

BRYANSTON

COVID-19 Outbreak: Addendum Arrangements for Safeguarding and Child Protection

This addendum to the Safeguarding and Child Protection Policy is applicable to all Governors, staff, and regular volunteers in respect of all pupils in the School. The addendum contains details of the School's individual safeguarding arrangements in the following areas:

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1. Context

In response to the COVID-19 Outbreak, the Secretary of State for Education announced that from 20 March 2020, school sites would be closed to pupils, and parents were asked to keep their children at home, wherever possible. In response to this announcement, Bryanston School moved to remote learning and will continue to do so until such time that pupils can return to the School site.

Although the School is currently providing an education to its pupils remotely, it nevertheless remains essential that as far as possible the School continues to be a safe place for its pupils. The Government has issued new guidance [Coronavirus \(COVID -19\): safeguarding in schools, colleges and other providers](#). This guidance supports governing bodies, proprietors, senior leadership teams and designated safeguarding leads (DSLs) so they can continue to have appropriate regard to KCSIE and keep their children safe. It suggests where schools and colleges might consider safeguarding policy and process differently when compared to business as usual.

2. Core safeguarding principles

Bryanston School will still have regard to the statutory safeguarding guidance, Keeping Children Safe in Education 2019. Although the way the School is operating in response to COVID-19 is fundamentally different to business as usual, the following important safeguarding principles are still being followed:

- The best interests of children must come first.
- If anyone has a safeguarding concern about any child, they should continue to act on it immediately.
- A Designated Safeguarding Lead (DSL) or Deputy Designated Safeguarding Lead should be available at all times (see section 5 for details of our arrangements).
- It is essential that unsuitable people do not enter the school workforce or gain access to children.
- Children should continue to be protected when they are online.

3. Vulnerable children

Vulnerable children include those who have a social worker and those children and young people up to the age of 25 with education, health and care plans (EHCP). Those who have a social worker include children who have a Child Protection Plan and those who are looked after by the Local Authority. A child may also be deemed vulnerable if they have been assessed as being in need or otherwise meet the definition in section 17 of the Children Act 1989. Those with an EHCP will be risk-assessed in consultation with the Local Authority and parents, to decide whether they need to continue to be offered a school or college place in order to meet their needs, or whether they can safely have their needs met at home. This could include, if necessary, carers, therapists or clinicians visiting the home to provide essential services. Many children and young people on an EHCP can safely remain at home.

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 risk. Should circumstances arise where a parent does not want their child in an education setting, and their child is considered vulnerable, the social worker and Bryanston School will explore the reasons for this directly with the parent. Where parents are concerned about the risk of the child contracting COVID-19, Bryanston School or the social worker will talk through these anxieties with the parent/carers following the advice set out by Public Health England.

Bryanston School will continue to work with, and support, children's social workers to help protect vulnerable children. The lead person for this will be the DSL – Peter Hardy.

4. Pupil Attendance monitoring

All pupils working from home are regularly monitored in terms of their well-being and their engagement with remote learning. Pupil registration is between 08.00-08.20 every weekday morning and between 13.05 and 14.15 on Monday, Wednesday and Fridays afternoons. Data is entered centrally in iSAMs.

The registration of pupils whose parents are key workers is carried out in accordance with the [DfE Guidance: Coronavirus \(COVID-19\): attendance recording for educational settings](#).

5. Continuity of the Designated Safeguarding Team

Bryanston School has a Designated Safeguarding Lead (DSL) and three Deputy DSLs.

The Designated Safeguarding Lead is Peter Hardy.

The Deputy Designated Safeguarding Leads are Preetpal Bachra (Head of Pastoral), Claire Miller (Head of Boarding) and Richard Ball (Head of Operations) (Courses/Holidays).

Bryanston School's Safeguarding Team will continue to be available either via telephone, physically onsite (the DSL and two of the DDSLs live onsite), or online video. Staff will be made aware of how to speak to one of the Safeguarding Team and contact information will continue to be available on the staff, pupil and parent sites.

The DSL will continue to engage with social workers, and attend all multi-agency meetings, which can be done remotely.

In the unlikely event that a member of staff cannot contact the DSL or one of the Deputy DSL's and they consider a child to be at immediate risk of harm, they will contact the Children's Advice & Duty Service Tel: 01305 228866 (professionals only number) or the Police on 999.

6. Reporting safeguarding concerns

Where staff have a concern about a child, they should continue to follow the process outlined in the Bryanston School Safeguarding Policy and Child Protection Procedures. Staff should email the Designated Safeguarding Lead. This will ensure that the concern is received, recorded and acted upon. 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 report the concern directly to the Headmaster (NB not the DSL). If there is a requirement to make a notification to the Headmaster whilst away from School, this should be done verbally and followed up with an email.

