

Annex to Safeguarding for All Policy

COVID-19 changes to our Safeguarding for All Policy

9 April 2020

Response to COVID-19

There have been significant changes within our setting in response to the outbreak. Many young people are now at home and staffing is likely to be significantly affected through illness and self-isolation.

Despite the changes, the Group's Safeguarding for All Policy is fundamentally the same: **children and young people always come first, staff should respond robustly to safeguarding concerns and contact the DSL in line with our established safeguarding procedures.**

This annex sets out some of the adjustments we are making in line with the changed arrangements in the Colleges and following [advice from Government](#) and local agencies.

The current college position and local advice

RNN Group continue to monitor the vulnerable learners enrolled with us. We are working closely with learners, parents and outside agencies to ensure we are providing the right level of support. Our position on opening the college buildings is being constantly monitored and will be informed by student need. The Nursery site remains open to support children of key worker parents. We are working closely with the Local Authorities to support learners with Education, Health and Care Plans. We continue to report concerns via the appropriate Multi Agency Safeguarding Hub, work with social services for those already on plans and for Section 47 investigations. We will link directly with the Local Authority Designated Officer to manage any allegations.

Reporting arrangements

The Group's arrangements continue in line with our Safeguarding for All policy.

The Designated Safeguarding Lead is: **Jason Austin, 01709 722897, jaustin@rnngroup.ac.uk**

The Deputy DSLs are:

Angela Bates, 01909 504731, angela.bates@rnngroup.ac.uk

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The Group's approach ensures the DSL or a deputy is always contactable to support the Nursery and while the college sites are closed. All staff are aware of the wider safeguarding team members and how to contact them. Our electronic recording system automatically includes members of the

safeguarding team in any concerns and we have a safeguarding email that links to members of the safeguarding team to ensure concerns are addressed in a timely manner.

Staff will continue to follow the Safeguarding for All procedures and advise the safeguarding leads immediately about concerns they have about any child, whether in the Nursery or College Buildings or not. COVID-19 means a need for increased vigilance due to the pressures on services, families and young people, rather than a reduction in our standards.

Children's and Adult services may be affected by the impact of the virus on staff and an increased demand for services. Where a learner is at risk of significant harm there may be a need to be persistent in referring concerns to the local authority. The arrangements for contacting children's services are:

Rotherham MASH 01709 336080

Nottinghamshire MASH 0300 500 80 90

Doncaster Childrens Service Trust 01302 734100

Barnsley Children's Social Care Assessment Team (01226) 772423

Sheffield Safeguarding Hub 0114 273 4855

Should a learner, in the Group's view, be at risk of significant harm and local agencies are not able to respond, the Group will immediately follow the Safeguarding Children Partnership escalation procedure, available here:

Rotherham:

https://rotherhamscb.proceduresonline.com/chapters/p_neglect.html?zoom_highlight=graded&zoom_highlight=graded

Nottinghamshire: https://nottinghamshirescb.proceduresonline.com/p_conflict_res.html

Doncaster: <https://doncasterscb.proceduresonline.com/>

Sheffield: <https://sheffieldscb.proceduresonline.com/index.htm>

Barnsley: https://www.proceduresonline.com/barnsley/scb/p_escalation.html

Identifying vulnerability

We have undertaken a scoping exercise to identify the most vulnerable learners, working with partner agencies where possible.

We have put in place specific arrangements in respect of the following groups:

- Looked After Children – Weekly contact during term time led by Designated LAC Lead
- Previously Looked After Children – Weekly contact during term time lead by Designated LAC Lead

- Children subject to a child protection plan – Weekly contact by a member of the Safeguarding Team
- Children who have, or have previously had, a social worker – Regular contact with curriculum staff and the Wellbeing team as appropriate. Places can be offered to this cohort of learners/children, if the need to attend one of the college buildings arises it will be discussed by ELT.
- Learners with an EHCP are contacted regularly, whether this be daily or weekly dependent upon their individual needs and circumstances. Both curriculum staff and/or a member of the ALS team are liaising with children with an EHCP to ensure they are accessing the support and resources they need to be able to effectively continue with their learning as much as possible remotely. Individual assessments have been carried out on all learners with EHCPs to mitigate any risks posed to them during this challenging time.
- Children on the edge of social care involvement or pending allocation of a social worker – Regular contact with curriculum staff and the Wellbeing team as appropriate. Places can be offered to this cohort of learners/children, if the need to attend one of the college buildings arises it will be discussed by ELT.
- Other learners the Group considers vulnerable. More children may be added to this group in response to concerns raised with the DSL. These learners could be offered care at College if required.

Each of these learners' needs have been assessed in conjunction with any other agencies involved in their care, including where appropriate their social worker and the Virtual School Head for Looked After and previously Looked After Children.

In addition, the following groups have specific arrangements around contact and support from the Group.

- Children of key workers who may attend school – Places available at the Nursery, parents can contact the nursery or college to discuss any needs relating to their child.
- Learners at home – Online learning materials are available for the majority of learners, packs are sent home for those with no online access. Regular check-ins from curriculum staff to ensure learning from home is possible. Wellbeing support available through online platform Big White Wall and phone support from Mentors and the Safeguarding Team.

