



Addendum to PSA Safeguarding for All V1 Policy– COVID-19 Arrangements

Introduction

There have been significant changes within our setting and within the UK in response to the outbreak of COVID-19.

This revised addendum to PSA Safeguarding for All Policy contains details of our individual safeguarding arrangements if closure is required due to local lockdown. This addendum is to protect all children and young people, whether attending an PSA setting or remaining at home.

PSA is committed to ensuring the safety and wellbeing of all its learners and will ensure compliance with Keeping Children Safe in Education (KCSiE) 2020 which remains in force throughout the response to COVID-19.

The following safeguarding principles therefore remain unchanged:

- The best interests of children and young people must always continue to come first
- If anyone in a PSA setting has a safeguarding concern about any child or young person they should continue to act and act immediately
- A DSL or deputy should be available
- It is essential that unsuitable people are not allowed to enter the children's workforce and/or gain access to children
- Children and young people should continue to be protected when they are online

The pressures on children, young people and their families currently are significant. There will be heightened awareness of family pressures for a variety of reasons including having to stay within the household, transitioning to and from education and early year's provision and through financial hardship or health and anxiety. We recognise that PSA provision is a protective factor for our children and learners and that the changing circumstances can affect their mental health and wellbeing and that of their parents/carers. Teachers within PSA will respect this in planning learning expectations and setting work for learners whilst at home.

Scope

Vulnerable Children

Vulnerable children and adults include:

- Those who have a social worker and those up to the age of 25 with Education, Health and Care Plans (EHCP).
- Those who have a social worker include children who have a Child Protection Plan and those who are looked after by the local authority. A child may also be deemed to be vulnerable if they have been assessed as being in need, or otherwise meet the definition in section 17 of the Children's Act 1989.
- Those who have been assessed as otherwise vulnerable by educational providers or local authorities (including children's social care services), and who could therefore benefit from continued attendance. This might include:
 - children and young people on the edge of receiving support from children's social care services
 - adopted children
 - those at risk of becoming 'not in employment, education or training' NEET,
 - those living in temporary accommodation

- young carers
- others at the provider and local authority's discretion

PSA will continue to work with and support social workers to help protect vulnerable children and adults. This includes working with the Local Authority Virtual College Head (VSH) for looked-after and previously looked-after children. The lead person for this will be:

Ben Martin – Managing Director – Designated Safeguarding Lead
Liz Howarth – Deputy Designated Safeguarding Lead
Dave Mortimer – Deputy Designated Safeguarding Lead

Where parents are concerned about the risk of the child or young person contracting COVID-19, the PSA identified person for each setting or the Social Worker will talk through these anxieties with the parent/carer following the advice set out by Department for Education (DfE) /Public Health England (PHE) /Local Health Protection Team (LHP).

For those subject to a Child Protection Plan and Child In Need Plan, and who have an allocated social worker: contact will be made regularly

For those who are Looked after Children and recent Care Leavers: where applicable - contact daily, weekly or twice weekly as agreed with the learner, carer and social worker. All those with an Electronic Personal Education Plan (EPEP) will continue as scheduled with the local authority via remote access.

For those with an EHCP: Regular contact will be maintained as agreed with the learner/ employer and parents/carers. Annual reviews of EHCP's will be carried out remotely in line with statutory requirements in accordance with the relevant local authority.

Contact will be made remotely through telephone calls/ email, google classrooms or other appropriate methods.

To support the above, PSA will, when communicating with parents/carers confirm emergency contact numbers are correct and ask for any additional emergency contact numbers where they are available.

Key contacts

<p>Designated Safeguarding Lead (DSL) Ben Martin Tel: 01733 516000 email: ben.martin@psatraining.org.uk</p>
<p>Deputy Designated Safeguarding Lead (DDSL) Elizabeth Howarth Tel: 01733 516000 email: elizabeth.howarth@psatraining.org.uk</p>
<p>Deputy Designated Safeguarding Lead (DDSL) David Mortimer Tel: 01733 516000, email: david.mortimer@psatraining.org.uk</p>

Attendance Monitoring

For any non-attendance that is expected, the appropriate contacts will be made in line with normal attendance procedures. PSA will continue to inform Children's Social Care if a child or student with a social worker does not attend.

Procedure

Reporting a concern

Where staff have a concern about a child or student, they should continue to follow the process outlined in PSA Safeguarding for All Policy. Each PSA setting will use their MIS recording system, which staff can access at home.

Staff are reminded of the need to report any concern immediately and without delay.

Where staff are concerned about an adult working with children or learners as part of college remote working, they should report the concern according to PSA Safeguarding for All Policy.

Safer Recruitment/Movement of Staff

It remains essential that people who are unsuitable are not allowed to enter the children's workforce or gain access to children and learners. When recruiting new staff, the PSA will continue to follow the relevant safer recruitment processes, including, as appropriate, relevant sections in part 3 of KCSiE 2020

In response to COVID-19, the Disclosure and Barring Service (DBS) has made changes to its guidance on standard and enhanced DBS ID checking to minimise the need for face-to-face contact.

If staff are deployed from another education or children's workforce setting PSA will take into account the DfE supplementary guidance on safeguarding children and young people during the COVID-19 pandemic and will accept portability as long as the current employer confirms in writing that:

- The individual has been subject to an enhanced DBS and children's barred list check
- There are no known concerns about the individual's suitability to work with learners
- There is no ongoing disciplinary investigation relating to that individual

There is no requirement to obtain a new DBS check for returning staff who have continued to be employed but have not been working in regulated activity during closures. If for any reason there are concerns about an individual, new checks will be obtained in the usual way.