Concerns around the Headmaster should be directed to the Chair of Governors, Mr Julian Greenhill chairofgovernors@bryanston.co.uk or the Local Authority Designated Officer (LADO) at the Dorset Safeguarding and Standards Team Tel: 01305 221122.

As directed by the Local Authority Designated Officer, the School will continue to offer support in the process of managing allegations.

The procedure for whistleblowing is outlined in the school's main Safeguarding Policy and Child Protection Procedures and the Whistleblowing Policy.

7. Safeguarding training and induction

DSL training is very unlikely to take place whilst there remains a threat of the COVID-19 virus.

For the period COVID-19 measures are in place, a DSL (or Deputy DSLs) who has been trained will continue to be classed as a trained DSL (or Deputy DSL) even if they miss their refresher training.

All existing School staff have had safeguarding training and have read part 1 of [Keeping Children Safe in Education \(2019\)](#). The DSL will communicate with staff about any changes in local arrangements, so they know what to do if they are worried about a child.

Where new staff are recruited, they will be provided with a safeguarding induction and will complete online safeguarding training.

8. Safer Recruitment, volunteers and movement of staff

Whilst acknowledging the challenge of the current national emergency, it is essential from a safeguarding perspective that the School is aware, on any given day, which staff/volunteers will be in the School if required, and that appropriate checks have been carried out, especially for anyone engaging in regulated activity. As such, the HR Department will continue to keep the single central record (SCR) up to date as outlined in paragraphs 148 to 156 in KCSIE 2019.

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, the School will continue to follow the relevant safer recruitment processes, including, as appropriate, relevant sections in part 3 of Keeping Children Safe in Education (2019) (KCSIE).

In response to COVID-19, the Disclosure and Barring Service (DBS) has made changes to its guidance on standard and enhanced DBS ID checking to minimise the need for face-to-face contact.

If the School needs to utilise volunteers, it will continue to follow the checking and risk assessment process as set out in paragraphs 167 to 172 of KCSIE 2019. Under no circumstances will a volunteer who has not been checked be left unsupervised or allowed to work in regulated activity.

Bryanston School 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 2019.

Bryanston School will continue to consider and make referrals to the Teaching Regulation Agency (TRA) as per paragraph 166 of KCSIE 2019 and the TRA's 'Teacher misconduct advice for making a referral.

During the COVID-19 period all referrals should be made by emailing: Misconduct.Teacher@education.gov.uk.

9. Online safety in and away from school

The School will continue to provide a safe environment online and the IT department will continue to monitor internet filtering systems on School computers and detect any security breaches using the recognised services and tools.

It is important that all staff who interact with children online, continue to look out for signs a child may be at risk. Any such concerns should be dealt with as per the School's Safeguarding Policy and Child Protection Procedures and, where appropriate, referrals should still be made to Children's Social Care and as required, the Police.

Online teaching should follow the same principles as set out in the Code of Conduct and ICT Policy.

The School will also comply with any new guidance provided by the Department for Education in relation to providing education remotely and the use of online learning tools and systems will be used in line with data protection principles.

Below are some things the School has implemented for delivering virtual lessons:-

- Guidance for online learning is included in the Guided Learning Programme for both pupils and staff.
- Staff and children must wear suitable clothing.
- Any computers used should be in appropriate areas, for example, not in bedrooms; and the background should be blurred.
- Language and behaviour must be professional and appropriate.
- Staff must only use the approved platforms provided to communicate with pupils (not using Skype, FaceTime or other live-streaming apps such as WhatsApp, Voom or Houseparty).
- Staff keep a record of the sessions that they run.
- Staff should only use their Bryanston accounts for communication e.g. work email address. Personal email accounts or alternative forms of social media/messaging services must not be used to communicate with pupils.

Support for children and parents

- Childline – www.childline.org.uk
- UK Safer Internet Centre to report and remove harmful online content – www.reportharmfulcontent.com
- CEOP (to make a report about online abuse) – www.ceop.police.uk/safety-centre
- Internet Matters (for support for parents and carers to keep their children safe online – www.internetmatters.org
- London Grid for Learning (for support for parents and carers to keep their children safe online) – www.lgfl.net/online-safety/
- Net-aware (support for parents and carers from the NSPCC) – www.net-aware.org.uk
- Parent info (for support for parents and carers to keep their children safe online) – www.parentinfo.org
- Thinkuknow (advice from the National Crime Agency to stay safe online) – www.thinkyouknow.co.uk
- UK Safer Internet Centre (advice for parents and carers) - <https://www.saferinternet.org.uk/advice-centre/parents-and-carers>

10. Working with parents and carers

We will make sure parents and carers:

- Are aware of the potential risks to children online and the importance of staying safe online.
- Know what our school is asking children to do online, including what sites they will be using and who they will be interacting with from our school.
- Know where else they can go for support to keep their children safe online.

11. Supporting pupils not in School

Bryanston School remains committed to ensuring the safety and wellbeing of all its pupils, wherever possible, even though they may not be physically on the School site.

It is recognised that school is a protective factor for many children and the current circumstances, can affect the mental health of pupils and their parents/carers. Staff are made aware of this when setting expectations of pupils' work where they are at home. Bryanston School sets out the support on offer to pupils and their families in many areas through information contained within the [Guided Learning Programme](#).

Where the DSL (or Deputy DSL) has identified a pupil, who requires additional support from the School, the pupil or family will receive regular communication, at least once a week from an assigned pastoral lead, likely to be the pupil's Housemaster/Housemistress. This contact is recorded and overseen by the DSL. The Housemaster/Housemistress should use their School email account, School phone or online video through Teams. The DSL will work closely with the Housemaster/Housemistress and family to maximise the effectiveness of any communication plan. These are reviewed regularly (at least once every two days) and where concerns arise, the DSL will consider any referrals as appropriate.

The School will share safeguarding messages on the staff, pupil and parent sites, social media pages and through its remote pastoral programme. Pupils, parents and staff will be reminded about how they can raise any safeguarding concerns even when pupils are not physically on the School site.

The School is aware that during this period, some pupils may be affected by bereavement(s). As pupils normally spend the vast majority of their time at school, teachers and staff members will usually be the primary source of care and support. Bereaved pupils would have seen the School as a safe haven away from the turmoil of emotions at home and will look to trusted staff members for help and support. In cases of bereavement, the School will continue to provide help and support to the affected pupil(s) which may include identifying an appropriate support organisation.

12. Supporting pupils in School

The School adheres to government guidance on 'key workers'. For further information relating to key workers, see guidance here: <https://www.gov.uk/government/publications/coronavirus-covid-19-maintaining-educational-provision/guidance-for-schools-colleges-and-local-authorities-on-maintaining-educational-provision>

The School remains open if there are any children who are deemed to be vulnerable, as per government guidance. Should the need arise, the School has given careful consideration to which children need to continue to attend school, in order to ensure children are safe and to minimise the spread of COVID-19. Each child will be considered on a case-by-case basis and an assessment of risk has been made, with relevant external agencies, parents and the Local Authority, to decide if a child should be on site or not. The School considers children to be vulnerable and may need to attend if they are;

- Children on Child Protection Plans; Children in Need; Looked-After or Previously Looked-After; and
- Children with SEND (with or without an EHCP), who would be safer at school than at home.

Children other than those above may be considered vulnerable and some children will become vulnerable during the time that the School is closed. The School will continually review which children will attend School, in line with local and governmental guidance.

Additional support may be put in place to safeguard;

- Children vulnerable to CE/Contextual safeguarding issues and those in receipt of early help; and
- Children who are homeless/living in temporary accommodation, refugees and asylum seekers and young carers.

13. New children at the school

Children may join Bryanston School from other settings. When they do, we will seek from those settings the relevant welfare and child protection information. This is relevant for all children that join us, but it will be especially important where children are vulnerable. For vulnerable children we will ensure we understand the reasons for the vulnerability and any arrangements in place to support them. As a minimum we will seek access to that child's EHCP, child in need plan, child protection plan or, for looked-after

children, their personal education plan and know who the child's social worker is (and, for looked-after children, who the responsible virtual school head is). Ideally, this will happen before a child arrives but where that is not possible, it will happen as soon as reasonably practicable. Any exchanges of information will ideally happen at DSL (or Deputy DSL's) level, and likewise between special educational needs co-ordinators/named individual with oversight of SEN provision for children with an EHCP. The DSL will undertake a risk assessment based in the information received, considering how risks will be managed and which staff need to know the information.

14. Peer on Peer Abuse

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

Pupils are likely to be using social media groups to keep in touch and just as before COVID-19, there will be issues relating to cyberbullying, coercion, Youth Involved Sexual Imagery ('sexting') etc.

Where the School receives a report of peer on peer abuse, we will follow the principles as set out in Part 5 of KCSIE 2019 and of those outlined within the Safeguarding Policy and Child Protection Procedures.

The School will listen and work with the young person/people, parents/carers and any multi- agency partner required to ensure the safety and security of them.

Concerns and actions will be recorded and if appropriate referrals made.

15. Version control and dissemination

This is version 1 of this addendum. It will be reviewed by the DSL or Deputy DSLs regularly as circumstances continue to evolve or following updated Department for Education advice or guidance.

This addendum and the Bryanston School Safeguarding Policy and Child Protection Procedures are available on our [School website](#) under Policy Documents.

16. Links with other policies

This policy links to the following policies and procedures:

- Safeguarding Policy and Child Protection Procedures (and associated policies)
- Code of Conduct for Staff
- Digital Communications Policy

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