

Yesodey Hatorah Girls Secondary School

Safeguarding (Child Protection & Allegations of Abuse) Prevent Policy



Safeguarding Policy (Child Protection and Allegations of Abuse) Prevent

This policy includes Child Protection and Allegations of Abuse made against staff. It also includes the Prevent duty. It is in line with *Working Together to Safeguard Children DfES, 2010*. This policy was adopted by the Governors in March 2012 and is reviewed annually. This policy should be administered in conjunction with Halacha and where appropriate Rabbinical guidance should be sought.

Nominated Safeguarding Children's Adviser (NCSA) and the designated people for child protection is Rabbi Pinter. Other designated safeguarding leads (DSL) are Mrs Neuberger and Mrs Klein. The nominated Governor is Mr Bibelman.

Child Protection

Yesodey Hatorah Senior Girls School strives to educate all its pupils within an environment where the Jewish traditions of learning, truth, justice, respect and community are promoted. Consequently the overall aim of this policy is to safeguard and promote the welfare of the children in our care. We aim to provide a safe environment in which children can learn and develop. Our policy applies to all staff, governors and volunteers working in the school. There are six main points to our policy:

1. Ensuring that we practice safe recruitment in checking the suitability of staff and volunteers who will work with children.
2. Raising awareness of safeguarding and child protection issues and equipping children with the skills to keep them safe.
3. Developing and implementing procedures for identifying and reporting cases, or suspected cases, of abuse.
4. Supporting children who have been abused in accordance with her child protection plan.
5. Establishing a learning environment where children's welfare is paramount and where they feel safe and can maximise their capacity to learn.
6. Ensuring that outside agencies are involved where appropriate. Confidentiality should be maintained in relation to Child Protection.

We recognise that because of day to day contact with children, staff in school are well placed to observe the outward signs of abuse. The school will therefore:

- Establish and maintain an environment where children feel secure, and are encouraged to talk, express their opinions and are listened to.
- Ensure children know that there are adults in the school whom they can approach if they are worried or concerned.
- Include opportunities in the Halichos curriculum for children to develop the skills they need to recognise and stay safe from abuse.

We will follow guidance issued by The Department for Education and all local procedures as set out by the City and Hackney Safeguarding Children Board (CHSCB). We will also take account of guidance issued by the CHSCB as well as by the London Safeguarding Children Board, as adopted by CHSCB. We will ensure that:

- We have a designated person for child protection, referred to as the Nominated Safeguarding Children Adviser (NSCA), who is a member of the senior management team.
- The NSCA has received the appropriate training in relation to the role, that they have sufficient time, resources and support to undertake this role.
- There is at least one named deputy NSCA, who is also appropriately trained, who can undertake the role when the NSCA is not available.
- We have a nominated Governor responsible for child protection, and that they have attended the relevant training for the role.

- All staff and volunteers have undertaken relevant training and understand their responsibilities in being alert to the signs and indicators of abuse. That they understand their responsibilities for referring any concerns to the NSCA, Deputy NSCA or other senior member of staff if they are not available.
- That all staff are aware of the need to pass on concerns to appropriate members of staff and the procedures for doing this.
- That all staff are also aware of the need for, and the rights of the child and family, to confidentiality. Information will be disseminated on a 'need to know' basis.
- Parents have an understanding of the responsibility placed on the school and staff for safeguarding and child protection by setting out its obligations in the school prospectus.
- We develop productive and supportive relationships with parents and carers and we will discuss concerns with them, unless to do so would put the child at risk.
- Where a child is subject to a child protection plan, unless the child protection plan recommends earlier notification, we will contact Children Social Care to alert them to unexplained absences from school of two days.
- We develop effective links with relevant agencies and cooperate as required with their enquiries regarding child protection matters including attendance at case conferences and core groups, providing written reports if required.
- We will vigilantly monitor children's welfare, keep written records of concerns about children, notifying Children's Social Care where appropriate or maintaining records even where there is no need to refer the matter immediately.
- All records are kept securely; separately from the main pupil file, and in locked locations.
- All safe recruitment procedures are in place and that they are always followed. This will include having senior members of staff, as well as the Chair of Governors, who have been trained appropriately in safer recruitment practices.
- At least one member of every panel convened to appoint staff to work in the school will have completed the required training, either by attending face to face training, or by the on-line training available through the Children Workforce Development Council, (CWDC).
- We have procedures in place to deal with situations where an allegation is made against a member of staff or volunteer and we will ensure that those procedures are implemented where necessary.

