

Committee(s)	Dated:
Board of Governors of the City of London Freeman's School	6 June 2018
Subject: Annual Safeguarding Report	Public
Report of: The Deputy Head	For Information

Summary

The Designated Safeguarding Lead (DSL) is required to submit an annual report to the Governors on Safeguarding in the School. This report is supplementary to the regular updates that occur in each Board Meeting.

Recommendation(s)

Members are asked to:

- Note the report.
- Ask any questions/seek clarification where applicable.

Main Report

Governor responsible for Safeguarding

1. The handover of the Safeguarding Governor brief from Mrs. Vivienne Littlechild to Mr. Stuart Fraser began after Christmas. Mr. Fraser, the Chairman, the Headmaster and the Designated Safeguarding Lead (Stuart Bachelor DSL) met on 10/1/181 to discuss Governor oversight of safeguarding. It was agreed that the Surrey Safeguarding Children Board (SSCB) Annual Safeguarding Audit and Action Plan was an ideal vehicle for exercising Governor oversight going forwards. Mr. Fraser and the DSL met on 2/2/18 to work through the Audit and Action Plan; it was subsequently agreed that they would meet in early September 2018 to have an interim review of the Plan.

Staff Training

2. The DSL undertook work in the Autumn Term to produce a comprehensive register of safeguarding training in the School, ensuring that all categories of staff were noted (e.g. peripatetic music teachers). Simultaneously, the programme of training for all staff was clarified as: annual safeguarding training on local procedures, the signs of abuse and a safeguarding topic of particular relevance to Freeman's; triennial Working Together to Safeguard Children e-training hosted by Surrey Skills Academy (SSCB-endorsed); regular, punchy up-dates delivered to staff by members of the Safeguarding Team and others; reading and understanding updates to *Keeping Children Safe in Education (KCSIE)*.
3. The annual training was delivered on 30/8/18 by the DSL and focused on what a 'culture of safeguarding' looked like in a school. The culture at the BBC when Jimmy Savile was able to perpetrate his horrific crimes was used as an antithesis. Staff were invited to consider what local barriers there might be at Freeman's that militated against a culture of safeguarding.
4. Looking ahead, Marilyn Hawes of the charity Enough Abuse UK will be delivery a half-day INSET to staff and Governors in August this year on sexual abuse and how perpetrators who seek to use schools as platforms for grooming can be identified and deterred.
5. Topics covered in the bite-sized updates at Staff Briefing have included: eating disorders; domestic abuse; youth-produced sexual imagery ('sexting'); bullying and unkindness on social media; how academic self-pressure can pose a threat to pupils' well-being; a real and current example of how a Freeman's Form Tutor spotted a pupil with safeguarding issues.
6. All Safeguarding Induction training- both to teaching and non-teaching staff- is now delivered by the DSL. Sessions run throughout the year rather than just in September. In response to an issue that arose, the training now also has a

particular focus on the part of the Staff Code of Conduct that covers professional boundaries. In response to advice from Surrey's Education Safeguarding Advisor, participants sign to confirm their attendance.

7. All members of the Safeguarding Team undertook Prevent Training and Channel Training if they hadn't done so already.

Governor training

8. Governors familiarised themselves afresh with *KCSIE* as part of the February Board Meeting. The Headmaster and DSL conducted safeguarding training with Governors following the Full Board of Governors meeting in February.

Pupil and parent training

9. The DSL introduced himself to all Senior School pupils at the beginning of the academic year, urging them to tell him or any member of staff if they were concerned about someone at Freeman's.
10. A group of U5 Drama students performed their devised drama *Man vs. Woman* to Upper School pupils. It focused on gender equality and more generally on showing respect to all people regardless of their characteristics.
11. Sophie Blair, DDSL, gave Assemblies in November and February on peer-on-peer abuse and sexuality / homophobic language.
12. U4 pupils watched and discussed the documentary on Breck Bednar, a 14-year-old Surrey boy who was murdered by a man who groomed him through an online gaming platform.
13. In relation to the School's Prevent Duty, the DSL gave an Assembly to Senior School pupils on Fundamental British Values.
14. In November, Sophie Blair published the inaugural half-termly PSHE newsletter for parents. As well as informing parents of forthcoming PSHE topics, it offers safeguarding tips and advice.

Safeguarding Team

15. The Safeguarding Team has met half-termly to take a strategic approach to safeguarding at Freeman's. The Head of Form One, Head of Boarding and Outreach & Partnerships Officer have joined the Team. In line with advice received during DSL training, the Senior School Receptionist, who herself has relevant experience while working for SSCB, is currently undertaking training preparatory to joining the Team.

