



LUMERO EDUCATIONAL TRUST

Policy Document – School Specific Procedures

Policy name	Safeguarding and Child Protection Policy Procedure Document – to be read in conjunction with Inicio Child Protection and Safeguarding Policy
Policy updated by	Michelle German – DSL – Bullers Wood School for Girls
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Safeguarding and Child Protection Policy 2026-2027

Key contacts for safeguarding and child protection at Bullers Wood School for Girls

Bullers Wood School for Girls:

Designated Safeguarding Lead	Michelle German Deputy Headteacher mgerman@bwsg.lumero.org 020 8467 2280
Deputy Designated Safeguarding Leads	Marie Hemmings mhemmings@bwsg.lumero.org
Headteacher	Simon Hardwick
Senior Mental Health Lead	Michelle German Deputy Headteacher mgerman@bwsg.lumero.org 020 8467 2280
Designated Teacher for Children Looked After	Marie Hemmings mhemmings@bwsg.lumero.org
Nominated Governor for Safeguarding	Seher Barrell sbarrel@lumero.org
Chair of Governors	Mr Peter Selby clerk@lumero.org
Local Authority Designated Officer	Gemma Taylor lado@bromley.gov.uk https://www.bromleysafeguarding.org/articles.php?id=604

Staff Training

Designated Safeguarding Lead:

In line with statutory guidance, the School's Designated Safeguarding Lead (DSL) and Deputy DSLs will undertake refresher training every two years.

New staff induction:

Child Protection/Safeguarding (including online safety) is an integral part of the new staff and governor induction programme and all new members of staff and governors are signposted to this policy, Part One and Annex B (further information), the Staff Code of Conduct and the Behaviour for Learning Policy.

Where a new member of staff joins the school mid-term, safeguarding induction is delivered in small groups, online or 1:1 from the DSL or the Deputy DSL: where practicable, this training will take place before joining or at the first available opportunity.

All staff are required to read Part One of KCSIE.

New staff will be provided with a login to CPOMs and will be shown how to use this software to report concerns.

Annual Training:

All members of staff including governors and trustees in Lumero Educational Trust will receive safeguarding training every year, including online safety. A register is kept to record the date of training and which members of staff have received this training, with "catch up" sessions arranged for those who were not present. The Safeguarding and Child Protection Policy is updated and made available to staff annually and placed on the school website, accompanied by the most current version of KCSIE Part One and Part Five (or Annex A, condensed version), Annex B of KCSIE, the Staff Code of Conduct and the Behaviour Policy.

All staff sign to say they have attended the annual training, read all the relevant policies and completed their online safeguarding training in addition to in person Inset annual training – through the use of the National College portal. This confirms they staff have read and understood this statutory documentation.

Governors also receive annual safeguarding training and sign to say they have read the relevant documentation, which includes the Governor's Code of Conduct and the full version of Keeping Children Safe in Education. Governors, the Senior Leadership Team, Safeguarding and other relevant pastoral and attendance staff are also directed to the full version of Keeping Children Safe in Education 2026.

Briefings and Additional Training:

There are on-going Child Protection/Safeguarding briefings and updates provided throughout the year by the DSL to keep up to date with changes at local and national level.

This is via staff meetings, memos, emails etc. In addition, there is an on-going programme of CPD covering numerous aspects of safeguarding, child protection and well-being provided to whole-staff or specifically to key staff. The DSL maintains a Safeguarding Training Tracker for all staff and a record is kept of additional specialist training and of any training related to medical needs.

Procedures

BWSfG follows key statutory and non-statutory guidance issued by the Department for Education including “Keeping Children Safe in Education” (updated September 2026) and “Working Together to Safeguard Children” (Updated March 2026).

Information Sharing and Confidentiality

All staff working with children and young people at BWSfG will pass on information which may be critical in order to keep a child or young person safe: they will not make the assumption that someone else (e.g. from school or another professional agency) will have already fulfilled this duty.

Confidentiality

Confidential files are maintained securely using CPOMs. Paper files received from students' previous school will be scanned and placed electronically onto CPOMs.

