



## SHIRLEY HIGH SCHOOL PERFORMING ARTS COLLEGE

*Our Vision:*

*To develop aspirational learners who strive for excellence academically, creatively and culturally, benefitting from a wide range of opportunities led by inspirational educators.*

### CHILD PROTECTION POLICY - SHIRLEY HIGH SCHOOL ADDENDUM

This addendum serves to outline how the school will work to keep children safe during the coronavirus pandemic. It should be read in conjunction with the school's existing child protection policies and procedures.

It aims to:

- reinforce existing child protection procedures
- highlight any new ways of working during this period

#### School safeguarding principles remain unchanged

The current policies and procedures are regularly reviewed and updated to reflect circumstances as they evolve throughout the coronavirus pandemic. The DSL will continue to attend LA Safeguarding Forums, any other safeguarding information events organised by the LA and / or CSCP to ensure the school remains up to date with local and national policy and procedures.

Although day-to-day working arrangements may be different, the key principles of the Shirley High School Child Protection Policy and associated procedures remain the same.

All staff and governors must ensure they remain up to date with their safeguarding knowledge through knowing and understanding the school Child Protection Policy and Procedures as well as KCSIE 2020 (updated in January 2021) Part 1, Annex A and Annex C.

Staff should be aware from this addendum that the following remains of paramount importance:

- Students' welfare.
- Acting immediately if anyone has a concern about a child.
- Having someone always available to deal with concerns.
- Safe recruitment practices.
- Following existing statutory safeguarding and child protection guidance.

#### Reporting concerns

If a member of staff has a safeguarding concern (they believe that there is a risk of significant harm) they must log their concern on CPOMs. CPOMs can be securely accessed from anywhere. Staff are to remember though that if the screen is visible in non-secure areas, for example, at home, that there can be a data breach, if other members of your family can see it.

If there is a technical issue with CPOMs or the access to it, staff should email their concerns through to the DSL and DDSLs.

If a member of staff thinks a student is in immediate danger they should contact the police on 999.

#### DSLs

The school Designated Safeguarding Lead is Ms M Francis (SVP Pastoral) [francis@shirley.croydon.sch.uk](mailto:francis@shirley.croydon.sch.uk) and the deputies are Ms G Fair (Vice Principal) [fair@shirley.croydon.sch.uk](mailto:fair@shirley.croydon.sch.uk) and Ms K Stewart (Attendance and Welfare Officer) [stewart@shirley.croydon.sch.uk](mailto:stewart@shirley.croydon.sch.uk). There is also a Social Worker based in school – Ms S Cousins (SWiS) [Sabrina.Cousins@croydon.gov.uk](mailto:Sabrina.Cousins@croydon.gov.uk).



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### **Safer recruitment**

The school has a Safer Recruitment Policy, however there will be some changes in practice due to the pandemic:

- Platforms such as Google Meet, Microsoft Teams, and Zoom etc. may be used to conduct video interviews. Interviews may be recorded to review again at a later time. Interviewees may be asked to demonstrate their teaching through delivering a lesson remotely to a panel of teachers or selected students.
- Interviewees will be asked if they are comfortable with the technology and the process and the school will ensure that there is clear communication from the outset, through emails and/or phone calls.
- The usual checks, gaps on the application form, references etc. remain of paramount importance.

We have an ongoing commitment to ensure that only suitable people will be recruited to work or volunteer with our students, whether they are working online or face-to-face. If a member of staff is appointed to a role in the school they will undergo an induction process.

### **Student welfare**

Children are vulnerable at this time and the fact that they are not attending school physically can mean that there are fewer opportunities for staff to spot, identify and respond to child protection concerns and issues. As well as the risks identified in the last National Lockdown, there may be new risks that young people may be particularly exposed to as the pandemic continues. The school remains vigilant for:

#### Online safety concerns

Online technology is invaluable for enabling children and young people to continue their learning, keep in touch with friends and feel connected with the outside world. But changes in online behaviour can put young people at risk of online abuse.

The school's Remote Learning policy, Child Protection policy and Staff Code of Conduct outline the expectations and procedures in regards to online safety for both staff and students.

Information is available for families regarding online safety via the school newsletters and information on the website.

#### Domestic abuse

During this period of high-level restrictions, where families are spending more time together, there is a heightened risk of domestic abuse. The school is signed up for Operation Encompass and as well as this the Pastoral staff are aware of the need for vigilance and immediate referral where they suspect that domestic violence may be occurring in a family. Information is available for families regarding DASV via the school newsletters and information on the website.

#### Mental health

We know that some young people's mental health may suffer during the pandemic as well as that of their parents / carers. Information is available for families regarding mental health via the school newsletters and information on the website. Our counselling and mentoring services continue to run remotely and the students have access to a student wellbeing folder on Google which contains resources for them.



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### Significant family issues

Changes to ways of working, such as contacting children and families on the phone and by video calling, may bring new information to light about their home situation. Families may also experience new challenges during the pandemic e.g. mental health problems, family conflict and difficulty getting food. For some families, coronavirus may lead to unemployment or redundancy or they may have relatives with Covid-19 or suffer bereavement

Staff are to be vigilant and alert to the potential stress this may cause and the impact this may have on our students. Where such issues are highlighted by pastoral staff, the AWO and SWiS will become involved and decide on appropriate action. As well as signposting support, this could include referrals to the local early help service, children's social care, community food banks, mental health support or other relevant services.

Our FSM families have been allocated food vouchers if the student is not attending the provision.

### **Monitoring**

- All contact or support with vulnerable students (students with a social worker, students with EHCPs) and families should be logged. Contact phone calls should be made using school phones, rather than personal devices where possible.
- Form Tutors should monitor their tutees daily and have a visual check on 'Welfare Wednesday' where students are expected to have their cameras on for their Tutor Time on that day. If any concerns arise from their Tutor Time session then they must let the HoY know. Likewise, if any member of staff monitoring a student (Mentors, PSAs etc.) has a concern i.e. no response, student never available, student sharing a concern etc. they must pass this to the respective HoY. Where concerns remain for the HoY and they decide there is a need for a welfare check this should be communicated to the SVP Pastoral, AWO and SWiS. They will make the decision regarding the next steps.
- If the student has a social worker they will be informed and they will undertake the visit. If they do not have a social worker and the concerns are moderate then members of SHS staff can undertake the visit. This will comprise of a knock on the door, retreating back at least two metres and waiting for the student to come to the door or be seen through a window. In the case of a flat, the request is to be made for the child to come down to the front entrance if they cannot be seen clearly through a window or spoken to. The welfare check must include sight of the child and verbal affirmation to be deemed successful.
- In the case of serious concerns or at least two unsuccessful home visits our safer schools officers are to be contacted to conduct a police welfare check.
- The DSL will continue to attend all CIN, CP, Strategy Meetings and Multi-Agency meetings and liaise with social care as required.

### **Provision**

Our vulnerable students and students who are children of critical workers are able to attend the provision in school and undertake their remote learning.

This provision is run by the SVP and supported by staff on a rota system.

The school risk assessment outlines the expectations for maintaining a Covid safe environment for staff and students in school.



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### Non-attendance

The school has an Attendance Policy addendum that outlines how staff should register a student's attendance, the correct coding and what to do if a student is absent. There are procedures in place for monitoring the attendance of students either undertaking remote learning or attending the school provision.

Where attendance becomes a concern, this will be followed up with parents, carers, the local authority and/or children's social care as appropriate.

MF January 2021

We want all at SHS to believe in and maintain the values of our school:

