practice of the locally agreed multi-agency safeguarding arrangements in place.

SCMS will have the following policies are in place, in addition to the Safeguarding Policy, to enable appropriate action to be taken to safeguard and promote the welfare of children and young people as appropriate:

- behaviour, including measures to prevent bullying (including cyberbullying, prejudice-based and discriminatory bullying) - policy and procedures located on the Safeguarding pages of SCMS website [Safeguarding \(suffolkcountymusicservice.co.uk\)](http://suffolkcountymusicservice.co.uk)
- special educational needs and disability (included in the EDI Strategy [EDI-Strategy-for-website.pdf \(suffolkcountymusicservice.co.uk\)](http://suffolkcountymusicservice.co.uk))
- staff code of conduct/behaviour policy (which includes the procedures that will be followed to address low-level concerns and allegations made against staff, whistleblowing, and acceptable use of IT, including the use of mobile devices , staff/pupil relationships and communications, including the use of social media.)
- procedure for responding to children who go missing from education, particularly on repeat occasions (included in Safeguarding Policy appendix D1).
- safer recruitment ([SCC Recruitment Policy 2021 including Safer Recruitment](http://suffolkcountymusicservice.co.uk))

It is the responsibility of SCC, CYP E&L to ensure that staff and volunteers are properly vetted to make sure they are safe to work with the pupils who access our services and that the service has procedures for appropriately managing safeguarding allegations made against, or low level concerns involving, members of staff (including the head of service, supply teachers, contractors, and volunteer helpers).

SCC, CYP E&L will ensure that there is a named LA Link Officer for safeguarding, a Designated Safeguarding Lead (DSL) from the Senior Leadership Team and has lead responsibility for safeguarding and child protection, and a designated teacher(via the Suffolk Virtual School) to promote the educational achievement of children who are looked after, or previously looked after, and will ensure that these people have the appropriate training.

SCC, CYP E&L will have regard to their obligations under the Human Rights Act 1998 and the Equality Act 2010 (including the Public Sector Equality Duty).⁶

The service/SCC, CYP E&L will inform Suffolk County Council and the SSP annually about the discharge of their safeguarding duties by completing the safeguarding self-assessment audit.

⁶ Set out in paragraphs 81-93 of KCSiE
Child Protection and Safeguarding Policy v6.0
TR, Senior Manager SCMS– 4 September 2025

Designated Safeguarding Lead (DSL)

The DSL will take lead responsibility for safeguarding and child protection (including online safety including and understanding the filtering and monitoring systems in place). This will be made explicit in the role-holder's job description. (The broad areas of responsibility and activities related to the role of the DSL are set out in Annex C of KCSiE 2025).

The DSL should be a senior member of staff on the Music Service Senior Leadership Team and will have the appropriate status, authority, time, funding, training, resources and support they need to carry out the duties of the post effectively.

SCMS also has alternate DSLs who are trained to the same standard as the DSL. The DSL and any alternate DSLs will provide advice and support to staff in school and will liaise with the local authority and work with other agencies in line with Working Together to Safeguard Children 2023.

During term time, the DSL and/or an alternate should always be available during school hours for staff to discuss any safeguarding concerns. The DSL will make arrangements for adequate and appropriate cover arrangements for any out of hours/out of term time activities.

The DSL will undergo training to provide them with the knowledge and skills to carry out the role. This training will be updated every two years.

The DSL will liaise with SCC, CYP E&L to inform them of issues and in particular ongoing enquiries under section 47 of the Children Act 1989 and police investigations.⁷

Head of Service

The Head of Service will ensure that the policies and procedures adopted by the service are fully implemented and that sufficient resources, time and training are provided to enable staff members to discharge their safeguarding responsibilities and contribute effectively to a whole service approach to safeguarding.

The Head of Service will be responsible for ensuring a culture of safety and ongoing vigilance that fosters the belief that 'it could happen here'.

All staff

All staff have a responsibility to provide a safe environment in which children can learn.

All staff working in regulated activity with children must read and ensure they understand at least Part One of KCSiE 2025. Those staff that do not work directly with children must read

⁷ See LA explanatory note on the requirements around children having an appropriate adult [Schools-StopSearch-v2.3.pdf \(squarespace.com\)](#)

and ensure they understand either at least Part One or Annex A of KCSiE 2025. ⁸ The Safeguarding Team of the SCMS will ensure that they read and understand all of KCSiE.

All staff must ensure they are familiar with the systems within SCMS, **and within the schools and settings to which they are deployed**, which support safeguarding, including the child protection and safeguarding policy, the code of conduct/staff behaviour policy, the behaviour policy, the safeguarding response to children who go missing from education, and the role of the DSL (including the identity of the DSL and any deputies). These will be explained to all staff on induction and refreshed regularly.

All staff should be aware of indicators of abuse and neglect so that they are able to identify cases of children who may need help or protection. All staff should maintain a belief that 'it could happen here' where safeguarding is concerned and if staff have any concerns about a child's welfare, they must act on them immediately.

All staff should be able to reassure victims that they are being taken seriously and that they will be supported and kept safe. A victim should never be given the impression that they are creating a problem by reporting abuse, sexual violence or sexual harassment. Nor should a victim ever be made to feel ashamed for making a report.

All staff should know what to do if a child tells them he/she is being abused, neglected or exploited, and/or is otherwise at risk of involvement in criminal activity, such as knife crime, or involved in county lines drug dealing.

All staff should be aware of the process for making referrals to children's social care and for statutory assessments under the Children Act 1989 that may follow a referral, especially section 17 (children in need) and section 47 (a child suffering, or likely to suffer, significant harm) along with the role they might be expected to play in such assessments.

All staff should be aware of, and understand their role within the [Family Support — Suffolk Safeguarding Partnership](#) and [Early Help Assessment \(EHA\) - Suffolk County Council](#) for all services, at both a Local Authority and school or college level. This includes providing support as soon as a problem emerges, liaising with the DSL, and sharing information with other professionals in order to support early identification and assessment, focussing on providing interventions to avoid escalation of worries and needs (see Section 12: Information Sharing). In some cases, staff may be asked to act as the lead professional in undertaking an early help assessment. Further guidance on effective assessment of the need for early help can be found in [Working Together to Safeguard Children](#).

Any child may benefit from early help, but all SCMS staff should be particularly alert to the potential need for early help for a child who:

- is disabled or has certain health conditions and has specific additional needs

⁸ Whilst it is a matter for schools, based on their assessment, SCC and Suffolk Safeguarding Partnership take the view that it should only be those staff that do not have regular contact with children in school, e.g. cleaners who come in out of school hours, who are expected to only read the condensed version of Part One of KCSiE. Child Protection and Safeguarding Policy v6.0
TR, Senior Manager SCMS– 4 September 2025

- has special educational needs (SEN) (whether or not they have a statutory Education, Health and Care Plan)
- has a mental health need
- is a young carer
- is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups or county lines
- is frequently missing/goes missing from care or from home
- has experienced multiple suspensions, is at risk of being permanently excluded from schools, colleges and in Alternative Provision or a Pupil Referral Unit
- is at risk of modern slavery, trafficking or sexual and/or criminal exploitation
- is at risk of being radicalised or exploited
- has a parent or carer in custody, or is affected by parental offending
- is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues or domestic abuse
- is misusing alcohol and other drugs themselves
- is at risk of 'honour'-based abuse such as Female Genital Mutilation (FGM) or forced marriage
- is a privately fostered child

Knowing what to look out for is vital to the early identification of abuse and neglect and specific safeguarding issues such as child criminal exploitation and child sexual exploitation. If staff are unsure, they should always speak to the DSL (or deputy). If in exceptional circumstances the DSL (or deputy) is not available, this should not delay appropriate action being taken. Staff should consider speaking to a member of the senior leadership team and/or take advice from children's social care [Multi-Agency Safeguarding Hub \(MASH\) - Suffolk County Council](#) Consultation Line. In these circumstances, any action taken should be shared with the DSL as soon as is practically possible. Details of the service's safeguarding team are on the front this policy.