Confidential files are transferred at transition to the next school/education setting via electronic transfer where compatible software is available, recorded delivery or hand delivery with receipt with details of transfer recorded on SIMS. **The child protection file must be transferred within 5 days for an in-year transfer or within 5 days of the start of the new academic year.** When students transfer to BWSfG from another setting, a written request is sent to the previous educational establishment to ascertain if there are any historical/current child protection concerns or wider safeguarding issues and where relevant, request that the file is sent recorded delivery for the attention of the DSL. Prior to transition or casual admission, the school will contact the current provider to ascertain if there are any current or historical child protection issues, vital to ensure continuity of care.

Supporting children

Students will be supported in a number of ways with the understanding that not all methods of support will be suitable for all children so there will be adjustments made where appropriate.

Sources of support

Staff will seek support from a number of sources and will liaise with colleagues both within BWSfG and externally for additional advice where necessary.

The DSL or the DDSL will attend the termly Bromley DSL forum and other networking opportunities.

The DSL or Deputy DSL will utilise other sources of support such as the NSPCC weekly briefing email, Bromley Borough's regular updates and information from other legitimate sources.

Supporting Staff

Staff who have become involved with a young person who has suffered harm, or appears to be likely to suffer harm, may find the situation stressful and upsetting. The School will support such staff by providing an opportunity to talk this through with the DSL or to seek further support as appropriate. BWSfG may also utilise the support of the school counsellor who offers supervision to staff in order to support them or provide advice.

Staff Wellbeing is lead by the Headteacher and the Staff Wellbeing policy is updated every two years.

Supervision

Supervision takes place through:

- Weekly line-management meetings, lead and recorded by the relevant senior leader: to focus on day-to-day operational matters and to review active cases, share good practice and identify areas for on-going development
- Weekly line-management meetings between the DSL and Deputy DSL and recorded by Deputy Headteacher
- Advice and support from Bromley Borough's Safeguarding in Education Officer
- Termly meetings between the Safeguarding Link Governor and the DSL, to review practice and provide challenge
- Internal therapeutic supervision available for all pastoral leads including Heads of Year – individually requested
- Sixth Form Heads of Year are offered termly meetings with the DSL
- At request the Bromley EP service can be accessed

Specific Safeguarding Areas

Safety Online

Advice and guidance for students about staying safe on-line is delivered via the IT teaching staff, Pastoral Leads (via assemblies), the PHSE curriculum and/or external facilitators such as the School's Youth Policing team.

Staff are aware that technology is often a significant factor in abuse, and that online and face-to-face abuse can run concurrently. This includes aspects related to grooming (CSE, radicalisation and Child Criminal Exploitation). Mediation and restorative justice techniques are used to help resolve on-line disputes and where appropriate, the borough's Youth Policing Team are involved e.g. delivering Crime and Consequences sessions.

Filtering and monitoring processes are in place which is lead by the ICT Support Team in conjunction with the DSL. BWSfG utilises Senso software and is monitored during working hours by the Safeguarding team.

Staff are aware that they need to report any inappropriate use of technology to the DSL who will liaise with the ICT support team as required.

Mental Health

BWSfG has a school counselling system and the Heads of Year have received additional training on managing low level concerns of anxiety and low mood. Heads of Year can signpost students and parents to external sources of support. There is a directory of useful services listed on BWSfG website and also via weekly bulletins in the whole school newsletter.

The school also employs an ELSA (Emotional Literacy Support Assistant) and Heads of Year can make referrals in to this provision. The ELSA works closely with the SENDCo and referrals are overseen at this Assistant Headteacher.

The Senior Mental Health Lead and other pastoral leads may attend the termly borough networking meetings and Heads of Year and the wider safeguarding leads liaise with and can refer to other agencies such as Bromley Y, CAMHS, the Maudsley etc.

Private Fostering

Where BWSfG becomes aware of a Private Fostering arrangement they will liaise with the relevant boroughs' private fostering team.

Students Placed in Alternative Provision

For a variety of reasons, a small number of students at any given time may be educated in off-site provision, arranged by the BWSfG where they remain on roll.

In line with guidance, BWSfG follows policies to ensure that Alternative Providers are suitable and adhering to safeguarding guidance.

