

Implications of 'Keeping Children Safe in Education'

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Keeping Children Safe in Education: Background 1

- 2000 – death of Lauren Wright
- 2004 – implementation of sections 157 and 175 Education Act 2002 – statutory duty for all schools and LAs – provide their services in a way that ‘safeguards and promotes the welfare of children’
- 2006 – Safeguarding Children and Safer Recruitment in Education (statutory guidance)



Keeping Children Safe in Education: Background 2

- March 2013 – DfE consultation on proposed replacement statutory guidance
- Responses to consultation, representations
- April 2014 – DfE publication of Keeping Children Safe in Education – to take effect immediately on publication



Keeping Children Safe in Education: Status

- Statutory guidance under sections 157 and 175 Education Act 2002
- To be read alongside Working Together 2013
- Replaces
 - Safeguarding Children and Safer Recruitment in Education
 - Dealing with allegations against adults working in schools
- Applies to ALL schools, and colleges in their work with under-18 year olds (with a very few exceptions)



Keeping Children Safe in Education

- What stays the same?
- What changes?
- Implications for practice
- Making it effective
- Embedding good practice



Keeping Children Safe in Education

- Part 1: Safeguarding information for all staff
- Part 2: The management of safeguarding
- Part 3: Safer Recruitment
- Part 4: Allegations of abuse made against teachers and other staff
- Annexes



Keeping Children Safe in Education

What stays the same?

- Many of the specific requirements:
 - Governor responsibility for ensuring effective safeguarding practice
 - Senior lead member of staff – Designated Safeguarding Lead (DSL)
 - Training requirements for DSL and headteacher
 - Keeping effective CP and child welfare records
 - Passing on CP records to next school
 - Safer recruitment
 - Single Central Record



Keeping Children Safe in Education: different types of schools

- Some aspects of the guidance apply only to LA maintained schools BUT if this represents good practice, then makes sense for all schools to adopt it:
 - Requirement for every interview panel to include at least one person with Safer Recruitment training
 - Designated Teacher for Looked After Children



Keeping Children Safe on Education: New emphases

- Responsibility of all governors
- Individual responsibility to act
- All must start from position of *'it could happen here'*
- Access to and provision of early help
- Multi-agency working (especially with Children's Social Care)
- LSCB guidance and monitoring (shift from LA)

Keeping Children Safe in Education: What's new?

- Emphasis on *individual* responsibility to act
- *Effective* Code of Conduct for Behaviour (or similar)
- Must share Part 1 of the guidance with *all* staff
- Must have induction training that covers CP policy and Code of Conduct
- SCR – requirement to include all members of proprietor body
- New sections dealing with specific safeguarding issues eg abuse by children; children missing education

Keeping Children Safe in Education: What changes?

- No specific recommendation for having Nominated Safeguarding Governor
- No specific requirement for governing body to review safeguarding annually
- Required Safer Recruitment Training no longer approved by Secretary of State
- No specific requirement on *frequency* of training for staff

BUT in all cases, see further below



Keeping Children Safe in Education: What changes?

- Greater emphasis throughout document on role of governing body *ensuring compliance*
- Greater emphasis on *local* recommendations from LA and LSCB
- Brings statutory guidance up to date eg DBS checks
- Some additional information to add to SCR
- Change of emphasis from LA monitoring support and challenge, to LSCB guidance and monitoring

Keeping Children Safe in Education: What changes?- headteachers

- Requirement for Safer Recruitment training, but no longer has to be training approved by Sec of State – must cover contents of the guidance, and also see local guidance from LSCB
- Heads *‘should ensure that the policies and procedures adopted by governing bodies and proprietors, particularly concerning referrals of suspected abuse and neglect, are followed by all staff’*

Keeping Children Safe in Education:

What changes? – allegations against staff

- New guidance replicates the previous version (October 2012) but with some important changes:
 - Removes ‘unfounded’ outcome – inconsistent with Working Together 2013
 - Lower threshold for suspension
 - Internal contradiction about who in school setting takes lead for dealing referral to LADO – Part 4 indicates head (or Chair of Governors); Annex B indicates DSL
- New reporting restrictions

Keeping Children Safe in Education: some implications for practice

- No requirement for annual review by governors but all governors **MUST** be aware of the policies and practice of their setting, and must take appropriate steps to satisfy themselves that these are effective in safeguarding children
 - So must have mechanism for achieving this
 - Must be able to demonstrate having done it



Keeping Children Safe in Education: some implications for practice

- Training
 - **DSL** must have CP training every two years
 - **All staff** must have
 - A copy of Part 1 of KCSiE
 - Induction training including CP policy and staff behaviour code
 - ‘appropriate CP training which is regularly updated’
 - **Governors** – nothing specified, but given their key role in ensuring compliance, some CP and safeguarding training would seem prudent

Keeping Children Safe in Education: Making it effective: DSL

- *Senior* member of staff to take lead responsibility
- Annex B – description of role:
 - Managing referrals
 - Children’s Social Care
 - LADO (but nb contradiction with section on allegations)
 - DBS
 - Police
 - Training
 - Raising awareness



Keeping Children Safe in Education: Making it effective: evidence

- Be able to demonstrate *effectiveness*
 - Importance of *evidence* of practice
 - Does everyone know about it? – how do you know?
 - Compliance?
 - What difference is it making? – checking *impact*



Keeping Children Safe in Education: Making it effective: record keeping

- Record keeping of concerns and referrals:
Detailed, accurate, secure, written
 - Robust system?
 - Training for staff?
 - Consistency of recording practice?
 - Recording outcomes?
 - Regular audit of records?



Keeping Children Safe in Education: Some things to think about

- ‘safeguarding’ much broader than child protection – everything the school does (*‘it could happen here’*):
 - Outside visits
 - Work experience
 - E-safety
- How can we do this in a way that is safe for both children and adults?
 - Risk assessment – *reasonable, proportionate*



Keeping Children Safe in Education: What next?

- Embedding good practice in school life
 - Review / audit – use LA, LSCB or other tool
 - Identify gaps
 - Action plan – SMART (including impact)
 - Monitor progress – including impact
- Keeping up to date with developing thinking and change – journey not a destination – how will *you* do this?