5. Induction & Training

SCMS will ensure that all staff receive appropriate safeguarding and child protection training (including online safety, which amongst other things includes an understanding of the expectations, applicable role and responsibilities in relation to filtering and monitoring) which is regularly updated and in line with advice from the Suffolk Safeguarding Partnership, including the [SSP Training Overview](#) and the [Online Safety Toolkit](#). In addition, all staff members will receive regular safeguarding and child protection (including online safety) updates (for example, via email, e-bulletins, staff meetings) as required, but at least annually, to provide them with relevant skills and up to date knowledge of emerging and evolving safeguarding issues to safeguard children effectively.

This training will be regularly updated and in line with advice from the Suffolk Safeguarding Partnership, including the SSP Training Overview and the Online Safety Toolkit.

All new staff members will undergo safeguarding and child protection training at induction. This will include training on the service's safeguarding and child protection policy, online safety, the code of conduct/staff behaviour policy, low-levels concerns guidance, the behaviour policy, the safeguarding response to children who are absent from education, and the role of the designated safeguarding lead. Copies of the service's policies,

procedures and Part One of KCSiE 2025 (or Annex A for those staff who do not work directly with children)⁹ will be provided to new staff at induction.

SCMS will ensure that safeguarding training for staff, including online safety training, is integrated, aligned and considered as part of the whole service safeguarding approach and wider staff training and curriculum planning.

The Head of Service will ensure that an accurate record of safeguarding training undertaken by all staff is maintained and updated regularly.

In considering safeguarding training arrangements SCMS will also have regard to the Teachers' Standards which set out the expectation that all teachers manage behaviour effectively to ensure a good and safe educational environment, and require teachers to have a clear understanding of the needs of all pupils.

6. Recognising concerns - signs and indicators of abuse, neglect and exploitation.

All staff should be aware of the indicators of abuse, neglect and exploitation (see below), understanding that children can be at risk of harm inside and outside of the school/college, inside and outside of home, and online. Exercising professional curiosity and knowing what to look for is vital for the early identification of abuse and neglect so that staff are able to identify cases of children who may be in need of help or protection.

All SCMS staff should be aware that abuse, neglect, exploitation, and safeguarding issues are rarely standalone events and cannot be covered by one definition or one label alone. In most cases, multiple issues will overlap.

All staff, but especially the designated safeguarding lead (and deputies) should consider whether children are at risk of abuse or exploitation in situations outside their families. Extra familial harms take a variety of different forms and children can be vulnerable to multiple harms including (but not limited to) sexual abuse (including harassment and exploitation), domestic abuse in their own intimate relationships (teenage relationship abuse), criminal exploitation, serious youth violence, county lines and radicalisation.

All staff should be aware that technology is a significant component in many safeguarding and wellbeing issues. Children are at risk of abuse and other risks online as well as face to face. In many cases abuse and other risks will take place concurrently both online and offline. Children can also abuse other children online, this can take the form of abusive, harassing, and misogynistic/misandrist messages, the non-consensual sharing of indecent images, especially around chat groups, and the sharing of abusive images and pornography to those who do not want to receive such content

In all cases, if staff are unsure, they should always speak to the DSL or deputy.

Indicators of abuse and neglect

⁹ Dependent on school stance on the condensed version of KCSiE. Whilst it is a matter for schools, based on their assessment, SCC and Suffolk Safeguarding Partnership take the view that it should only be those staff that do not have regular contact with children in school, e.g. cleaners who come in out of school hours, who are expected to only read the condensed version of Part One of KCSiE.

Abuse is defined as a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse including where they see, hear or experience its effects. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. They may be abused by an adult or adults or another child or children.

The following indicators listed under the categories of abuse are not an exhaustive list:

Physical abuse: a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse: the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Sexual abuse: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children is a specific safeguarding issue (also known as child-on-child abuse) in education and all staff should be aware of it and of the service's policy and procedures for dealing with it.

Neglect: the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and

emotional harm or danger; ensure adequate supervision (including the use of inadequate caregivers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

(Source [Keeping children safe in education 2025](#))

7. Specific safeguarding issues

All staff should have an awareness of safeguarding issues that can put children at risk of harm. Behaviours linked to issues such as of drug taking and/or alcohol misuse, unexplainable and/or persistent absences from education, serious violence (including that linked to county lines) radicalisation and consensual and non-consensual sharing of nude and semi-nude images and/or videos can be signs that children are at risk. Other safeguarding issues all staff should be aware of include:

Child-on-child abuse

All staff should be aware that children can abuse other children (often referred to as child-on-child abuse). And that it can happen both inside and outside of school and online. It is important that all staff recognise the indicators and signs of child-on-child abuse and know how to identify it and respond to reports.

All staff should understand, that even if there no reports in SCMS activities and school, it does not mean it's not happening, it may be the case that it is just not being reported. As such, it is important if staff have any concerns regarding child-on-child abuse they should speak to the DSL (or deputy) and record these using the SCMS safeguarding system.

It is essential that all staff understand the importance of challenging inappropriate behaviours between children, many of which are listed below, that are abusive in nature. Downplaying certain behaviours, for example dismissing sexual harassment as "just banter", "just having a laugh", "part of growing up" or "boys being boys" can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.

Child-on-child abuse is most likely to include, but may not be limited to:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying)
- Abuse in intimate personal relationships between children (sometimes known as 'teenage relationship abuse')
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse)
- sexual violence, such as rape, assault by penetration and sexual assault (this may include an online element which facilitates, threatens and/or encourages sexual violence)
- sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be stand-alone or part of a broader pattern of abuse.
- Causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party.

- Consensual and non-consensual sharing of nude and semi nude images and or videos¹⁰ (also known as sexting or youth produced sexual imagery)
- upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm; and
- initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element)

All staff should be clear about the service's policy and procedures with regards to child-on-child abuse and the important role they must play in preventing it and responding where they believe a child may be at risk from it.

Child sexual exploitation (CSE) and Child Criminal Exploitation (CCE)

Both CSE and CCE are forms of abuse and both occur where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into taking part in sexual or criminal activity, in exchange for something the victim needs or wants, and/or for the financial advantage or increased status of the perpetrator or facilitator and/or through violence or the threat of violence. CSE and CCE can affect children, both male and female and can include children who have been moved (commonly referred to as trafficking) for the purpose of exploitation.

Child Criminal Exploitation (CCE)

Some specific forms of CCE can include children being forced or manipulated into transporting drugs or money through county lines, working in cannabis factories, shoplifting or pickpocketing. They can also be forced or manipulated into committing vehicle crime or threatening/committing serious violence to others.

Children can become trapped by this type of exploitation as perpetrators can threaten victims (and their families) with violence or entrap and coerce them into debt. They may be coerced into carrying weapons such as knives or begin to carry a knife for a sense of protection from harm from others. As children involved in criminal exploitation often commit crimes themselves, their vulnerability as victims is not always recognised by adults and professionals (particularly older children), and they are not treated as victims despite the harm they have experienced. They may still have been criminally exploited even if the activity appears to be something they have agreed or consented to.

It is important to note that the experience of girls who are criminally exploited can be very different to that of boys. The indicators may not be the same, however staff should be aware that girls are at risk of criminal exploitation too. It is also important to note that both boys and girls being criminally exploited may be at higher risk of sexual exploitation.

Child Sexual Exploitation (CSE)

CSE is a form of child sexual abuse. Sexual abuse may involve physical contact, including assault by penetration (for example, rape or oral sex) or nonpenetrative acts such as masturbation, kissing, rubbing, and touching outside clothing. It may include non-contact activities, such as involving children in the production of sexual images, forcing children to look at sexual images or watch sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse including via the internet.

¹⁰ UKCIS guidance: Sharing nudes and semi-nudes advice for education settings.

CSE can occur over time or be a one-off occurrence and may happen without the child's immediate knowledge e.g. through others sharing videos or images of them on social media.

CSE can affect any child, who has been coerced into engaging in sexual activities. This includes 16 and 17 year olds who can legally consent to have sex. Some children may not realise they are being exploited e.g. they believe they are in a genuine romantic relationship.