The DSL holds records of safeguarding compliance checks carried out with Alternative Providers. This includes ensuring a half termly check is conducted with providers of alternative provision with regard to their safer recruitment practices and staffing.

Looked After Children, Previously Looked After Children and Children with a Social Worker

BWSfG's allocated Designated Teacher for Children Looked After liaises closely with the Virtual Schools of each CLA child's home borough, and they also monitor the progress of Previously CLA students. Records are maintained using both the student's main school file and their CPOMs chronology.

The Heads of Year as well as the Designated Teacher for Children Looked After liaise with the Virtual School of the home borough of children with a social worker where appropriate for advice and support.

It is important to remember that Looked After Children and Previously Looked After Children are not a homogenous group and should be treated as per their individual needs and circumstances.

For more information, see specific policy related to Designated Teacher for Child Looked After policy.

Special Educational Needs and Disabilities

Students with Special Educational Needs and/or Disabilities “can face additional safeguarding challenges”, as they may be more prone to isolation from peers, experience difficulties with communication or have any safeguarding concerns masked by their Special Needs (Keeping Children Safe in Education, September 2026). All students on the SEND register have an individual Pupil Passport in order to communicate their specific barriers to learning and strategies to support in the classroom and around school. Where a student's SEND needs may present in terms of challenging behaviour, strategies outlined in the pupil profiles will aim to minimise the risk of conflict and escalation.

It is important to remember that students with Special Educational Needs and Disabilities are not a homogenous group and should be treated as per their individual needs and circumstances.

For further information, see the SEND Policy and the School's SEND Information Report – available on the school website.

Attendance, Children Absent from education and “Child Who Are Missing Education”

BWSfG recognises the importance of all children attending school every. Staff monitoring attendance play a pivotal role in safeguarding children and young people. If School staff are unable to ascertain a student’s whereabouts, they will take further action, which may include contacting other emergency telephone numbers held on record. BWSfG aims to secure at least one other alternative contact, preferably more. Other actions include arranging for a home visit to be made or where there is an on-going concern or a referral to the Local Authority. If there is a safeguarding concern, the school may contact the police to request a welfare check.

When a child or young person is absent from education for prolonged periods and/or on repeat occasions, this can be a key indicator of abuse. The Education Welfare Officer for the school may be assigned to carry out home visits/conduct welfare checks where there are concerns and Heads of Year completing Child Missing in Education documentation as required and liaise with the school’s Safer School’s Officer regarding follow-up to “missing” episodes.

For any student who transfers to a new education provider, the Admissions Officer will confirm that the individual is on roll at a new establishment and keeps records for future reference. The borough is always informed if a young person is removed from a school’s roll to be Electively Home Educated or if they have moved to a new area without securing a school place prior to the move, in which case school staff liaise with the receiving borough.

We employ the services of an Education Welfare Officer who works alongside the Heads of

Year who focus on those students who are persistently or severely absent.

Stringent attendance procedures can prevent the risk of children who are often absent from school becoming “children missing in education”. BWSfG may utilise the Bromley Gateway Panel referral system, or the appropriate system that each borough uses, to seek additional support for students’ who are struggling to attend school.

For further information related to safeguarding and attendance, see each School's Attendance Policy.

Preventing radicalisation and the Prevent Duty

BWSfG’s named PREVENT lead is the DSL and a risk assessment is updated annually or more often as needed. There is liaison with the borough’s Safeguarding Education Officer and the Safer Schools Police team for any updates around contextual safeguarding that are useful to understand the local context.

Concerns are reported and recorded on CPOMs and advice is sought from the Safer Schools team and Prevent lead at Bromley police as needed.

Referrals are made with parental involvement and BWSfG will liaise with other agencies as needed.

Maintaining Professional Boundaries

All staff at BWSfG read and have access to the Staff Code of Conduct (available on Staff Teams) and are required to annually sign to say that they have read and understood this document.

Reasonable Force

Under the Education and Inspections Act 2006, all School Staff have the legal power to use “Reasonable force”. This refers to any actions carried out by school staff that involves a degree of physical contact with a student, usually used to control or restrain in order to prevent a student from hurting themselves, hurting others, damaging property or causing disorder.