The plans in respect of each child in these groups should state how often they are to be reviewed.

Attendance (During College Opening)

The Group is following the [attendance guidance issued by Government](#). Where a learner/ child is expected and does not arrive the Group will follow our attendance procedure and make contact with the family. If contact is not possible by 9:30am the DSL must be informed. The DSL will attempt a range of methods to contact the parent (Skype, FaceTime, through a relative etc) but if necessary arrange a home visit by another appropriate agency.

The Group will also follow the attendance procedure if contact proves impossible with children at home. Where there are concerns around safety we will firstly work with social care and in extreme circumstance the police.

Staff will be aware of increased risk

The pressures on children/ learners and their families at this time are significant. There will be heightened awareness of family pressures through being contained in a small area, [poverty](#), and financial or health anxiety. These areas should be considered in the setting of any work for children to undertake at home (including recognising the impact of online learning – see below). Staff will be aware of the mental health of both [children](#) and their [parents and carers](#), informing the DSL about any concerns.

Peer on peer abuse

We recognise the potential for abuse to go on between young people, especially in the context of a college/ nursery closure or partial closure. Our staff will remain vigilant to the [signs of peer-on-peer abuse](#), including those between young people who are not currently attending our provision. Extra care should be taken where groups have mixed age, developmental stages, are attending other schools as an interim measure and similar. When making contact with these families our staff will ask about relationships between learners.

We also address the issue of peer-on-peer abuse in our remote learning curriculum. All class platforms will be monitored, as with social media platforms. Learners are aware how to report any concerns to staff.

Risk online

Young people will be using the internet more during this period. The Group may also use online approaches to deliver training or support. Staff will be aware of the signs and signals of [cyberbullying](#) and [other risks online](#) and apply the same child-centred safeguarding practices as when children were learning at the Group buildings.

- The group continues to ensure [appropriate filters and monitors are in place where possible](#)
- Our governing body will [review arrangements](#) to ensure they remain appropriate
- Staff have discussed the risk that professional boundaries could slip during this exceptional period and been reminded of the Group's code of conduct and importance of using college systems to communicate with learners and their families.

Allegations or concerns about staff

With such different arrangements young people could be at greater risk of abuse from staff or volunteers. We remind all staff to maintain the view that 'it could happen here' and to immediately report any concern, no matter how small, to the safeguarding team.

Any staff or volunteers from outside our settings complete an induction to ensure they are aware of the risks and know how to take action if they are concerned.

We have confirmed the arrangements to contact the LADO at the local authority remain unchanged:

Rotherham 01709 823 914

Nottinghamshire 0115 8765501

If necessary, the group will continue to follow the duty to refer to DBS any adult who has harmed or poses a risk of harm to a child or vulnerable adult, and to the Teacher Regulation Agency in line with paragraph 166 of Keeping Children Safe in Education 2019 using the address

Misconduct.Teacher@education.gov.uk.

New staff or volunteers

New starters must have an induction before starting or on their first morning with the DSL or a deputy. They must read the group child safeguarding for all policy, the behaviour policy, the whistleblowing policy and the code of conduct. The DSL or deputy will ensure new recruits know who to contact if worried about a child and ensure the new starters are familiar with the child protection procedure.

If staff or volunteers are transferring in from other registered education or childcare settings for a temporary period to support the care of children, we will seek evidence from their setting that:

- the member of staff has completed relevant safeguarding training in line with other similar staff or volunteers,
- they have read Part I and Annex A of Keeping Children Safe in Education, and
- where the role involves regulated activity and the appropriate DBS check has been undertaken by that setting we will undertake a [written risk assessment](#) to determine whether a new DBS would need to be undertaken. It may be in these exceptional times we can rely on the DBS undertaken by their setting.

Our safeguarding procedures hold strong:

- Volunteers may not be left unsupervised with children until suitable checks have been undertaken. People supervising volunteers must be themselves in regulated activity, able to provide regular, day to day supervision and reasonable in all circumstances to protect the children.
- The group will undertake a written risk assessment on the specific role of each volunteer to decide whether to obtain an enhanced DBS check (with barred list information) for all staff and volunteers new to working in regulated activity in line with [DBS guidance](#).
- When undertaking ID checks on documents for the DBS it is reasonable to [initially check these documents online](#) through a live video link and to accept scanned images of documents for the purpose of applying for the check. The actual documents will then be

checked against the scanned images when the employee or volunteer arrives for their first day.

- The group will update the Single Central Record of all staff and volunteers working for the group, including those from other settings. This will include the risk assessment around the DBS. A record will be kept by HR Team.

The revisions to the existing Safeguarding for All policy will be reviewed by Governors on 20th May 2020, the existing policy can be found:

<https://www.rotherham.ac.uk/app/uploads/sites/9/2020/01/Safeguarding-for-All-Policy-19-20-Nov-19-1.pdf>