Further information on signs of a child's involvement in sexual exploitation is available in [Child sexual exploitation: definition and guide for practitioners - GOV.UK](#)

Domestic Abuse

Domestic abuse can encompass a wide range of behaviours and may be a single incident or pattern of incidents. That's abuse can be, but is not limited to, psychological, physical, sexual, financial or emotional. Children can be victims of domestic abuse. They may see, hear, or experience the effects of abuse at home and/or suffer domestic abuse in their own intimate relationships (teenage relationship abuse). All of which can have a detrimental and long term impact on their health, well-being, development, and ability to learn.

Female Genital Mutilation (FGM)

Whilst all staff should speak to the DSL (or deputy) regarding any concerns about FGM, there is a specific legal duty on teachers¹¹. If a teacher, in the course of their work in the profession, discovers that an act of FGM appears to have been carried out on a girl under the age of 18, the teacher must report this to the police.

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.

Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. Education staff, however, are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one.

Staff can access a range of advice to help them identify children in need of extra mental health support, this includes working with external agencies.

If staff have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken, following the service's policy, and speaking to the DSL or a deputy.

SCMS has 3 Mental Health First Aiders within the service, to support both pupils and staff.

¹¹ Under section 5B(11) (a) of the Female Genital Mutilation Act 2003, 'teacher' means, in relation to England, a person within section 141A(1) of the Education Act 2002 (persons employed or engaged to carry out teaching work at schools and other institutions in England)

Serious violence

All staff should be aware of the indicators which may signal that children are at risk from, or involved with, serious violent crime. These may include increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs and may be at risk of criminal exploitation.

Preventing radicalisation

Children may be susceptible to radicalisation into terrorism. Similar to protecting children from other forms of harms and abuse, protecting children from this risk should be a part of a schools or colleges safeguarding approach. For further information see Page 157 of Keeping Children Safe in Education 2025.

Channel

Channel is a voluntary, confidential support programme which focuses on providing support at an early stage to people who are identified as being susceptible to being drawn into terrorism. Prevent referrals are assessed and may be passed to a multi-agency Channel panel, which will discuss the individual referred to determine whether they are at risk of being drawn into terrorism and consider the appropriate support required. For further information see Page 158 of Keeping Children Safe in Education 2025

8. Children potentially at greater risk of harm

SCMS recognises that whilst all children should be protected there are some groups of children who are potentially at greater risk of harm and, in some cases, these children may find it difficult to communicate what is happening to them.

Children who need a social worker (Child in Need and Child Protection Plans)

Children may need a social worker due to complex safeguarding or welfare needs. Children may need this help due to abuse, neglect and/or complex family circumstances. A child's experiences of adversity and trauma can leave them vulnerable to further harm, as well as educationally disadvantaged in facing barriers to attendance, learning, behaviour and mental health.

SCMS expects that the Local Authority will share with their school the fact a child has a social worker, and the DSL will hold and use this information so that decisions can be made in the best interests of the child's safety, welfare and educational outcomes. This should be considered as a matter of routine. There are clear powers to share this information under existing duties on both LAs and school to safeguard and promote the welfare of children.

Where children need a social worker, this should inform decisions about safeguarding (for example, responding to unauthorised absence or to a child missing education where there are known safeguarding risks) and about promoting welfare (for example, considering the provision of pastoral and/or academic support, alongside action by statutory services).

Children absent from education

A child being absent from education, particularly repeatedly, can be a warning sign of a range of safeguarding issues. This might include abuse or neglect, such as sexual abuse or exploitation or child criminal exploitation, or issues such as mental health problems, substance abuse, radicalisation, FGM or forced marriage.

There are many circumstances where a child may be absent or become missing from education, but some children are particularly at risk. These include children who:

- . Are at risk of harm or neglect
- . Are at risk of forced marriage or FGM
- . Come from Gypsy, Roma, or Traveller families
- . Come from the families of service personnel
- . Go missing or run away from home or care
- . Are supervised by the youth justice system
- . Cease to attend a school
- . Come from new migrant families

It is important that the service's procedures for unauthorised absence and for dealing with children who are absent from education are followed, particularly on repeat occasions, to help identify the risk of abuse and neglect, including sexual exploitation, and to help prevent the risks of going missing in future. This includes when problems are first emerging but also where children are already known to LA children's social care and need a social worker (such as on a child in need or child protection plan, or as a looked after child), where absence from education may increase known safeguarding risks within the family or in the community. As such, all staff should be aware of the service's unauthorised absence procedures and children missing education procedures. (see Appendix Di – Ensemble managers will contact parents at the first possible opportunity if a child is absent without notification).

This includes informing the LA if a child leaves the school without a new school being named and adhering to requirements with respect to sharing information with the LA, when applicable, when removing a child's name from the admission register at non-standard transition points.

Staff will be trained in signs to look out for and the individual triggers to be aware of when considering the risks of potential safeguarding concerns which may be related to being absent, such as travelling to conflict zones, FGM and forced marriage.

Further information and support includes:

- schools' duties regarding children missing education, including information schools must provide to the LA when removing a child from the school roll at standard and non-standard transition points can be found in the DfE's statutory guidance: [Children Missing Education](#).
- General information and advice for schools can be found in the Government's [Missing Children and Adults Strategy](#).

- further information for colleges providing education for a child of compulsory school age can be found in: [Full-time enrolment of 14- to 16-year-olds in further education and sixth-form colleges: 2025 to 2026 academic year - GOV.UK](#)
- guidance for schools concerning children who are absent from education [Working together to improve school attendance](#)

Elective Home Education

Many home educated children have a positive learning experience. We would expect the parents' decision to home educate to be made with their child's best education at the heart of the decision. However, this is not the case for all. Elective home education can mean that some children are not in receipt of suitable education and are less visible to the services that are there to keep them safe and supported in line with their needs.

Where a parent/carer has expressed their intention to remove a child from school with a view to educating at home, the school will work together with the LA and other key professionals to coordinate a meeting with parents/carers where possible.

Ideally this would be before a final decision has been made to, to ensure the parents/carers have considered what is in the best interests of each child. This is particularly important where a child has SEND, is vulnerable, and/or has a social worker. Where a child has an Education, Health and Care plan in place the LA will need to review the plan, working closely with parents and carers.

Children requiring mental health support

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.

SCMS will ensure there is a clear system and process in place for identifying possible mental health problems, including routes to escalate, and a clear referral and accountability system.

Staff can access further advice in a DfE guidance documents [Preventing and tackling bullying](#) and [mental health and behaviour in schools](#) which set out how staff can help prevent mental health problems by promoting resilience as part of an integrated, whole school approach to social and emotional wellbeing, which is tailored to the needs of pupils.

Looked after children and previously looked after children.

The most common reason for children becoming looked after is as a result of abuse and/or neglect. SCMS will ensure staff have the skills, knowledge and understanding to keep looked after children safe.

SCMS will ensure there are arrangements in place so that appropriate staff have the information they need in relation to a child's looked after legal status (whether they are looked after under voluntary arrangements with consent of parents, or on an interim or full care order) and the child's contact arrangements with birth parents or those with parental responsibility.

Appropriate staff will also have information about the child's care arrangements and the levels of authority delegated to the carer by the authority looking after the child. Each school's DSL should have the details of the child's social worker and the name of the virtual school head in the authority that looks after the child.

A previously looked after child potentially remains vulnerable and all staff should have the skills, knowledge and understanding to keep previously looked after children safe. SCMS recognises that when dealing with looked after children and previously looked after children, it is important that all agencies work together and prompt action is taken when necessary to safeguard these children, who are a particularly vulnerable group.

For children who are care leavers, each school's DSL should have details of the LA Personal Advisor appointed to guide and support the care leaver and liaise with them as necessary regarding any issues of concern.

Children with SEN and disabilities, or health issues can face additional safeguarding challenges, both online and offline.

Staff should avoid making assumptions that indicators of possible abuse such as behaviour, mood and injury may relate to the child's disability or medical condition without further exploration.

Staff should also be aware that these children may be more prone to peer group isolation or bullying (including prejudice-based bullying) than other children. Similarly, staff should be aware of the potential for children with SEND or certain medical conditions being disproportionately impacted by behaviours such as bullying without outwardly showing signs or being able to communicate how they are feeling.