For further information, please refer to BWSfG Behaviour Policy on the school’s website.

For further information on reasonable force and complaints against its use, see the section on allegation management below and the School’s Behaviour Policy. The full Government Guidance, “*Use of reasonable force Advice for Head Teachers, Staff and Governing Bodies July 2013*” can be accessed at www.gov.uk.

Safer Recruitment

- BWSfG implements their responsibilities for safer recruitment strategies as outlined in Keeping Children Safe in Education 2025
- All members of the Senior Leadership Team will take part in additional Safer Recruitment Training and at least one member of any interview panel will always have participated in this training
- As part of the Safer Recruitment process, all staff being offered positions within the school have their offers made subject to the receipt of satisfactory references, clear enhanced DBS check, Prohibition From Teaching and Barred List checks and Prohibition from Management of Schools checks (where required). Candidates are also made aware that online searches may be carried out as part of due diligence checks.
- BWSfG keeps a Single Central Record as a record of all staff and third parties, including supply staff and volunteers, showing the checks that have been carried out, the date on which they were carried out and the identification seen which is held confidentially.
- Volunteers who come into unsupervised contact with students will be required to have an advanced DBS certificate; this includes parents/carers/other family members involved in part of a residential exchange visit (homestay).

Visitors to the School

Visitors to the School remain supervised at all times while on the school site during the school day, with the exception of public events such as open evenings. Visitors to the school are given a leaflet with outlines basic safeguarding and fire drill procedures when they signed in at Reception and wear a red lanyard for the duration of their visit.

For further information on Visiting Speakers, see the Visitors Policy which includes arrangements for professional visitors e.g. Visiting Speakers, Educational Psychologist, external therapists.

Lettings

Assurance is sought that the organisation has appropriate safeguarding and child protection policies and procedures in place and this forms part of the lease or hire agreement. This signed assurance is signed annually and kept with the letting contract which is held with the Premises Manager.

If the school receive an allegation which relates to an incident which has happened when an individual or organisation was using the school premises for the purposes of running activities for children, we will contact the Safeguarding Lead of the organisation and may contact the LADO for advice. If the allegation relates to an individual using the school for the purposes of running activities for children then we will seek advice from the LADO.

Handling Disclosures

The Designated Safeguarding Lead or Deputies will be informed immediately:

- if there is suspicion that a child or young person is being abused
- if there is evidence that a child or young person is being abused

The Headteacher (or Designated Safeguarding Lead) will be informed immediately:

- in the event of a complaint of abuse made by a child or young person against an employee of the school or any other person external to the school who works with children and young people

The DSL (or Deputy in liaison with DSL) will decide whether to make a referral to children's social care, whilst it is best practice for the DSL or Deputy DSL to make a referral, it is important to note that any staff member can refer their concerns to children's social care directly.

What to do when a child or young person discloses abuse:

- Stay calm, reassuring and supportive
- If it is not possible to talk with the young person straight away, arrange a time and place to talk that is more suitable as soon as is possible after the initial contact
- Explain that you cannot promise to keep secrets
- Do not make any other promises
- Listen
- Do not press for details or 'lead' any discussion with questions: doing so could jeopardise any further investigations if it is thought that the student was asked leading questions
- Remain neutral – do not make judgements or assumptions as your behaviour could impact on the young person
- Record any signs of visible physical injury and their location, but do not ask a young person to remove items of clothing to do this; if needed, seek the advice of a first-aid trained member of staff
- Do not take photographs of any physical signs of injury: photographic evidence and/or medical examination will form part of any child protection investigation and will be carried out by the appropriate agencies
- Record any other details you feel are relevant e.g. general appearance or demeanour of the young person
- Pass on this information as soon as possible to the School's DSL or Deputy DSLs. Information should be reported/recorded using CPOMs and followed up with direct contact via telephone or in person to ensure the information has been received, understood and action taken. If you feel there is immediate risk of harm, keep the child with you or with another suitable adult and seek face to face advice from the safeguarding team.

NB: it is not the School's role to investigate allegations of abuse or make judgements: this is the role of the Social Care Professionals and/or the Police.

