

**TEMPORARY POLICY ADDENDUM
EFFECTIVE FROM 4th JANUARY 2021**

**COVID-19
School Closure
Arrangements for
Safeguarding and
Child Protection**

Bolder Academy

390 London Road, Isleworth, Middlesex TW7 5AJ
Registered in England and Wales No: 08932893
Safeguarding and Child Protection Policy V3


Context

To support public health efforts during the return to school in January, secondary schools will invoke a phased return to face-to-face provision at the start of term.

From 4th January 2020, parents of secondary age students were asked by the Government to keep their children at home, wherever possible, and for schools to remain open only for those children of workers critical to the COVID-19 response, who absolutely need to attend.

Schools and all childcare providers were asked to provide care for a limited number of children: children who are vulnerable and children whose parents are critical to the COVID-19 response and cannot be safely cared for at home.

School opening is currently set as:



Department for Education

Return dates for primary and secondary schools and colleges in England

Year group	w/c 4 Jan	w/c 11 Jan	w/c 18 Jan
Exam years (years 11 and 13)	Prioritise remote education	Return to school	Continue at school
Primary (years 1-6)	Return to school with some local exceptions*	Continue at school with some local exceptions*	Continue at school with some local exceptions*
Secondary / college (years 7-10 and 12)	Prioritise remote education	Prioritise remote education	Full return to school with some local exceptions*
Primary / secondary vulnerable and critical worker	Return to school	Continue at school	Continue at school
Special school	Return to school encouraged	Continue at school	Continue at school
Alternative provision	Return to school	Continue at school	Continue at school

* In some local areas, under the contingency framework students will have remote education except for exam years and vulnerable and critical worker children. Special schools for primary years should continue to allow pupils to attend full time.

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Key contacts

Remain as per the School Safeguarding Policy.

The Designated Safeguarding Lead is:

- Adam Walthaus (Deputy Head), awalthaus@bolderacademy.co.uk 0208 142 6238

The deputy Designated Safeguarding Leads are:

- Heidi Swidenbank (Head)
- Adam Bones (Deputy Head)
- Frances Gibney (Assistant Head)
- Ricardo Ackie (Year 7 Pastoral Manager)
- Debra Knights (Year 8 Pastoral Manager)
- Mariana Hernandez (Year 9 Pastoral Manager)

Vulnerable Children

Vulnerable children and young people include those who:

- are assessed as being in need under section 17 of the Children Act 1989, including children and young people who have a child in need plan, a child protection plan or who are a looked-after child;
- have an education, health and care (EHC) plan;

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- have been identified as otherwise vulnerable by educational providers or local authorities (including children’s social care services), and who could therefore benefit from continued full-time attendance, this might include:
 - children and young people on the edge of receiving support from children’s social care services or in the process of being referred to children’s services
 - adopted children or children on a special guardianship order
 - those at risk of becoming NEET (‘not in employment, education or training’)
 - those living in temporary accommodation
 - those who are young carers
 - those who may have difficulty engaging with remote education at home (for example due to a lack of devices or quiet space to study)
 - care leavers
 - others at the provider and local authority’s discretion including students and students who need to attend to receive support or manage risks to their mental health.

Eligibility for free school meals in and of itself is not a determining factor in assessing vulnerability.

All students who need a chromebook to access online learning have been issued with one from school.

Senior leaders, especially the Designated Safeguarding Lead (and deputies) know who our most vulnerable children are. They have the flexibility to offer a place to those on the edge of receiving children’s social care support.

Bolder Academy will continue to work with and support children’s social workers to help protect vulnerable children. This includes working with and supporting children’s social workers and the local authority virtual school head (VSH) for looked-after and previously looked-after children. The lead person for this will be: Heidi Swidenbank (Head).

There is an expectation that vulnerable children who have a social worker will attend an education setting, so long as they do not have underlying health conditions that put them at increased risk. In circumstances where a parent does not want to bring their child to an education setting, and their child is considered vulnerable, the social worker and Bolder Academy will explore the reasons for this directly with the parent.

Where parents/carer are concerned about the risk of the child contracting COVID19, Bolder Academy, or other professional such as a social worker, will talk through these anxieties with the parent/carer following the advice set out by Public Health England. Bolder Academy ensures all vulnerable children and young people to attend a school, including remotely if needed. This is done by lesson by lesson registers and phone calls.

Critical Workers

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Parents / carers whose work is critical to the coronavirus (COVID-19) and EU transition response include those who work in health and social care and in other key sectors outlined in the following sections.