Staff also need to be mindful of children's cognitive understanding, for example, whether they are able to understand the difference between fact and fiction in online content and the consequences of repeating the content/behaviours in school.

As such, any reports of abuse involving children with SEND will require close liaison with the DSL and SENCO.

Further information can be found in the DfE's:

- [SEND Code of Practice 0 to 25 years](#), and
- [Supporting Pupils at School with Medical Conditions](#)
- [Children with special educational needs and disabilities \(SEND\) | NSPCC Learning](#)
- [NSPCC - Safeguarding child protection/deaf and disabled children and young people](#)

Children who are lesbian, gay, bisexual, or gender questioning

Revised guidance on gender questioning children is expected this summer. If published, we will signpost to this guidance in September 2025. In the absence of confirmed guidance the following guidance is available [GQC Draft Guidance — Trans and Non-Binary Education](#)

SCMS acknowledges that the fact that a child or young person may be lesbian, gay, bisexual or gender questioning is not in itself an inherent risk factor for harm. However, children who are lesbian, gay, bisexual or gender questioning can be targeted by other children. In some cases, a child who is perceived to be lesbian, gay, bisexual or gender questioning (whether they are or not) can be just as vulnerable as children who are.

Risks can be compounded where children who are lesbian, gay bisexual or gender questioning lack a trusted adult with whom they can be open. Staff should therefore endeavour to reduce the additional barriers faced and provide a safe space for them to speak out or share their concerns with members of staff.

9. Opportunities to teach safeguarding

SCMS recognises that schools will ensure that children and young people are taught about how to keep themselves and others safe, including online.

SCMS recognises that effective education in schools should be tailored to the specific needs and vulnerabilities of individual children, including children who are victims of abuse, and children with SEND.

SCMS recognises that relevant topics will be included within Relationships Education (*primary schools*) and Relationships and Sex Education (also known as Sex and Relationship Education) (*secondary schools*) and through Health Education (*all pupils in state funded schools*), having regard to statutory guidance.

SCMS recognises that preventative education is most effective in the context of a whole-school approach that prepares children and young people for life in modern Britain and creates a culture of zero tolerance for sexism, misogyny/misandry, homophobia, biphobia and sexual violence/harassment.

SCMS expects that the service's values and standards should be upheld and demonstrated throughout all aspects of our work with CYP. These will be underpinned by the service's behaviour policy and pastoral support system and supported by work in schools by a planned programme of evidence-based RSHE delivered in regularly timetabled lessons and reinforced throughout the whole curriculum. This whole-school approach will be fully inclusive and developed to be age and stage of development appropriate, and will tackle (in age-appropriate stages) issues such as:

- Healthy and respectful relationships
- Boundaries and consent
- Stereotyping, prejudice and equality
- Body confidence and self-esteem
- How to recognise and abusive relationship, including coercive and controlling behaviour
- The concepts of, and laws relating to – sexual consent, sexual exploitation, abuse, grooming, coercion, harassment, rape, domestic abuse, so called honour-based violence such as forced marriage and FGM, and how to access support, and
- What constitutes sexual harassment and sexual violence and why these are always unacceptable.

10. Online safety and filtering and monitoring

It is essential that children are safeguarded from potentially harmful and inappropriate online material.

The use of technology has become a significant component of many safeguarding issues such as child sexual exploitation, radicalisation and sexual predation and technology often provides the platform that facilitates such harm.

SCMS recognises that each school will ensure that there are appropriate filters and monitoring systems in place to safeguard children and young people from potentially harmful and inappropriate online material.

Online safety issues can be categorised into four areas of risk:

- Content: being exposed to illegal, inappropriate or harmful content, for example, pornography, fake news, racism, misogyny, self-harm, suicide, anti-Semitism, radicalisation, extremism, misinformation, disinformation (including fake news) and conspiracy theories..
- Contact: being subjected to harmful online interaction with other users, for example, peer to peer pressure, commercial advertising, and adults posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial or other purposes.
- Conduct: online behaviour that increases the likelihood of, or causes, harm, for example, making, sending and receiving explicit images (e.g. consensual and non-consensual sharing of nudes and semi-nudes and/or pornography, sharing other explicit images, and online bullying); and
- Commerce: risks such as online gambling, inappropriate advertising, phishing and/or financial scams. If staff feel that either they or pupils are at risk this should be reported to the Anti-Phishing Working Group (<https://apwg.org/>).

SCMS has had due regard to the additional information and support set out in KCSiE 2025 and will ensure that the service has a whole service approach to online safety with clear guidance for students and staff on use of communications technology in the service.

SCMS has produced clear guidance for students, parents/carers and SCMS staff on the use of mobile and smart technology, contained in the Anti-Bullying Policy, the Student Code of Conduct, SCMS Staff Code of Conduct and SCC Policy [IT Acceptable-use-summary \(sharepoint.com\)](#). We acknowledge the fact that many children have unlimited and unrestricted access to the internet via mobile phone networks (i.e. 3G, 4G and 5G). This access means some children, whilst at SCMS activities, can harass (either sexually or otherwise), bully, and control others via their mobile and smart technology, share indecent images consensually and non-consensually (often via large chat groups) and view and share pornography and other harmful content. SCMS has a Zero tolerance response to any reports of such activity as detailed in the documents listed above.

SCMS staff can access resources, information and support as set out in Annex B of KCSiE 2025.

11. Procedures

If staff notice any indicators of abuse/neglect or signs that a child or young person may be experiencing a safeguarding issue they should record their concerns using the SCMS Safeguarding management system (forms in this document) and pass it to the DSL (ADSL) without delay. The SCMS recording form is included at Appendix B for SCMS staff, body map at Appendix C and a flow chart of our procedures for reporting concerns can be seen at Appendix Di.

What to do if you are concerned.

If a child makes an allegation or disclosure of abuse against an adult or other child or young person, it is important that you:

- Stay calm and listen carefully;
- Accept what is being said;
- Allow the child/young person to talk freely – do not interrupt or put words in the child/young person’s mouth;
- Only ask questions when necessary to clarify, do not investigate or ask leading questions;
- Reassure the child, but don’t make promises which it might not be possible to keep;
- Do not promise confidentiality;
- Emphasise that it was the right thing to tell someone;
- Reassure them that what has happened is not their fault;
- Do not criticise the perpetrator;
- Explain what has to be done next and who has to be told;
- Make a written record, which should be signed and include the time, date and your position in school;
- Do not include your opinion without stating it is your opinion;
- Pass the information to the DSL or alternate without delay;
- Consider seeking support for yourself and discuss this with the DSL as dealing with a disclosure can be distressing.

When a record of a safeguarding concern is passed to the DSL, the DSL will record the time and date the record of concern was received. The DSL will assess the concern and, taking into account any other safeguarding information known about the child/young person, consider whether it suggests that the threshold of significant harm, or risk of significant harm, has been reached or may be a child in need. If the DSL is unsure whether the threshold has been met, they will contact the MASH Professional Consultation Line for advice (0345 606 1499). Where appropriate, the DSL will complete and submit the SCC multi agency referral form (MARF) ([available on the SSP website](#))¹².

Where the DSL believes that a child or young person may be at imminent and significant risk of harm they should call Customer First immediately and then complete the SSP MARF

¹² N.B. The exception to this process will be in those cases of known FGM where there is a mandatory requirement for the teacher to report directly to the police, although the DSL should also be made aware.

within 24 hours to confirm the referral. In these circumstances, it is important that any consultation should not delay a referral to Customer First.

Where a safeguarding concern does not meet the threshold for completion of a MARF, the DSL should record how this decision has been reached and should consider whether additional needs of the child have been identified that might be met by a coordinated offer of early help including the school or college's local early help offer.

Staff might be required to contribute to multi-agency plans to provide additional support to children. This might include attendance at child protection conferences or core group meetings. SCMS is committed to providing as much relevant up to date information about the child as possible, including submitting reports for child protection conferences in advance of the meeting in accordance with SSP procedures and timescales.