Summary of actions following suspicion or allegation of abuse – by the DSL or Deputy DSL:

- Seek advice from Bromley Children and Families Hub (Multi-Agency Safeguarding Hub)
- Make a telephone referral in the case of an emergency (followed by written referral)
- Complete a written referral
- Completion of referral to single point of access for referral to Family / Early Help support
- Period of monitoring if situation remains unclear.

Making a referral

- Advice should always be sought from Bromley Children and Families Hub / relevant borough's MASH team if there is uncertainty about whether to make a referral
- All referrals should be sent by completing the relevant borough's referral form.
- With few exceptions, the parents should be informed that a referral is being made: the school will always seek advice from the MASH team at the point of referral and will follow their guidance. Exceptions might include concerns regarding forced marriage, female genital mutilation or sexual abuse or where informing parents/carers may put the young person at further risk.
- Referrals are recorded on CPOMs
- If Social Care agree that an assessment is to be carried out, this is completed within 45 working days and the young person is recorded as "monitored" on CPOMs, until the outcome is shared with the School
- In serious cases where the young person cannot return home, temporary foster care or a private arrangement with a family member is agreed as led by Social Care.
- As part of the assessment led by social services, the School will provide information as requested e.g. on attendance, progress, presentation etc and will take part in any meetings such as professionals meetings or strategy meetings as required

Follow-up meetings

Following referrals to Social Care or completion of an Early Intervention and Family Support Service referral (EIFS), there will be a number of key meetings, depending on the context and level of assessment. These can include:

- Strategy Meetings (multi-agency, held at borough level)
- Initial and subsequent Case Conferences (Child Protection)
- Core group meetings (Child Protection)
- Child in Need Meetings (CIN)
- Team Around the Child or Team Around the Family Meetings (Early Help)
- Professionals Meetings

BWSfG is committed to having a representative attend these meetings wherever practicably possible and to provide a full written report in the rare cases where it is not. Minutes and key action points are recorded, shared with relevant staff and actioned as appropriate. All minutes are recorded on CPOMs. For Case Conferences, the School will complete the Bromley Multi-Agency Child Protection Conference Report in line with the borough's requirements. Where a child or young person is from a different borough, the relevant borough's documentation will be used.

Early Help Assessments (EHA) and Early Intervention and Family Support Service (EIFS)

BWSfG will utilise the Early Help protocol of the child's borough should there be concerns which do not meet the threshold of social care such as progress with health, welfare or behaviour, appearance of behaviour or to identify further needs that are not being met. Additional information may be gathered in a number of ways in order to gain a fuller picture of concern around the child, such as:

- A "round robin" to all staff to check on wellbeing, academic progress etc.
- Reviewing attendance data to identify possible patterns
- Review of the student's file, checking the primary record
- Contacting the primary school for further information on a young person's history if needed
- Alerting key staff such as the PE Team and/or the student's tutor and ask them to report back any concerns or observations
- Arranging a meeting with the parents/carers to share concerns about the young person's welfare: record details for the young person's CPOMs records
- Arranging a home visit by the EWO if necessary

If adequate progress is not made then BWSfG may use the escalation policy of the relevant borough to advocate for the needs of the child and family.

Allegations against Staff and Low Level Concerns: The Role of the Local Authority Designated Officer (LADO)

In the event of an allegation against a member of staff (including supply staff and volunteers), this will be referred to the Headteacher immediately or in the event that she is the subject of the allegation, then it should be taken to the Chair of Governors. In the event that there is an allegation made about an individual or organisation who has been using the school premises for the purposes of running activities for children, even children who are not on roll at BWSfG, the organisation's DSL will be contacted and there may be advice sought from the LADO. In the event of the Headteacher's absence, allegations should be taken to the next most senior member of staff on site (First Deputy Headteacher) or the DSL.

Please see Inicio Educational Trust Child Protection and Safeguarding policy for further details about allegations against staff.

Child on child abuse and child on child sexual violence and sexual harassment

The governors, senior leadership team and all staff members including volunteers at Bullers Wood School for Girls are committed to the prevention, early identification and appropriate management of child on child abuse as defined below, both within and beyond the school.