Attendance Monitoring

In mainstream schools, all secondary-age students who are not expected to be in school during the weeks commencing 4 and 11 January, should be recorded as 'code X'. Children for whom on-site provision is being provided should be recorded in line with the normal school attendance requirements.

Shielding advice is currently in place during the National Lockdown (Tier 5), and so all children still deemed clinically extremely vulnerable are advised not to attend school. Bolder Academy, and any attached professionals such as social workers, will agree with parents/carers whether children in need should be attending school – Bolder Academy will then follow up on any student that they were expecting to attend, who does not. Bolder Academy will also follow up with any parent or carer who has arranged care for their child(ren) and the child(ren) subsequently do not attend.

Phone calls are made to the parents/carers in these circumstances.

To support the above, Bolder Academy will, when communicating with parents/carers and carers, confirm emergency contact numbers are correct and ask for any additional emergency contact numbers where they are available.

In all circumstances where a vulnerable child does not take up their place at school, or discontinues, Bolder Academy will notify their social worker.

Designated Safeguarding Lead

Bolder Academy school has a Designated Safeguarding Lead (DSL) and five deputy DSLs.

The Designated Safeguarding Lead is:

Adam Walthaus (Deputy Head)

The deputy Designated Safeguarding Leads are:

- Heidi Swidenbank (Head)
- Adam Bones (Deputy Head)
- Frances Gibney (Assistant Head)
- Ricardo Ackie (Year 7 Pastoral Manager)
- Debra Knights (Year 8 Pastoral Manager)
- Mariana Hernandez (Year 9 Pastoral Manager)

There is a trained DSL (or deputy) available on site during the lockdown.

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

Bolder Academy staff and volunteers have access to a trained DSL (or deputy). The DSL will continue to engage with social workers, and attend all multi-agency meetings, which can be done remotely.

Reporting a Concern

Where staff have a concern about a child, they should continue to follow the process outlined in the school Safeguarding and Child Protection Policy, this includes making a report via CPOMS, which can be done remotely. This should be logged by 4pm on the day the concern is raised so that it can be followed up immediately.

If a concern is raised out of hours, the staff member should report the concern on CPOMS and alert the Designated Safeguarding Lead (or a deputy) using the contacts outlined in the school's Safeguarding Policy. If a response is not received, you must continue to exhaust all contacts in the key contact section of the school's Safeguarding and Child Protection policy.

In the unlikely event that a member of staff cannot access their CPOMS from home, they should email the Designated Safeguarding Lead and Headteacher. This will ensure that the concern is received.

Staff are reminded of the need to report any concern immediately and without delay. Where staff are concerned about an adult working with children in the school, they should raise the concern to the Head.

If there is a requirement to make a notification to the Head whilst away from school, this should be done verbally over the phone and followed up with an email to the Head to confirm the discussion.

Concerns around the Headteacher should be directed to the Chair of Governors, **Andrew Dodge**.

Safeguarding Training and Induction

All existing school staff have had safeguarding training and have read part 1 of Keeping Children Safe in Education (2021). The DSL should communicate with staff any new local arrangements, so they know what to do if they are worried about a child.

Where new staff are recruited, or new volunteers enter Bolder Academy, they will continue to be provided with a safeguarding induction.

If staff are deployed from another education or children's workforce setting to our school, we use the DfE supplementary guidance on safeguarding children during the COVID-19 pandemic and will accept portability as long as the current employer confirms in writing that: -

- the individual has been subject to an enhanced DBS and children's barred list check
- there are no known concerns about the individual's suitability to work with children
- there is no ongoing disciplinary investigation relating to that individual

Safer recruitment/volunteers and movement of staff

It remains essential that people who are unsuitable are not allowed to enter the children's workforce or gain access to children.

When recruiting new staff, Bolder Academy will continue to follow the relevant safer recruitment processes for their setting, including, as appropriate, relevant sections in part 3 of Keeping Children Safe in Education (KCSIE).

If staff are deployed from another education or children's workforce setting to our school, we will take into account the DfE supplementary guidance on safeguarding children during the COVID-19 pandemic and will accept portability as long as the current employer confirms in writing that: -

- the individual has been subject to an enhanced DBS and children's barred list check
- there are no known concerns about the individual's suitability to work with children
- there is no ongoing disciplinary investigation relating to that individual

Where Bolder Academy are utilising volunteers, we will continue to follow the checking and risk assessment process as set out in paragraphs 167 to 172 of KCSIE. Under no circumstances will a volunteer who has not been checked be left unsupervised or allowed to work in regulated activity.