We recognise that children who are abused or witness violence may find it difficult to develop a sense of worth. They may feel helpless, humiliation and some sense of blame. The school may be the only stable, secure and predictable element in the lives of children at risk. When at school their behaviour may be challenging and defiant, or they may be withdrawn. The school will endeavour to support the pupil through:

- The content of the curriculum.
- The school ethos which promotes a positive, supportive and secure environment and gives pupils a sense of being valued.
- The school behaviour policy which is aimed at supporting vulnerable pupils in the school. The school will ensure that the pupils know that some behaviour is unacceptable but they are valued and not to be blamed for any abuse that has occurred.
- Liaison with other agencies that support the pupil such as Children Social Care, Child and Adult Mental Health Services, Education Attendance Service, the Educational Psychology Service and where appropriate voluntary agencies.
- Ensuring that, where a pupil subject to a child protection plan leaves the school, that their information is transferred, under separate cover to the general education file, to the named NSCA in the new school and that the child's social worker is informed immediately.

Where a child leaves the school and there is no information regarding their location and initial attempts to contact those with parental responsibility have been unsuccessful the NSCA will contact the Education Attendance Service for advice and alert the designated person for Children Missing from Education at TLT.

Actions and Referrals

1. Action by person receiving or identifying a concern

- Treat the concern seriously and take all reasonable steps to protect the child
- Call an ambulance if urgent medical attention is needed and ring social care and/or the police immediately
- Talk to the child according to age, understanding, language preference and special needs
- Avoid leading questions and keep an open mind
- Don't interrupt, make assumptions, offer suggestions or alternative explanations, or attempt to investigate the concern
- Reassure the child that information will only be passed on a "need to know" basis, do not promise total confidentiality
- Tell the person with designated responsibility for child protection immediately

2. Action by designated person

Discuss the information with the person receiving the concern in order to decide what action to take (seek advice from social care if any doubt)

- Do not attempt to investigate the matter.
- Has the child suffered or is the child at risk of significant harm? If yes, after consultation with the rabbinic authority contact social care Access and Assessment Service and/or police immediately.
- Does the concern amount to a possible criminal offence? If yes, after consultation with the rabbinic authority contact social care and/or police.
- Does the child need additional services? If yes, can your organization deal? If not, do you need to make a "child in need" referral to social care? Seek advice if in doubt.

3. Consent

- In general, agreement to refer child welfare concerns should be sought from the child, if sufficiently mature, and/or family, provided this will not increase risk of harm or prejudice an investigation
- Any doubts should be discussed with social care and/or the police

4. Recording

- The person receiving the concern should record the information including date, time, place, those present and anything said, in the child's own words. This should be signed and dated by the person receiving and countersigned by the designated person.
- All decisions (including taking no further action), the reason and those who made them, should be recorded (timed, dated, signed and countersigned as appropriate)
- When calling social care be ready to provide the child's name, date of birth, ethnicity; address, information about the concern; details of any siblings; parents/carer's details and contact numbers
- Details of any discussions with parents etc

You may need to refer to your notes if called to give evidence in court

Policy for managing allegations of abuse against staff

Introduction

All staff have a legal responsibility to report concerns about the professional conduct of colleagues whose behaviour might harm a child, and to ensure that every allegation against a member of staff is given consistent and fair consideration. This includes the proprietor, head teacher and all others with regular contact with pupils within the context of the school whether temporary, supply, volunteers, contracted, governors, proprietors, or otherwise.

It is essential that any allegation of abuse made against a person who works with children and young people, including those who work in a voluntary capacity are dealt with fairly, quickly, and consistently, in a way that provides effective protection for the child, and at the same time supports the person who is the subject of the allegation. Guidance recommends that most allegations should be thoroughly investigated by the local authority within one month. **The process outlined in this policy is based *Working Together to Safeguard Children March 2010: Appendix 5: Procedures for managing allegations against people who work with children.***

What is an allegation?

