



SHIRLEY HIGH SCHOOL PERFORMING ARTS COLLEGE

Our Vision:

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

CHILD PROTECTION AND SAFEGUARDING POLICY (EXAMS) 2021/22

Key staff involved in the policy

Role	Name(s)
Head of centre	Mr T Myton
Designated safeguarding lead	Ms M Francis
Designated safeguarding lead (deputy)	Mr J Rayner & Ms K Stewart
Exams officer	Mrs E Brockhouse

Purpose of the policy

This policy details how Shirley High School, in relation to the management, administration and conducting of examinations and assessments, ensures that the moral and statutory responsibility to safeguard and promote the welfare of children is met.

The policy also details how staff are trained and supported to be alert to, and report, the signs of abuse and neglect and how they will follow centre procedures to ensure that children receive effective support, protection, and justice.

The procedures contained in this policy apply to all staff associated with the management, administration and conducting of examinations and assessments at Shirley High School.

Policy aims

- To provide all exams-related staff at Shirley High School with the necessary information to enable them to meet their safeguarding and child protection responsibilities
- To ensure consistent good practice
- To demonstrate the commitment with regard to safeguarding and child protection to pupils/students, parents/carers and other partners when taking examinations and assessments at Shirley High School.
- To contribute to the wider centre Child Protection and Safeguarding Policy

Section 1 – Roles and Responsibilities

Designated safeguarding lead (DSL)

Ms M Francis will take lead responsibility for child protection and safeguarding in relation to examinations and assessments. The DSL will offer advice, support and expertise in all matters relating to child protection and safeguarding in relation to examinations and assessments.

Exams officer

The Exams Officer will support the DSL as directed, and also undertake all relevant training.



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Other exams staff

Invigilators and SSA's will undertake training as directed by the DSL, report child protection and safeguarding issues/concerns in line with centre processes/policy.

Section 2 – Staff

Recruitment

- Shirley High School ensures that only 'suitably qualified and experienced adults' are employed in the management, administration and conducting of examinations and assessments. This is supported by the safer recruitment process which includes the following:
- Completion of an application form which includes their employment history and explains any gaps in that history
- Provision of two referees, including at least one who can comment on the applicant's suitability to work with children
- Provision of evidence of identity and qualifications
- verifying their mental and physical fitness to carry out their work responsibilities
- Verification of their professional qualifications, as appropriate
- Further additional checks, as appropriate, on candidates who have lived or worked outside of the UK, including (where relevant) any teacher sanctions or restrictions imposed by a European Economic Area professional regulating authority, and criminal records checks or their equivalent
- A request for written information about previous employment history and checking that information is not contradictory or incomplete. We will seek references on all short-listed candidates before interview. We will scrutinise these and resolve any concerns before confirming appointments.
- Once employment is offered undertaking checks in accordance with the Disclosure and Barring Service (DBS) regulations will be made, as appropriate to the role. This will include:
 - an enhanced DBS check and a barred list check for those including unsupervised volunteers engaged in Regulated Activity
 - an enhanced DBS check without a barred list check for all volunteers not involved in Regulated Activity but who have the opportunity of regular contact with children
 - ensuring that this member of staff has a subscription to the DBS Update Service (where relevant)
- Once employment is offered, evidence must be provided of the right to work in the UK
- Candidates must be interviewed by a panel of at least two school leaders/governors, if shortlisted.

DBS check information

All information on the checks carried out on those who are employed solely for the purpose of periodic exams-related activity, such as external invigilators/facilitators, will be recorded in the centre's single central record (SCR). Copies of these checks, where appropriate, will be held in individuals' personnel files.

Existing staff

Although there is no statutory requirement to update DBS checks for existing staff, external invigilators/facilitators will undertake a further DBS check if there has been a break in service of 12 weeks or more.

If there are concerns about an existing member of staff's suitability to work with children, all relevant checks will be carried out as if the individual was a new member of staff. This action will also be taken if an individual moves from a post that is not regulated activity to one that is.