ISI Inspection

16. In March we underwent a ISI Regulatory Compliance Inspection and were judged to have met the Independent School Standards Regulations (ISSRs) relating to the welfare, health and safety of pupils. The Inspectors commented that they were pleased with the 'direction of travel' of safeguarding at the

School, and the responses that they garnered from staff suggested that the programme of training was effective and well-received. The main point for development that they noted was basic safeguarding training for non-teaching staff, particularly peripatetic music teachers and sports coaches.

17. This year the School adopted SSCB's model policy, tailoring it to Freeman's. Approved by Governors in February, it was applauded by ISI Inspectors when they visited in March. The Safeguarding Action Plan identified our Anti-bullying Policy as ripe for a major review, and, although it met the required standard, this was confirmed by ISI Inspectors.

18. Although we met the ISSRs pertaining to the Single Central Register (SCR) of pre-appointment checks, the experience of the Inspection indicated that our procedures would benefit from crystal-clear guidance from ISI about their expectations. The Headmaster, Deputy Head, Head's PA, HR Manager and HR Officer attended ISI-run training on the SCR in May 2018.

Safeguarding notifications to agencies since last Report (as of 21/5/18)

Name	Year	Date referred	reason	outcome (bold='live')
Pupil A	Y10	Multi-agency Safeguarding Hub 8/2/18	disclosure of alleged physical abuse	case opened by Children's Social Care team; social worker allocated and working with family; transferred to Early Help
Pupil B	Y9	MASH 22/11/17	poor attendance (66%)	Education Welfare Service no longer involved but still school-refusing; Social Services assessed pupil and family as a whole, following which escalated to Section 17 Child in Need.
Pupil C	Y9	Local Authority Designated Officer 13/10/17	staff concerns about possible inappropriate relationship with member of staff	no concerns
Pupil D	Y11	MASH 11/10/17	overdose of prescription drugs in front of a peer	referred to CAMHS by GP
Pupil E	Y4	MASH 22/1/18	allegation of corporal punishment using a cane	Section 47 investigation opened and shut 26/2/18
Pupil F	Y11	6/11/17 Child and Adolescent Mental Health Services	suicidal thoughts	CAMHS patient

Pupil G	Y10	referred by SSCB 13/3/18	witnessing domestic abuse	Child Protection Plan in place 22/3/18
Pupil H	Y3	MASH 11/12/17	disclosure of allegation of smacking	16/1/18 no further action taken by SSCB
Pupil I	Y7	MASH 9/2/18	disclosure of strangulation by family friend	16/2/18 school informed that social worker had been allocated; working on a CAMHS referral; testing for ASD;
Pupil J	Y12	disclosure 15/1/18, to GP on 16/1/18	suicidal thoughts	referred to CAMHS by GP; private counselling; school counselling
Pupil K	Y9	MASH 7/2/18	hoarding prescription drugs for possible suicide attempt	21/2/18 progressed to Early Help

19. In terms of trends, it is a small sample and therefore must be analysed with caution. However, several notifications have evidently resulted from the parenting approaches of parents with non-British heritage being in tension with modern- and more liberal- expectations of parents in the UK.

‘Sub-safeguarding’ concerns

20. At the latest Safeguarding Team half-termly meeting, 8 pupils besides those above were mentioned as ‘on the radar’. Common symptoms are self-harm and eating disorders, which tend to be symptomatic of low self-esteem, anxiety and depression. As for the underlying causes, these include: academic pressure and workload; body image; friendship issues; troubled relationships with parents; confusion over sexuality; bereavement; difficult negotiating the online world.

Other measures taken to improve safeguarding

21. May 2018 saw Freeman’s inaugural Wellbeing Week, which offered a wide and exciting range of activities and initiatives aimed at both staff and pupils. Wellbeing Prefects have been appointed from the U5 to look out for the welfare of fellow pupils.

22. Visitors to the School are given Safeguarding Information for Visitors on a card that is then seated behind their visitor’s pass. The card features the contact details of DSL and DDSLs, together with guidelines in the event of a child wanting to make a disclosure.

23. We purchased software that detects Virtual Private Networks (VPNs). VPNs are a safeguarding concern because they enable pupils to use School hardware to browse the internet without being subject to the School’s filters or monitoring.

24. The systems for sending on / receiving the safeguarding files of departing / arriving pupils have been tightened up.

25. The Medical Centre sends a weekly list of attendees at the Centre to Heads of Section for monitoring purposes.

Appendices

Nil

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