An allegation is information or a concern which suggests that an adult working with children and young people has:

- Behaved in a way that has harmed, or may have harmed, a child
- Possibly committed a criminal offence against, or related to, a child
- Behaved towards a child or children in a way that indicates that he or she is unsuitable to work with children

If anyone sees / hears / reports / suspects something that fits into one of the 3 categories above there is a statutory duty to report this and the procedures for managing allegations against people who work with children must be followed.

All staff should take care at all times not to put themselves in a compromising situation to avoid any false allegations being made. Situations that should be avoided:

- Do not touch any student except in circumstances as set out in the Restraint Policy which allows teachers to touch children in order to keep them safe
- If you are alone in a room with a child try to keep the door open or the glass in the window clear from blinds etc
- Do not offer a lift to a student unless there is another adult in the car

This policy also caters for cases of allegations that might indicate that the alleged perpetrator is unsuitable to continue to work with children in their present position, or in any capacity in the school. This may be due to concerns about the persons conduct in their personal or professional life that might indicate their unsuitability to work with children.

All staff and volunteers need to be aware of and understand the procedures and what they need to do if they receive an allegation against, or have concerns regarding, the behaviour of another member of staff, volunteer or visitor.

Initial response to an allegation or concern

All allegations or concerns should be reported immediately to the Head teacher (Nominated Safeguarding Children Adviser) or next most senior member of staff if these are not available. If the allegation is regarding the Head teacher then the next most senior member of staff needs to be informed. In these circumstances, the Chair of Governors will also need to be informed as will Human Resources at The Learning Trust. A member of the organisation can make the necessary contact with the chair on behalf of the staff at the school.

Staff must make a written record of any information, including time, date and place of incident, persons present. It is important to use the child's own words; to sign and date the written record; and to immediately report the matter to the Head teacher or senior member of staff. The member of staff should not investigate or ask leading questions if seeking clarification, they should not make assumptions or offer alternative explanations or promise confidentiality. Information, however, should only be shared on a 'need to know basis'.

Local Authority Designated Officers (DO)

The Local Authority has a named DO who is involved in the management and oversight of individual cases. They provide advice and guidance to all of the agencies and services, in addition to liaising with the police and other agencies, and monitoring the progress of cases to ensure that all matters are dealt with as quickly as possible, consistent with a thorough and fair process.

Head teacher's role and responsibility

This school has designated the Head teacher as the named senior officer with responsibility for ensuring that it deals with allegations, in accordance with the London Child Protection Procedures. The Head teacher will obtain written details of the concern/allegation, will record the names of any potential witnesses and discussions about the child and/or member of staff, any decisions made and reasons for decisions. The Head teacher will consult with the DO immediately. Referrals should not be delayed in order to gather information, however, it is the Head teacher's responsibility to gather sufficient information to assess if the allegation meets the criteria referred to in paragraph 3 of this document, and will decide whether it is appropriate to refer to the DO. The Head teacher will notify HR of a concern / referral made to the DO. No investigation will be carried out at this stage. Ofsted should be informed if the allegation is made against a member of staff in the Early Years Provision.

The Head teacher, or other senior member of staff at the school, will co-operate with other professionals and attend any multi-agency meetings convened under the Local Authority 'Procedures for Dealing With Allegations Made Against Adults Working With Children' providing information about the child and the member of staff.

Initial Considerations

Procedures need to be applied with common sense and judgement. Some allegations are so serious as to require immediate referral to Children Social Care and the police for investigation. Others are much less serious, and at first sight may not seem to warrant consideration of a police investigation or enquiries by Children's Social Care. However, it is important to ensure that even apparently less serious allegations are seen to be followed up, and that they are examined objectively by someone independent of the school. Consequently, the DO should be informed of all allegations that come to the senior manager's attention and meet the criteria in paragraph 3 so that the DO can consult police and social care colleagues as appropriate.

The senior manager should inform the accused person about the allegation as soon as possible after consulting the DO. However, where a strategy discussion is needed, or it is clear that police or Children's Social Care may need to be involved, that should not be done until those agencies have been consulted and have agreed what information can be disclosed to the person. If the person is a member of a union or professional association, s/he should be advised to seek support from that organisation.

If there is cause to suspect a child is suffering, or is likely to suffer, significant harm, a strategy discussion /management planning meeting should be convened. Note: in these cases the strategy discussion should include a representative of the school and should take account of any information the senior manager can provide about the circumstances or context of the allegation.

The school will provide information as part of the initial consultation/strategy discussion about the allegation, including information about the child and the person against whom the allegation has been made. If a police investigation is needed, then the professionals involved will consider whether there are

matters that can be taken forward in a disciplinary process in parallel with the criminal process, or whether any disciplinary action needs to wait for completion of the police enquiries and/or prosecution.

If the complaint or allegation is such that it is clear that investigations by police and/or enquiries by Children Social Care are not necessary, or the strategy discussion or initial evaluation decides that this is the case, the Head teacher will discuss with the DO the next steps that need to be taken. In such circumstances, options open to the senior manager range from taking no further action, to summary dismissal or a decision not to use the person's services in future. The nature and circumstances of the allegation and the evidence and information available determine which of the range of possible options is most appropriate.

In some cases, further investigation may be needed to enable a decision about how to proceed. If so, the Head teacher will liaise with the DO to discuss how and by whom the investigation will be undertaken. However, in some circumstances it may be appropriate for a representative from the Learning Trust to assist with the investigation, i.e. HR.

Decisions relating to the continuing use of an employee, volunteer or visitor's services will be reliant on the outcome of investigations and subsequent information. The investigation, for this purpose, will be undertaken by a senior manager. The Head teacher will discuss with the DO, and where necessary the Chair of the Governing Body or with staff at The Learning Trust, how the investigation should proceed.

The school will inform the DO of the outcome/conclusion of any disciplinary investigation or action taken once the matter has been referred back to the school. As a result the school will inform the DO of any necessary improvements to procedures or practice to help prevent similar events in the future.

Supporting Those Involved

Parents

Parents or carers of a child or children involved should be told about the allegation as soon as possible if they do not already know about it (unless to do so would put the child at further risk). If necessary the Head teacher may consult with the DO to agree how and by whom they will be informed. Parents should also be kept informed about the progress of the case, and told the outcome, including the outcome of any disciplinary process. Timings for this will be agreed in the multi-agency meetings and with the DO. The deliberations of a disciplinary hearing, and the information taken into account in reaching a decision, however, cannot normally be disclosed, but the parents or carers should be told the outcome.

Child/children

In cases where a child may have suffered significant harm, or there may be a criminal prosecution, Children's Social Care, or the police as appropriate, should consider what support the child or children involved may need.

The accused person

The Head teacher should inform the accused person about the allegation as soon as possible after consulting the DO and deciding what information should be revealed. The Head teacher or designated senior manager or representative of HR (as agreed) – school's responsibility will also keep the person who is subject of the allegation informed of the progress of the case and consider what other support is appropriate for the individual. The individual's union or professional body, occupational health services or any other employee welfare arrangements, may provide this support. In any case, if the individual is a member of a trade union, they will be advised to make contact with their trade union at the outset of the investigation. If the person has been suspended, the senior manager or HR representative – as above will also keep the individual informed of developments.

Confidentiality

Every effort should be made to maintain confidentiality and guard against unwanted publicity whilst an allegation is being considered or investigated. If there are issues regarding possible media attention then the Learning Trust Communications Team should be contacted for advice and support.

Any allegation should also be considered as a child protection concern and normal confidentiality rules need to be applied. Apart from keeping the child, parents and accused person (where this would not place the child at further risk) up to date with progress of the case, information should be restricted to those who have a need to know in order to protect children, facilitate enquiries, manage related disciplinary or suitability processes.

Information Sharing

In a strategy discussion or initial evaluation of the case all agencies concerned will share all relevant information they have about the person who is subject to the allegation and the alleged victim who made the allegation.