Where reasonably possible, SCMS is committed to obtaining more than one emergency contact number for each pupil.

SCMS staff must ensure that they are aware of the procedure to follow when a child goes missing from education. (*See Appendix Di*).

For SYM/CMG out of school hours activity, SCMS Senior Managers / Tutors in Charge will contact parents of CYP with any unauthorised absence. Wherever practical, this should be at registration/arrival time of the activity. In all instances, unauthorised absence should be followed up within one working day. Further information can be found in Appendix Di

12. Information sharing, record keeping and confidentiality

Information sharing is vital in safeguarding children by identifying and tackling all forms of abuse and neglect, and in promoting children's welfare, including in relation to their educational outcomes. Schools and SCMS have clear powers to share, hold and use information for these purposes.

As part of meeting a child's needs, SCMS understands that it is critical to recognise the importance of information sharing between professionals and local agencies and will contribute to multi-agency working in line with Working Together to Safeguard Children. Where there are concerns about the safety of a child, the sharing of information in a timely and effective manner between organisations can reduce the risk of harm. Whilst the Data Protection Act 2018 places duties on organisations and individuals to process personal information fairly and lawfully, and to keep the information they hold safe and secure, it is not a barrier to sharing information where the failure to do so would result in a child or vulnerable adult being placed at risk of harm. Similarly, human rights concerns, such as respecting the right to a private and family life would not prevent sharing where there are real safeguarding concerns. Staff should not assume a colleague or another professional will take action and share information that might be critical in keeping children safe. Staff will have regard to the Government guidance: [Information sharing: advice for practitioners providing safeguarding services to children, young people, parents and carers](#) which supports staff who have to make decisions about sharing information. This advice includes the seven golden rules for sharing information and considerations with regard to the Data

Protection Act 2018 and General Data Protection Regulation (GDPR). If in any doubt about sharing information, staff should speak to the DSL or a deputy.

Well-kept records are essential to good child protection practice. All concerns, discussions and decisions made and the rationale for those decisions should be recorded in writing. If in doubt about recording requirements, staff should discuss with the DSL.

SCMS recognises that confidentiality should be maintained in respect of all matters relating to child protection. Information on individual child protection cases may be shared by the DSL or alternate DSL with other relevant members of staff. This will be on a 'need to know' basis and where it is in the child's best interests to do so.

A member of staff must never guarantee confidentiality to anyone about a safeguarding concern (including parents/carers or pupils), or promise a child to keep a secret which might compromise the child's safety or wellbeing.

As well as allowing for information sharing, in circumstances where it is warranted because it would put a child at risk of serious harm, the DPA 2018 and the GDPR allow schools to withhold information. This may be particularly relevant where a child is affected by domestic abuse perpetrated by a parent or carer, is in a refuge or another form of emergency accommodation, and the serious harm tests is met.

Where a child is suffering, or is likely to suffer from harm, it is important that a referral to local authority children's social care and if appropriate the police, (see [When to call the police guidance](https://www.npcc.police.uk) (npcc.police.uk)) is made immediately. Referrals should follow the local referral process.

Ordinarily, SCMS will always undertake to share its intention to refer a child to Social Care with their parents /carers unless to do so could put the child at greater risk of harm or impede a criminal investigation. It would be legitimate to share information without consent where: it is not possible to gain consent; it cannot reasonably be expected that a practitioner gains consent; and, if to gain consent would put a child at risk. If in doubt, staff will consult with the MASH Professional Consultation Line on this point.

13. Managing allegations made against teachers, including supply teachers, other staff, volunteers and contractors

SCMS will follow the SSP [Arrangements for Managing Allegations of Abuse against people who work with children or those who are in a position of Trust](#) if a safeguarding concern or allegation is raised against an adult in a position of trust which meets the harm threshold.

An allegation that may meet the harm threshold is any information which indicates that a member of staff /volunteer may have:

- behaved in a way that has harmed a child, or may have harmed a child;
- possibly committed a criminal offence against or related to a child; or
- behaved towards a child or children in a way that indicates he/she may pose a risk of harm to children; and/or

- behaved or may have behaved in a way that indicates they may not be suitable to work with children.

This applies to any child the member of staff, supply teacher, volunteer or contractor has contact with in their personal, professional or community life. It also applies regardless of whether the alleged abuse took place in our settings.

Concerns that do not meet the harm threshold will be dealt with in accordance with the service's policy for managing low-level concerns. (SCMS Staff Code of Conduct/Behaviour Policy 2025)

If any member of staff has concerns that a colleague supply teacher, volunteer or contractor might pose a risk to children, it is their duty to report these to the head of service. Where the concerns or allegations are about the SCMS Head of Service, these should be referred to Mark Bennett, the SCMS CYP E&L Link Officer.

The head of service will immediately report the concern to the Local Authority Designated Officer **within one working day**.

The corporate director for Children and Young People's Services, has identified dedicated staff to undertake the role of LADO. LADOs can be contacted via email on LADO@suffolk.gov.uk or by using the LADO central telephone number: **0300 123 2044** for allegations against all staff and volunteers.

14. Whistleblowing

SCMS recognises that children cannot be expected to raise concerns in an environment where staff fail to do so. All staff and volunteers should feel able to raise concerns about poor or unsafe practice and potential failures in the service's safeguarding regime and know that such concerns will be taken seriously by the senior leadership team.

Whistleblowing is 'making a disclosure in the public interest' and occurs when a worker (or member of the wider school community) raises a concern about danger or illegality that affects others, for example, pupils in the school or members of the public.

SCMS would wish for everyone in the SCMS community to feel able to report any child protection/safeguarding concerns through existing procedures within the service, including the whistleblowing procedure adopted by SCMS where necessary. However, for members of staff who do not feel able to raise such concerns internally, there is a NSPCC whistleblowing helpline. Staff can call 0800 028 0285 (line available from 8.00am to 8.00pm, Monday to Friday) or email: help@nspcc.org.uk

15. Useful Contacts:

Multi-agency Safeguarding Hub (MASH) Professional Helpline: 0345 606 1499

MASH [webchat facility](#)

Customer First (Professional Referral Line) for use in emergencies only: 0345 606 6167

Customer First: 0808 800 4005

Police (emergency only): 999

Suffolk Police main switchboard: 01473 613500

Suffolk Police Cybercrime Unit: 101

Suffolk Local Safeguarding Partnership www.suffolksp.org.uk

Suffolk County Council: www.suffolk.gov.uk/community-and-safety/staying-safe-online/e-safer-suffolk/

LADO 0300 123 2044 or lado@suffolk.gov.uk or on the [LADO pages](#) on Suffolk Safeguarding Partnership website

16. Appendix A Policy and Procedures

- [Keeping children safe in education - GOV.UK \(www.gov.uk\)](http://www.gov.uk)
- [Working together to safeguard children - GOV.UK \(www.gov.uk\)](http://www.gov.uk)
- Safeguarding pages of SCMS website [Safeguarding \(suffolkcountymusicservice.co.uk\)](http://suffolkcountymusicservice.co.uk)
- special educational needs and disability (included in the EDI Strategy [EDI-Strategy-for-website.pdf \(suffolkcountymusicservice.co.uk\)](http://suffolkcountymusicservice.co.uk))
- staff code of conduct/behaviour policy (which includes the procedures that will be followed to address low-level concerns and allegations made against staff, and acceptable use of IT, including the use of mobile devices and communications, including the use of social media.) internal to SCMS, available to staff on induction, updated and shared for compliance annually.
- procedure for responding to children who go missing from education, particularly on repeat occasions (included in Safeguarding Policy appendix D1).
- safer recruitment ([SCC Recruitment Policy 2021 including Safer Recruitment](#))
- Anti-Bullying Policy available on the Safeguarding pages of SCMS website [Safeguarding \(suffolkcountymusicservice.co.uk\)](http://suffolkcountymusicservice.co.uk)

17. Appendix Bi – Recording Process for Safeguarding Concerns

For use by the DSL in the first instance.