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Anyone who has harmed, or poses a risk of harm, to a child or vulnerable adult will be referred to the LADO & DBS:

- Where the 'harm test' is satisfied in respect of the individual (i.e., that no action or inaction occurred but the present risk that it could was significant)
- Where the individual has received a caution or conviction for a relevant offence
- If there is reason to believe that the individual has committed a listed relevant offence, under the Safeguarding Vulnerable Groups Act 2006 (Prescribed Criteria and Miscellaneous Provisions) Regulations 2009
- If the individual has been removed from working in regulated activity (paid or unpaid) or would have been removed if they had not left

'Break in service'

To comply with 'break in service' regulations, all external invigilators/facilitators will be required to register with the DBS Update Service on an annual basis and provide consent for the designated senior member of staff in charge of safeguarding arrangements to carry out an online check to view the status of their existing standard or enhanced DBS certificate. This will not apply to any invigilators who meet the 'frequency test' at Shirley High School – e.g., working 3 or more times in a 30-day period, or attending the centre at least every 3 months for training, updates etc.

By registering with the Update Service, these staff will be permitted to attend on any day during an exam series (providing they can supply an updated Disclosure Certificate and ID) without the need for additional checks or any additional attendance at Shirley High School.

Agency staff

Written notification will be obtained from any agency or third-party organisation that it has carried out the necessary safer recruitment checks that we would otherwise perform. A check will also be performed to confirm that the person presenting themselves for work is the same person on whom the checks have been made.

Section 3 – Supporting staff

All exams staff at Shirley High School are made aware of the good practice guidelines and staff code of conduct in relation to child protection and safeguarding.

They are informed and updated on the contents of the centre Child Protection Policy, KCSIE Part 1 and procedures through staff training sessions (annual safeguarding training takes place at the start of every academic year; other CPD takes place throughout the year as per the staff CPD calendar), induction for new staff, online information (Safeguarding @ SHS staff folder), hard copies of information.

Section 4 – Areas covered

All exams staff will be trained/updated on the following areas to ensure that they are complying with the centre policy on child protection and safeguarding:

- Abuse of position of trust
- Children who may be particularly vulnerable
- Children with special educational needs and disabilities or have mental health needs
- Early help
- Reporting attendance concerns
- Staff reporting concerns about a colleague or other adult who works with children (Whistleblowing)
- Complaints procedure
- Site security
- Confidentiality and information sharing



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- Photography and images
- Child protection procedures
- Recognising abuse - physical abuse, emotional abuse, sexual abuse and neglect
- Indicators of abuse
- Taking action
- If a member of staff or volunteer is concerned about a pupil's welfare
- If a pupil discloses to a member of staff or volunteer
- Bullying, peer on peer abuse and harmful sexual behaviour
- Peer on peer sexual violence and sexual harassment
- Youth produced sexual imagery
- Serious violence
- Child sexual exploitation (CSE) and child criminal exploitation (CCE)
- So-called 'honour based' abuse
- Female genital mutilation
- Forced marriage
- Protecting children from radicalisation and extremism
- Domestic abuse

Section 5 – Reporting

Staff must report issues/concerns relating to child protection and safeguarding to the Designated safeguarding Lead and / or the Deputy Safeguarding Leads via CPOMS.

If a member of staff needs to make a complaint/report a colleague or other adult who works with children (whistleblowing), they should speak to the Designated Safeguarding Lead or the Principal.

Section 6 - Protocols for one-to one support/supervision

Where staff are engaged in invigilation/facilitation and/or centre supervision on a one-to one basis with a candidate the following protocols should be followed.

Summoning immediate assistance in case of any concern

A room with a telephone will be used if possible, if not the member of staff will have a radio

As an added precaution all exam staff have a shared Whatsapp group to call for the assistance of the Exams Officer when needed.

Leaving the examination room temporarily

If a member of staff needs to leave the room they will contact the exams officer via one of the methods described above.

Where a member of staff needs to accompany a candidate requiring a toilet break, the member of staff is required to first check that the facilities are unoccupied. Once this is ascertained the candidate will use the facilities while the member of staff waits outside.

Where a member of staff needs to accompany a candidate who is feeling unwell, they will inform the Exams Officer and accompany the student to Medical.



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References

Keeping children safe in education www.gov.uk/government/publications/keeping-children-safe-in-education-2

Check someone's criminal record as an employer www.gov.uk/dbs-check-applicant-criminal-record

DBS Update Service www.gov.uk/dbs-update-service

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