Suspension

The possible risk of harm to children posed by an accused person needs to be managed and evaluated. An employee, volunteer or visitor must not be automatically suspended without careful thought and consideration of the circumstances of the allegation. In making the decision, the Head teacher or senior manager for the school must consider whether the person should be suspended from contact with children for the duration of the investigation, or until resolution has been reached.

In any case, alternatives to suspension should be explored and advice sought from the DO. If the allegation has been referred and a strategy meeting is to be convened, it will be a task of the strategy meeting to consider the facts of the allegation, and although a senior manager of the organisation cannot be directed to suspend, they will be supported in making the decision.

Case Subject to a Police Investigation

If a criminal investigation is required, the police will aim to complete their enquiries as quickly as possible, consistent with a fair and thorough investigation, they will also monitor the progress of the case.

If the strategy meeting indicates that the individual will need to be interviewed by the police, the police will endeavour to obtain consent from the individuals concerned to share the statements with the school and regulatory bodies for disciplinary purposes.

Action on Conclusion of a Case

If the allegation is substantiated and the person is dismissed or the local authority or school ceases to continue with the persons services, or the person resigns or ceases to provide their services, a referral must be made to the Independent Safeguarding Authority (ISA). Failure to do so is an offence and will carry a significant penalty. A link to details of how to make a referral to the ISA is found at the end of this procedure

If the individual is subject to registration or regulation by a professional body or regulator the DO should advise on whether a referral to the appropriate body is required and the form and content of the referral., i.e. the General Teaching Council, the General Social Care Council, the General Medical Council, Ofsted.

If the person has been suspended and on conclusion of the case it is decided the person can return to work, the school will consider, (in conjunction with the individual and their representative if appropriate) how to facilitate this. It is likely that the person returning to work will require support for this to be successful. Depending on the circumstances, a phased return may be appropriate and the provision of a mentor will be considered should the returning employee request this support. The senior manager will

also consider how the person's contact with children or the child involved in the allegation should be managed.

Resignations and Compromise Agreements

The fact that a person tenders their resignation, or ceases to provide services, must not prevent an allegation being followed up in accordance with this procedure. It is important that every effort is made to reach a conclusion in all cases of allegations that have a bearing on the safety or welfare of children. This includes any allegation whereby the individual refuses to co-operate with the process.

The accused person will be given an opportunity to answer the allegation and make representations about it, subject to the investigation process. The DO and HR will inform how this is managed.

If the complaint or allegation is such that it is clear that an investigation by police and/or enquiries by Children Social Care are not necessary, or the strategy discussion or initial evaluation decides that this is the case then the DO should discuss the next steps with the Head teacher or Chair of Governors. In those circumstances the options open to the school depend on the nature and circumstances of the allegation. On the evidence and information available, steps will range from taking no further action to summary dismissal or a decision not to use the persons services in the future.

Disciplinary procedures and subsequent sanctions may not be possible if a person's notice period expires prior to the end of the investigation, but it is important that a conclusion is reached and recorded wherever possible.

Compromise agreements, by which the person agrees to resign from the organisation by mutual agreement in order to avoid disciplinary action, will not be used in situations where the individual is subject to investigation under child protection procedures. There must not be any agreement by which the school as employer agrees to the content of a future reference. In any event, any agreements, which are reached, will not prevent a thorough police investigation, where that course of action is appropriate, nor will it override the statutory duty to make a referral to the ISA

Action in Respect of Unfounded Allegations

If an allegation is unfounded, the DO will consider informing Children's Social Care to establish whether the child who has made the allegation is in need of assessment. Children's Social Care may need to establish whether someone else may have abused the child. In the rare event that an allegation is shown to have been deliberately invented, the police can be asked to consider whether any action might be appropriate against the person responsible.

Whistle blowing

All staff should be aware and familiar with the school's whistle blowing policy and should feel confident to voice concerns about the attitude or actions of colleagues. If a member of staff believes that a reported allegation or concern is not being dealt with appropriately they should refer to the schools whistle blowing procedures and act accordingly.

Contact Details and Further Information

Advice can be sought from:

Sarah Wright Head of Safeguarding Tel: 020 8356 6824
Children Social Care –

Sarah.wright@Hackney.gov.uk

Jeanette Cornelius-Campbell

Local Authority Designated Officer (LADO) Safeguarding & Reviewing Service
Hackney Service Centre
1 Hillman Street
Hackney E8 1DY
Telephone: 020 8356 4569
Email: Jeanette.Cornelius-Campbell

Latest LADO details

Jeannette Cornelius-Campbell, the current Local Authority Designated Officer (LADO) who holds responsibility for managing allegations made against professionals is leaving this post in February 2017.

As of Monday, 13 February 2017, the LADO will be [Liesel Le Roux](#).

Liesel will be contactable on the same telephone number as present - 020 8356 4569.

Staff should continue to contact Jeannette on any matters relating to allegations until that time.

- Helena Burke – Helena.burke@learningtrust.co.uk (Teaching and Learning, PSHCE / SMSC enquires)
- Tracey Thomas – Tracey.Thomas@Hackney.gov.uk (Prevent—related enquiries)
- Paul Kelly— Paul.kelly@learningtrust.co.uk (Safeguarding and Wellbeing enquiries)
- Nadia Sica— nadia.sica@hackney.gov.uk (Public Health related enquiries)

Gary Smith DO (children social care) Tel: 020 8356 4569 g.smith@Hackney.gov.uk

Paul Kelly Head of Wellbeing and social Tel: 020 8820 7325 Paul.kelly@learningtrust.gov.uk

Simone Haynes Safeguarding in Education team Tel: 020 8820 7255

simone.haynes@learningtrust.co.uk

James Sykes Safeguarding in Education team Tel: 0208 820 7285
james.sykes@learningtrust.co.uk

FAST (First access and screening team) Tel: 020 8356 55 00 fast@hackney.gov.uk
Out of hours 0208 356 2710

NSPCC 24 hour line Tel: 080 88 00 5000

Human resources Tel: 020 8826 7000

Access and Assessment Team
Hackney Children & Young People's Service Tel: 020 8356 5500 cscreferrals@hackney.gov.uk

Out of hours referrals

Hackney Children & Young People's Service Tel: 020 8356 2346/2710

City and Hackney Safeguarding Children Board (CHSCB)

www.chscb.org.uk

London Child Protection Procedures 2007

www.londonscb.gov.uk/procedures

Working Together to Safeguard Children 2010 - Appendix 5

www.dfe.gov.uk

Independent Safeguarding Authority

www.isa.gov.org.uk

Extract from Appendix 5 *Working Together to Safeguard Children 2010*, Procedures for managing allegations against people who work with children

Summary of Process

Allegation made to employer

32. The allegation should be reported to the senior manager identified in the employer's procedure immediately unless that person is the subject of the allegation in which case it should be reported to the designated alternative.

33. If the allegation meets any of the criteria set out in paragraph 1 the employer should report it to the local authority designated office within 1 working day.

Allegation made to the police or children's social care

34. If an allegation is made to the police, the officer who receives it should report it to the force designated liaison officer without delay and the designated liaison officer should in turn inform the local authority designated officer straight away. Similarly if the allegation is made to children's social care the person who receives it should report it to the local authority designated officer without delay.

Initial consideration

35. The local authority designated officer will discuss the matter with the employer and where necessary obtain further details of the allegation and the circumstances in which it was made. The discussion should also consider whether there is evidence/ information that establishes that the allegation is false or unfounded.

36. If the allegation is not patently false and there is cause to suspect that a child is suffering or is likely to suffer significant harm, the local authority designated officer will immediately refer to children's social care and ask for a strategy discussion to be convened straight away. In those circumstances the strategy discussion should include the local authority designated officer and a representative of the employer.

37. If there is not cause to suspect that 'significant harm' is an issue, but a criminal offence might have been committed, the local authority designated officer should immediately inform the police and convene a similar discussion to decide whether a police investigation is needed. That discussion should also involve the employer.

Action following initial consideration

38. Where the initial evaluation decides that the allegation does not involve a possible criminal offence it will be dealt with by the employer. In such cases, if the nature of the allegation does not require formal disciplinary action, appropriate action should be instituted within three working days. If a disciplinary hearing is required and can be held without further investigation, the hearing should be held within 15 working days.