All reports of child on child sexual abuse are triaged by the DSL, are recorded both on CPOMs.

Definitions:

For these purposes, child-on-child abuse is any form of physical, sexual, emotional /relational or financial abuse and coercive control, exercised between children, and within children's relationships (both intimate and non-intimate), friendships and wider peer associations. Child-on-child abuse can take various forms including (but not limited to): serious bullying (including cyber-bullying), relationship abuse, domestic violence and abuse, child sexual exploitation, youth and serious youth violence, harmful sexual behaviour, and/or prejudice-based violence including, but not limited to, gender-based violence.

Examples of online child-on-child abuse would include sexting, online abuse, child-on-child grooming, the distribution of youth involved sexualised content, and harassment.

Children abusing other children can take many forms, including physical aggression, bullying, sexual violence and harassment and abuse within intimate relationships. Child-on-child abuse can also relate to initiation activities, known as "hazing", as part of joining a group or gang.

In addition to the Trust understanding and belief's around child on child abuse, BWSfG continue to be aware and alive to the fact that child on child abuse can occur in single sex settings as well as co-educational settings.

Sexual violence and sexual harassment between children

Children's sexual behaviour, relative to their age and stage of development, can range from "normal" to "inappropriate, problematic abusive or violent", referred to as "harmful sexual behaviour". Children and young people displaying such behaviours may well have suffered their own trauma and abuse. (*"Sexual Violence and Harassment Between Children In Schools and Colleges"* 2021)

Please see Lumero Educational Trust Child Protection and Safeguarding policy for fuller definitions and details

The School must also be aware that sexual violence or harassment can also take place between adults in the school or from students, directed towards adults: any such concerns must be reported to the Headteacher or DSL (*"Sexual Violence and Harassment Between Children In Schools and Colleges"* 2021)

Decisions around reports of sexual violence or harassment are likely to be time-sensitive and complex. The DSL or Deputy can call the NSPCC dedicated advice line for professionals: 08088005000 or contact help@nspcc.org.uk. This will be particularly important when the wishes of the victim conflict with wider child protection principles outlined above i.e. need to be balanced against the school's duty to protect both the victim and other children and young people.

For further information, see *"Sexual Violence and Harassment Between Children In Schools and Colleges"* (DfE September 2021).

Systems/structures	• Pastoral structure including form tutors, Pastoral Support Managers, Heads of Year, Assistant Headteachers assigned to specific year groups • DSL and Deputy DSL • Clear reporting system of safeguarding concerns for staff including the use of CPOMs • Clear recording system including both instances of child on child abuse and actions taken for students involved (see threshold information below)
Prevention	• Personal Development (PSHE) and Relationship and Sex Education (RSE) schemes of work which include lessons on what constitutes abuse, healthy relationships etc • Specialist lessons delivered by external agencies including Women's Aid and other agencies as part of "Your Choice Your Voice" • Staff training to identify the signs and symptoms of abuse delivered both as part of annual safeguarding training but also as standalone reminders.
Identification	• Definitions are provided for staff, students and parents as part of this policy • Thresholds of significant harm clearly identified • Signs and symptoms identified in the school policy
Response/intervention for child on child abuse	Levels of response are decided on a case-by-case basis and may include: • Investigation and management by the guidance/pastoral team • Referral to the safeguarding team for recording and further intervention if it meets the threshold of child on child abuse which may include completion of a risk assessment. • Further actions may include referral to external agencies, referral to internal or external counselling services etc • The School can take disciplinary action while a police/social care investigation is on-going but this decision needs to be taken on a case by case basis and in conjunction with the other agencies involved, remaining mindful that any case may have the potential to progress to court.
Response/intervention for sexual child on child	• All allegations with a sexual element should be reported immediately to the DSL or Deputy DSL • All allegations will be taken seriously with swift action taken to support, reassure and keep safe the reporting student: ideally, two members of staff will be present, with at least one being a DSL • Where the allegation involves illegal images of a child, these should <u>not</u> be viewed or forwarded. • Where there has been an allegation of sexual violence, the DSL or Deputy will undertake an immediate needs and risk

	assessment which may involve involvement of other local agencies or schools • Depending on the nature and context of the case, the issue may be dealt with internally using pastoral support from the pastoral leads, Family Support, Early Help Services and/or the School's Behaviour for Learning policy and procedures or may involve referrals to external services. • Where a child or young person has been harmed or is at risk of harm, the DSL or Deputy DSL will contact the borough's safeguarding hub / MASH and make the relevant referrals in line with this advice: this will include making a report to the police where it is believed a criminal offence has taken place, unless this has already been reported e.g. by other agencies or family members (see "When to call the Police") • The School can take disciplinary action while a police/social care investigation is on-going but this decision needs to be taken on a case by case basis and in conjunction with the other agencies involved, remaining mindful that any case may have the potential to progress to court. • All actions will be recorded and any incidents logged for monitoring purposes: where the allegation is of a sexual nature, careful consideration should be given to the student's right to anonymity and restrictions on which staff have access to information, particularly if the allegation may progress through the courts
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Signs and symptoms of child on child abuse

Please see Lumero Educational Trust Child Protection and Safeguarding policy for signs and symptoms of child on child abuse

Threshold for decisions related to child on child

If the following threshold is met which determines significant harm, then the incident will be considered to be child on child abuse and will be recorded accordingly with procedures for handling child on child abuse followed on a case-by-case basis.

Degree and extent of physical harm: *may include but not limited to;* significant bruising, broken bones, need for Accident and Emergency or other medical treatment, etc.

Duration and frequency of abuse: *may include but not limited to;* how often this abuse has occurred and over how long a period of time.

Extent and evidence of premeditation: *may include but not limited to;* the background and relationship between individuals involved, the motivation of the actions, any evidence that this was a premeditated act.

Degree of threats or coercion: *may include but not limited to;* threats to kill or harm being made to the victim or about the victim, threats to embarrass, humiliate or otherwise cause emotional harm to the victim or about the victim, the extent to which these threats have been shared with the wider community or the extent to which they have been shared with victim and the mechanism for sharing these threats. Coercion could also include financial coercion.

BWSfG Flowchart for raising Safeguarding concerns about a child

Designated Safeguarding Lead (DSL):
Mrs German



Deputy DSL:
Mrs Hemming

Chair of Governors:
Mr Selby



Concern raised

Alert DSL via CPOMs or concern form

DSL reviews concern, consults with DSL Team and makes decision about next steps

The Local Authority Designated Officer (LADO):
Gemma Taylor

☎ 0208 461 7777
✉ lado@bromley.gov.uk

Safeguarding Governor:
Mrs Barrell



Decision made to monitor the concern

Monitor

Child is entered into the monitored children's list which is reviewed by Safeguarding Team

Decision made to discuss the concerns with the parents/carers

Discuss

Once discussed with parents/carers DSL may decide to monitor or refer to Social Care

Decision made to refer the concern to Social Care

Refer

DSL will review decisions with Teams and agree to refer to Social Care based on risk or harm

Record

DSL will record all investigations and actions on CPOMS

NSPCC Whistleblowing
The Whistleblowing Advice Line is available from 8am-8pm Monday to Friday and 9am-6pm at the weekend.
☎ 0800 028 0285

Bromley Children's Services
Call: Children's Services (Mon-Fri 8:30am-5pm): ☎ 020 8461 7373 / 7339
Out of hours/weekends/public holidays: ☎ 0300 303 8671
Email: Bromley Children and Families Hub (C&F Hub): ✉ conf@bromley.gov.uk
If you are seriously concerned about a child's immediate safety, call 999 and ask for Police.

Other related policies:

Safeguarding is the “golden thread” that runs through all aspects of the School's policies, procedures and practices. These are just some examples of policies where safeguarding is of particular relevance:

- Behaviour Policy
- Designated Teacher for Child Looked After Policy
- Relationships and Sex Education Policy
- Attendance (including Child Missing in Education Procedures)
- First Aid Policy
- Supporting students with Medical Conditions Policy
- Children with health needs who cannot attend school policy
- SEND Policy
- Educational Trips Policy
- Visitors Policy
- Single Equality Scheme and Accessibility Plan
- Equalities policy
- Whistleblowing Policy