This is the email template/pro-forma which will be sent by the DSL to any member of SCMS staff reporting any form of Safeguarding Concern – whether in a school setting or at CMG/SYM Activity, about a child or about an adult. The email template will be sent with high importance, encrypted ‘Official Sensitive’ and with the request of a ‘read receipt’ from the DSL. The template email is located within the SCMS Secure Safeguarding folder on TEAMS.

Dear ,

Thank you for getting in contact about your Safeguarding concern. Could you please provide us with the information requested below. This is the core information we require to action this concern.

Many thanks. Please respond as quickly as you can and ensure you use the ‘OFFICIAL sensitive’ encryption.

If your report is concerning a disclosure or other concern during a CMS or SYM activity, please attach any disclosure notes or 'record of concern' form (ROC) to this email and return to the DSL. The notes should be a digital copy of your **hand-written** disclosure notes (either photograph or scan).

Date and time of incident (and date of report - if different)	Who is the concern about? (name - if known)	DOB / Year Group (if concern is about a child)	Location (include name of school or activity)	Who is the other party involved? (please delete irrelevant)	What setting were you in? (please delete irrelevant)	Who else have you reported it to? (supply name and position where possible)
	<ul style="list-style-type: none"> • A child • An adult • A member of school or music service staff 			<ul style="list-style-type: none"> • Another child • Another adult • A member of school or music service staff 	<ul style="list-style-type: none"> • School • SYM • CMG • SYM IVT / OIVT 	

Appendix Bii - Recording form for safeguarding concerns

Suffolk County Music Service: Record of Concern (ROC)

(for use by any staff – must be handwritten and legible)

Name of: (pls. tick) <input type="checkbox"/> SYM/CMG Member, or <input type="checkbox"/> person making the disclosure, or <input type="checkbox"/> person that concern is about	Date of birth of person referred to in disclosure/concern (if child):	Name of SYM/CMG ensemble attending if appropriate:

Date & time of incident:	Date & time (of writing):
--------------------------	---------------------------

Name (print):	Job title: _____
Signature:	

Record the following factually: Nature of concern, e.g., disclosure, change in behaviour, demeanour, appearance, injury, witnesses etc. <i>(please include as much detail in this section as possible. Remember – the quality of your information will inform the level of intervention initiated. Attach additional sheets if necessary.</i>	
What is the pupil's perspective (if a child)?	
Professional opinion, where relevant <i>(how and why might this have happened?)</i>	
Any other relevant information. Previous concerns etc. <i>(distinguish between fact and opinion)</i>	
Note actions, including names of anyone to whom your information was passed and when	

Check to make sure your report is clear to someone else reading it.

Please share this form confidentially with your DSL without delay.

Appendix C - body map

BODYMAP

(This must be completed at time of observation)