39. Where further investigation is required to inform consideration of disciplinary action the employer should discuss who will undertake that with the local authority designated officer. In some settings and circumstances it may be appropriate for the disciplinary investigation to be conducted by a person who is independent of the employer or the person's line management to ensure objectivity. In any case the investigating officer should aim to provide a report to the employer within 10 working days.

40. On receipt of the report of the disciplinary investigation, the employer should decide whether a disciplinary hearing is needed within two working days, and if a hearing is needed it should be held within 15 working days.

41. In any case in which children's social care has undertaken enquiries to determine whether the child or children are in need of protection, the employer should take account of any relevant information obtained in the course of those enquiries when considering disciplinary action.

42. The local authority designated officer should continue to liaise with the employer to monitor progress of the case and provide advice/support when required/requested.

Case subject to police investigation

43. If a criminal investigation is required, the police will aim to complete their enquiries as quickly as possible consistent with a fair and thorough investigation and will keep the progress of the case under review. They should at the outset set a target date for reviewing progress of the investigation and consulting the CPS about whether to proceed with the investigation, charge the individual with an offence, or close the case. Wherever possible that review should take place no later than four weeks after the initial evaluation, and if the decision is to continue to investigate the allegation dates for subsequent reviews should be set at that point (it is open to the police to consult the CPS about the evidence that will need to be obtained in order to charge a person with an offence at any stage).

44. If the police and/or CPS decide not to charge the individual with an offence, or decide to administer a caution, or the person is acquitted by a Court, the police should pass all information they have which may be relevant to a disciplinary case to the employer without delay. In those circumstances the employer and the local authority designated officer should proceed as described in paragraphs 37–41 above.

45. If the person is convicted of an offence the police should also inform the employer straight away so that appropriate action can be taken.

Referral to the Independent Safeguarding Authority

46. If the allegation is substantiated and on conclusion of the case the employer dismisses the person or ceases to use the person's services, or the person ceases to provide his/her services, the employer should consult the local authority designated officer about whether a referral to the Independent Safeguarding Authority and/or to a professional or regulatory body is required. If a referral is appropriate the report should be made within one month. A referral must always be made if the employer thinks that the individual has harmed a child or poses a risk of harm to children.

Prevent

The Yesodey Hatorah School Prevent Strategy has been written in response to and in line with government guidance and forms part of the government's counter terrorism strategy which seeks to:

- Respond to the ideological challenge of terrorism and aspects of extremism, and the threat faced from those who promote these views
- Provide practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support
- Work with a wide range of sectors where there are risks of radicalisation which need to be addressed, including education, criminal justice, faith, charities, the internet and health

All schools are required by law to teach a broad and balanced curriculum which promotes the spiritual, moral and cultural development of students and prepares them for the opportunities, responsibilities and experiences of life.

The purpose of the Yesodey Hatorah School Prevent Strategy is to protect students from harm and to ensure that they are taught in a way that is consistent with the law and British values. To this end it acts to;

- Raise awareness
- Provide information
- Enable learners to make a positive contribution
- Safeguard young people

At Yesodey Hatorah School students participate in a curriculum that promotes active learning and develops critical personal thinking skills. The school's focus on active learning and questioning enables students to explore social and emotional aspects of learning throughout the curriculum. The School actively promotes diversity and shared values between the school community, the local community, the national and global community. We do this by celebrating our own school values of Community, Aspiration, Respect and Endeavour. These School Values form the basis of our students understanding of wider communities and there are numerous academic and pastoral opportunities that embed this ethos. The school challenges all prejudices including Islamophobia and anti-Semitism recognising students who are at risk of isolation. The emphasis on pastoral care through the tutor system, Rewards and Consequences, assemblies, PSHE and enrichment activities ensure that the school is a safe place to learn and that anti bullying strategies minimise hate and prejudice based bullying. The school seeks justice for incidences of such bullying and uses restorative approaches to repair harm when caused.

Last reviewed September 2017

Next review September 2018

Mrs C R Klein