Bolder Academy will continue to follow the legal duty to refer to the DBS anyone who has harmed or poses a risk of harm to a child or vulnerable adult. Full details can be found at paragraph 163 of KCSIE.

Bolder Academy will continue to consider and make referrals to the Teaching Regulation Agency (TRA) as per paragraph 166 of KCSIE and the TRA's 'Teacher misconduct advice for making a referral.

Whilst acknowledging the challenge of the pandemic, it is essential from a safeguarding perspective that any school is aware, on any given day, which staff/volunteers will be in the school or college, and that appropriate checks have been carried out, especially for anyone engaging in regulated activity.

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

Volunteers

Bolder Academy will use volunteers to assist in handing out and securing COVID-19 test kits to students and staff members. Other duties may be required such as building test kits, cleaning down areas and directing people.

Under no circumstances will a volunteer in respect of whom no checks have been obtained be left unsupervised or allowed to work in regulated activity.

Volunteers who, on an unsupervised basis provide personal care on a one-off basis in Bolder Academy, will be in regulated activity. This means that if a volunteer is administering a COVID-19 test whilst un-supervised, they will be in regulated activity and therefore require an Enhanced DBS with Barred List check.

Existing volunteers in regulated activity do not have to be re-checked if they have already had a DBS check (which includes barred list information).

Supervision must be:

- by a person who is in regulated activity.
- regular and day to day; and
- reasonable in all the circumstances to ensure the protection of children.

In appointing volunteers, the school will follow safer recruitment processes.

Online safety in schools

Bolder Academy will continue to provide a safe environment, including online. This includes the use of an online filtering system.

Where students are using computers in school, appropriate supervision will be in place.

Children and online safety away from school

It is important that all staff who interact with children, including online, continue to look out for signs a child may be at risk. Any such concerns should be dealt with as per the Safeguarding and Child Protection Policy. Where appropriate, referrals should still be made to children's social care and as required, the police.

Bolder Academy will ensure any use of online learning tools and systems is in line with privacy and data protection/GDPR requirements.

Below are some things to consider IF there are virtual lessons, especially where webcams are involved:

- No 1:1s, groups only
- Staff and children must wear suitable clothing, as should anyone else in the household
- Any computers used should be in appropriate areas, for example, not in bedrooms; and the background should be blurred
- The live class should be recorded so that if any issues were to arise, the video can be reviewed
- Live classes should follow the school's usual timetable
- Language must be professional and appropriate, including any family members in the background
- Staff must only use platforms specified by senior managers and approved by our IT network manager / provider to communicate with students, e.g. Microsoft Teams
- Staff should record, the length, time, date and attendance of any sessions held.

Supporting children not in school

Bolder Academy is committed to ensuring the safety and wellbeing of all its children and young people.

Where the DSL has identified a child to be on the edge of social care support, or who would normally receive pastoral-type support in school, they should ensure that a robust communication plan is in place for that child or young person.

Details of this plan must be recorded on CPOMS, as should a record of contact have made.

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

Bolder Academy and its DSL will work closely with all stakeholders to maximise the effectiveness of any communication plan.

This plan must be reviewed regularly and where concerns arise, the DSL will consider any referrals as appropriate.

The school will share safeguarding messages on its website and social media pages. Bolder Academy recognises that school is a protective factor for children and young people, and the current circumstances, can affect the mental health of students and their parents/carers.

Teachers at Bolder Academy need to be aware of this in setting expectations of students' work where they are at home.

Supporting children in school

Bolder Academy is committed to ensuring the safety and wellbeing of all its students. The school will continue to be a safe space for all children to attend and flourish. The Head will ensure that appropriate staff are on site and staff to student ratio numbers are appropriate, to maximise safety.

Bolder Academy will refer to the Government guidance for education and childcare settings on how to implement social distancing and continue to follow the advice from Public Health England on handwashing and other measures to limit the risk of spread of COVID19.

Bolder Academy will ensure that where we care for children of critical workers and vulnerable children on site, we ensure appropriate support is in place for them. Where Bolder Academy has concerns about the impact of staff absence – such as our Designated Safeguarding Lead or first aiders – the Head will discuss this with the Governing body.

Peer on Peer Abuse

Bolder Academy recognises that during the closure a revised process may be required for managing any report of such abuse and supporting victims.

Where a school receives a report of peer on peer abuse, they will follow the principles as set out in part 5 of KCSIE and of those outlined within the Safeguarding and Child Protection Policy.

The school will listen and work with the young person, parents/carers and any multi-agency partner required to ensure the safety and security of that young person. Concerns and actions must be recorded on CPOMS and appropriate referrals made.