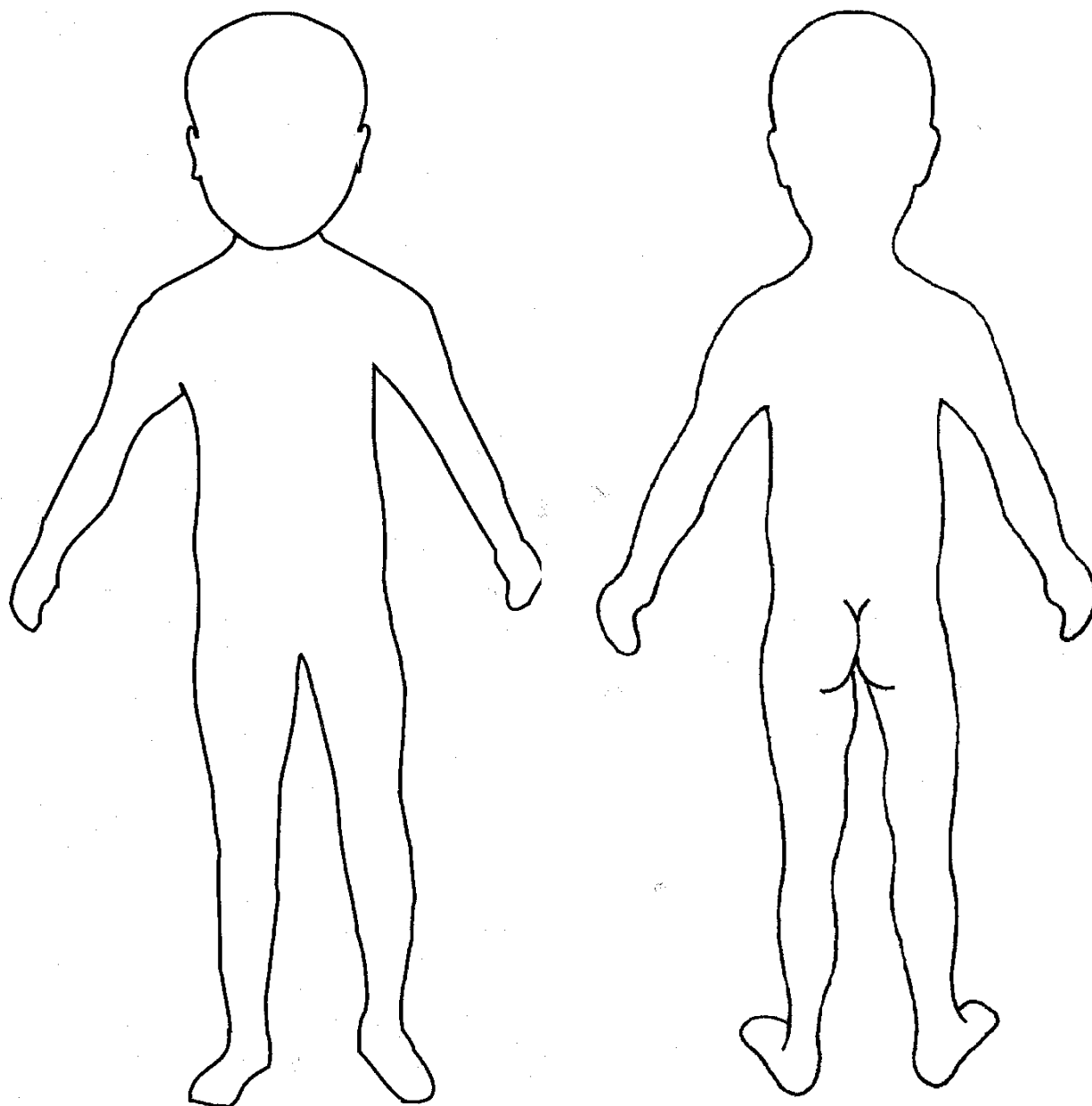
Name of Pupil: _____

Date of Birth: _____

Name of Staff: _____

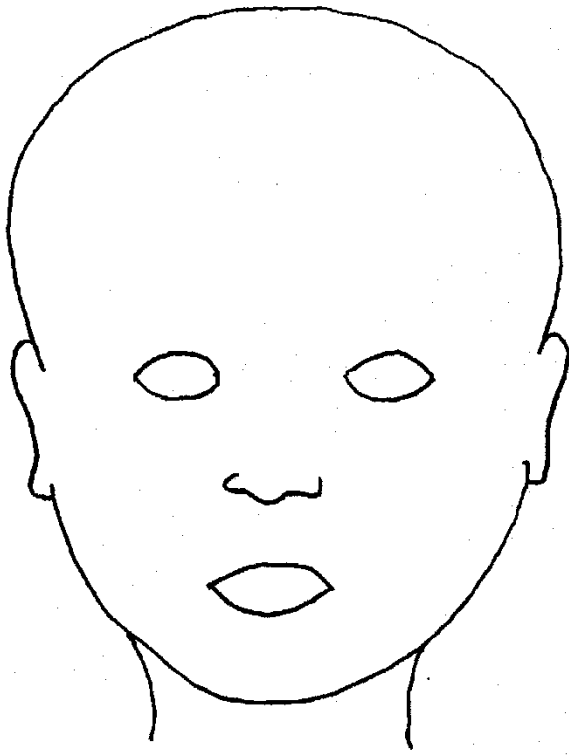
Job title: _____

Date and time of observation: _____

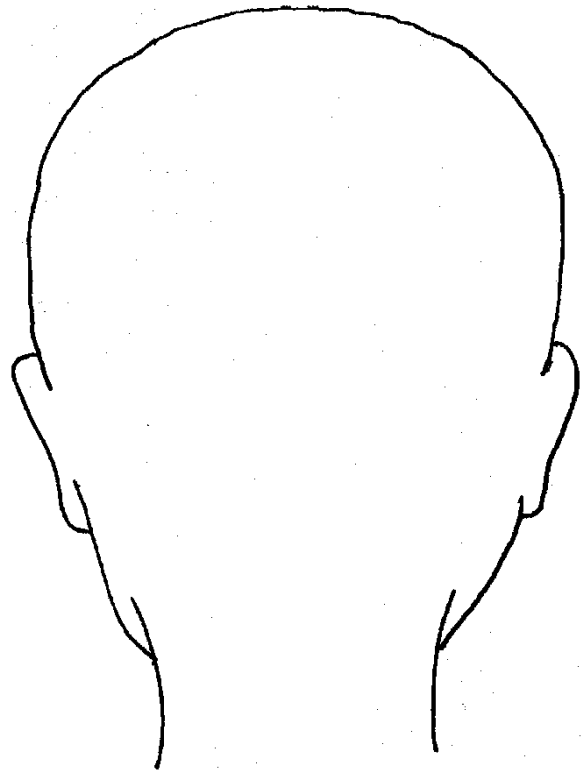


Name of pupil:

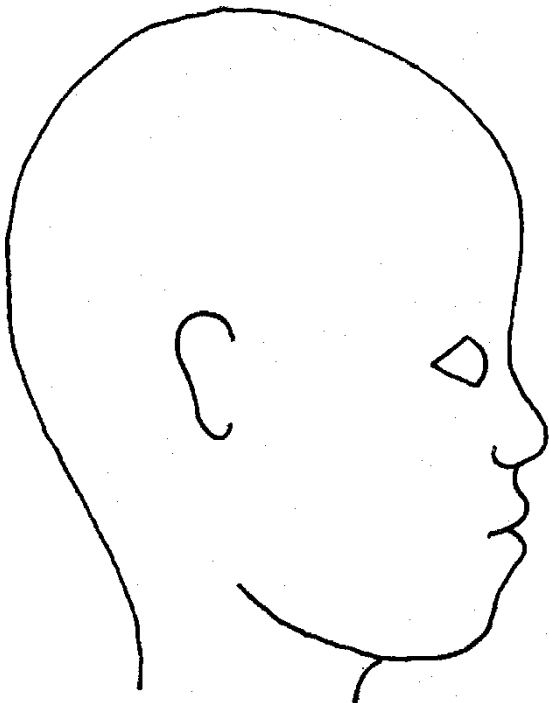
Date and time of observation:



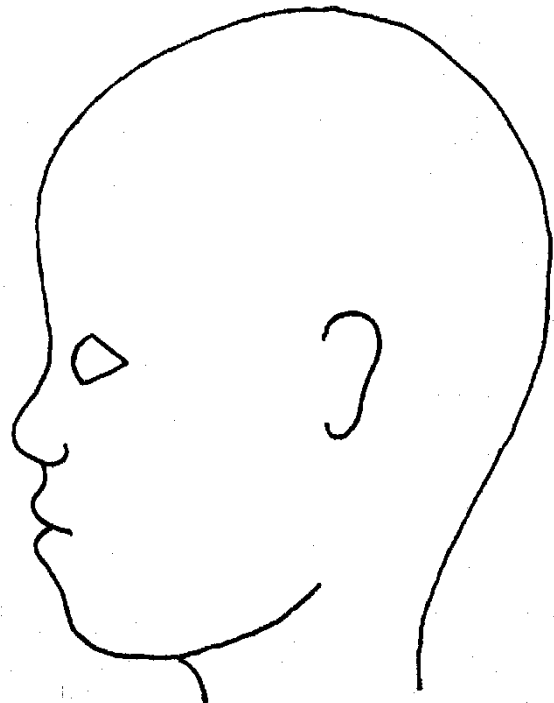
FRONT



BACK



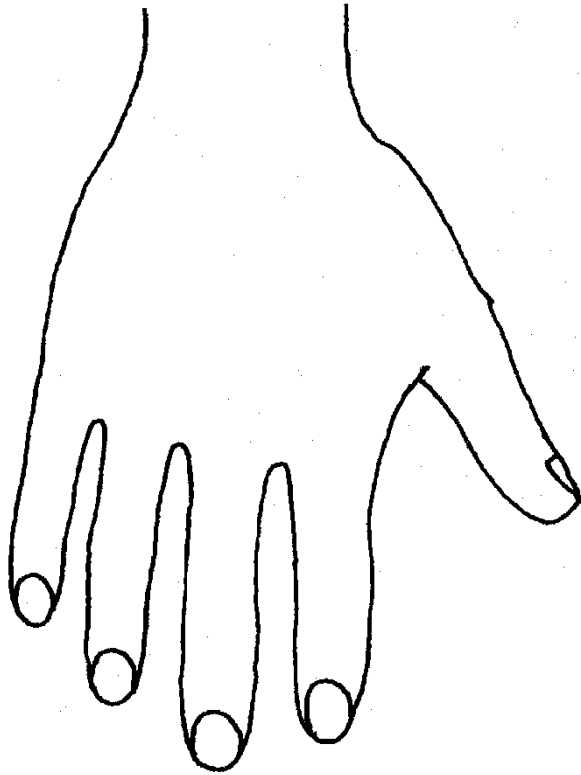
RIGHT



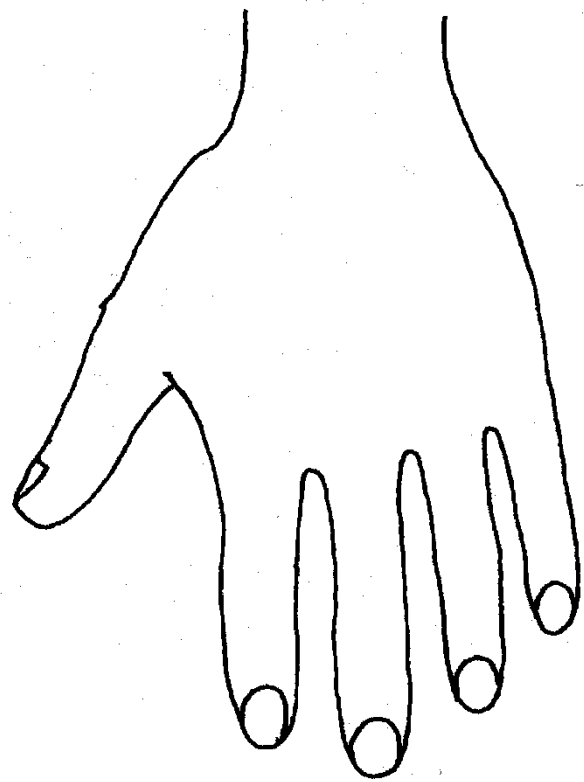
LEFT

Name of pupil:

Date and time of observation:

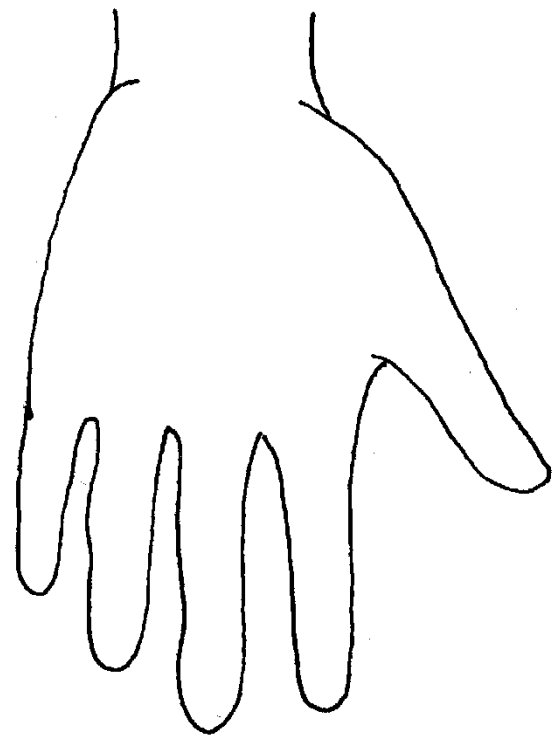
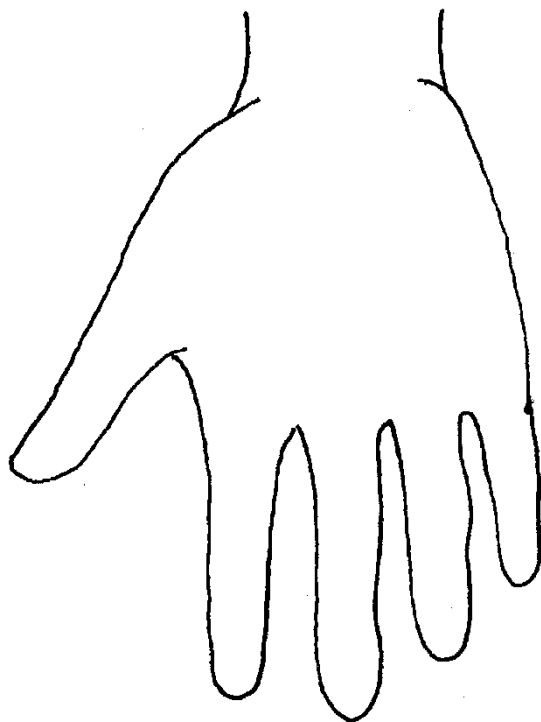


R



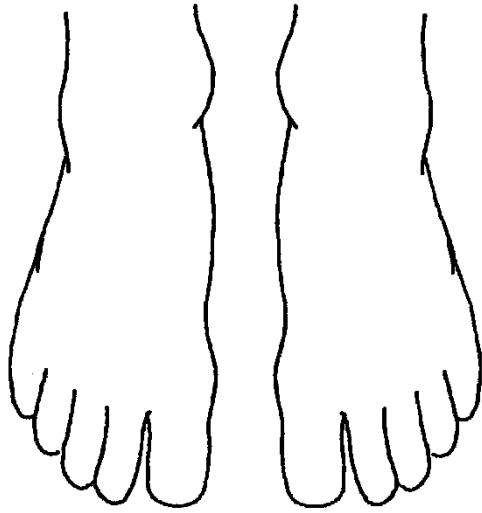
L

BACK

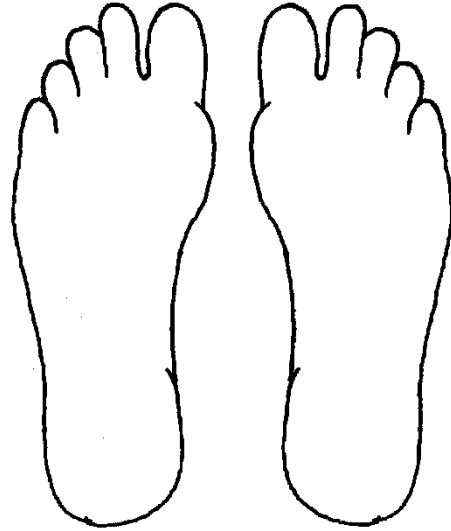


Name of Pupil: _____

Date and time of observation: _____



R TOP L



R BOTTOM L



R



L

INNER



R



L

OUTER

Printed Name,
Signature and Job title
of staff: _____

Appendix Di - Managing Allegations in SCMS: child concerns.

For: all members of staff, regular visitors, volunteers and service users

SCMS Staff who have concerns about a child must take immediate action

Listen to the child and ask them to TED: Tell: Explain: Describe

In-school/setting: Follow the school's Child Protection Policy. Speak to the school's (A)DSL and complete the school's reporting procedures. Notify a SCMS (A)DSL that you have reported a concern to that school and expect receipt of the pro-forma email to fill in and return to that SCMS (A)DSL

SYM/CMG Programmes: report your concern to the SCMS (A)DSL via the recording form on the SCMS Child Protection and Safeguarding Policy accessible on our website, at Music Centres, and in the Tutor Resource bank on TEAMS and email to the (A)DSL via your SCC email account ONLY encrypted OFFICIAL SENSITIVE. Talk to the lead DSL (BC 07596 941917) or any one of the other DSL's (HS 01473 265947) (MS 07860 834117) (LB 01473 264115) (TR 07860 834113) for support.

You can also call the Multi Agency Safeguarding Hub below or use its webchat.

Action (Immediate)

1. (A) DSL will record time and date concern received and assess whether:
 - a) Threshold of significant harm or risk of significant harm is met. DSL will contact MASH if unsure threshold is met.
 - b) Where appropriate, complete and submit the SSP Multi Agency Referral (MARF)*
- Call Customer First Emergency Line 03345 606 6167 if believed imminent significant harm/risk of harm to CYP. Complete the MARF within 24 hours confirm the referral.

It is important that consultation does not delay a referral.

MASH 0345 606 1499

Professional consultation line for advice

MARF form on SSP website

Customer First
0800 800 4005

*SCMS staff may be required to contribute to multi-agency plans to provide additional support to children.

Communication with Parents/Carers

2. SCMS will always undertake to share its intention to refer a child to Social Care with their parents/carers unless to do so would put the child at greater risk of harm or impede a criminal investigation. If in doubt, staff will consult with the MASH Professional Consultation line on this point.

SCMS Action (Threshold for MARF not met)

3. (A)DSL records how decision has been reached and should consider whether additional needs of the child have been identified that might be met by early help. Where SCMS staff have raised concerns in school, the school DSL will take similar action. You may not get any feedback! Information sharing must be justifiable, proportionate and relevant.

Procedure to follow when a child goes missing from education:

In-school setting: Follow the school's Child Protection Policy and procedures.

SYM and CMG programmes: Be aware that CYP missing, particularly repeatedly, from SYM and CMG out of school hours activity can act as a vital warning sign of a range of safeguarding possibilities.

SCMS Senior Managers/Tutor-In-Charge will contact parents of CYP with any unauthorised absence at the first possible opportunity following completing the register for the activity.

Appendix Dii - Managing Allegations in SCMS: adult concerns.

For: all members of staff, regular visitors, volunteers, and service users

SCMS will follow the SSP if an allegation is made against an adult in a position of trust. [Arrangements for Managing Allegations of Abuse against People who work with Children or Those who are in a Position of Trust](#)

An allegation is any information which indicates that a member of staff/volunteer may have:

- behaved in a way that has harmed a child or may have harmed a child
- possibly committed a criminal offence against or related to a child; or
- behaved towards a child or children in a way that indicates he/she may pose a risk of harm to children.

This applies to any child the member of staff/volunteer has contact with in their personal, professional or community life. It also applies regardless of whether the alleged abuse took place in our service.

Concerns or an allegation of abuse against a staff member may be raised by a school or setting in which we are working or through SCMS. In School settings the allegation will be made to the Headteacher and in the SCMS the allegation will be made through the Head of Service.

Where the concerns or allegations are about the Head of Service, these should be referred to Mark Bennett, the SCMS CYP E&L officer.

The Head of Service (in schools the Headteacher) should report the concern/s to the Local Authority Designated Officer (LADO) [Local Authority Designated Officer \(LADO\)](#)
LADO central telephone number 0300 123 2044
LADO@suffolk.gov.uk

The LADO will provide advice and guidance and liaise with the Police and other agencies.

The LADO establishes with the employer that the allegation is within the scope of the Suffolk Safeguarding Partnership procedures. If the concern does not meet the LADO threshold, the employer to decide whether it is appropriate in the employment context to follow up the concern and how that can best be achieved. However, as part of the initial consideration the LADO may provide a view of the next step.

If the parents of the child involved are not aware of the allegation, the LADO will also discuss how and by whom they will be informed.

A clear and comprehensive summary of any allegations made details of how and who followed the allegations up and any resolution and conclusion. The record should include details of any actions taken and all decisions reached.