PSA will continue to follow the legal duty to refer to the DBS anyone who has harmed or poses a risk of harm to a child or vulnerable adult. Full details can be found at paragraph 179 of KCSiE.

PSA will consider and make referrals to the Teaching Regulation Agency (TRA) as per paragraph 143 of KCSiE and the TRA's 'Teacher misconduct advice for making a referral.

During the COVID-19 period all referrals should be made by emailing Misconduct.Teacher@education.gov.uk

Whilst acknowledging the challenge of the current national emergency, it is essential from a safeguarding perspective that any setting in PSA is aware, on any given day, which staff/volunteers will be onsite, and that appropriate checks have been carried out, especially for anyone engaging in

regulated activity. As such, PSA will continue to keep the Single Central Record (SCR) up to date as outlined in paragraphs 164 to 171 in KCSiE.

Online Safety

It is important that all staff who interact with learners, including online, continue to look out for signs that they may be at risk. Any such concerns should be dealt with in accordance with PSA Safeguarding for All Policy and where appropriate, referrals should still be made to the DSL or DDSL and as required to the police.

Setting closures bring lots of challenges for both staff and parents, and both are increasingly looking to the benefits of technology to continue delivering some form of learning experience for children and young people.

As always, there are huge benefits to be gained from the appropriate use of technology and accessing learning resources whilst at home is a great example of this. However, parents (and teachers) need to be aware of the potential risks that go along with this. Guidance has been shared with staff around safe teaching and learning when working remotely.

PSA will ensure any use of online learning tools and systems is in line with privacy and data protection/GDPR requirements.

Supporting Remotely

Where a child or learner about whom there have been concerns but not currently open to social care, or who would normally receive pastoral-type support whilst in an PSA setting, they will ensure that a robust communication plan is in place.

PSA and respective safeguarding personnel will work closely with all stakeholders to maximise the effectiveness of any communication plan. This plan must be reviewed regularly and where concerns arise, the DSL will consider any referrals as appropriate. Where PSA setting is unable to contact a learner about whom there have been concerns after a reasonable number of attempts, the DSL will seek further advice about safe and well checks.

Peer on Peer Abuse

PSA recognises that during the closure a revised process may be required for managing any report of such abuse and supporting victims.

Where PSA receives a report of peer on peer abuse, they will follow the principles as set out in part 5 of KCSiE and of those outlined within PSA Safeguarding for All Policy

PSA will listen and work with the young person, parents/carers and any multi-agency partner required to ensure the safety and security of that young person.

Concerns and actions must be recorded and appropriate referrals made.

Radicalisation

PSA staff have received training about Prevent. All PSA staff are aware of the need to treat concerns about radicalisation as safeguarding concerns, and immediately share them with their Designated Safeguarding Lead or deputies (DSLs) and continue to refer concerns about radicalisation to partner agencies, including Channel Panel which remains operational, in line with usual procedures.

The Prevent Lead is:

Elizabeth Howarth - DDSL

Davis Mortimer - DDSL

The Department for Education has also published information here on [prevent management support for schools and colleges](#).

Return to Setting

PSA is committed to ensuring the safety and wellbeing of all its learners.

PSA will refer to the Board of Directors guidance for education and childcare settings on how to implement protective measures including social distancing: [implementing protective measures in education and childcare settings](#)

PSA will continue to follow the advice from Public Health England on handwashing and other measures to limit the risk of spread of Covid-19.

PSA will continue to be a safe space for all children and young people to attend and flourish. PSA recognise that for some, the return to the setting after an extended period of time at home will be challenging and staff will support children and learners to adjust to the necessary changes to the setting environment and routines. Supporting individual wellbeing will be at the forefront of PSA approach and all staff will seek to provide reassurance to children and learners as we manage the transition period. Staff will talk to the children and learners about the changes to the setting in an age appropriate manner, acknowledge and listen to their anxieties and provide support to understand the altered routines.

PSA recognises that the current circumstances may adversely affect the mental health of children, learners and their parents. Staff have been briefed to look out for changes in behaviour or in a child's/learners emotional state, which could range from being excessively clingy, fearful, withdrawn or aggressive as more children and learners return to settings. As always, learner wellbeing is at the heart of PSA work, and relevant staff will seek to provide appropriate support both in the setting and where required from specialist services.

PSA recognises that for some, home may not be a safe space, and there may be those who are relieved to return to school. PSA staff have been reminded of the need to respond sensitively to children and learners differing experiences during the period of closure. Staff have been asked to be particularly vigilant, as more return, for signs and indicators that a child/learner may have experienced abuse or neglect. Staff have been trained about how to handle a disclosure, and understand that any safeguarding concerns, including those that relate to the period of closure, must be referred immediately to the Designated Safeguarding Lead (or deputies) in the usual way.

Parents , carers and learners where appropriate will also be asked to advise if there are any changes regarding the child's/their welfare, health and wellbeing that the college should be aware of. Where PSA is aware of particular circumstances affecting a child/learner or family, such as bereavement, a relationship breakdown or an incident of domestic violence, this will be shared with staff on a need-to-know basis so that children or learners can be best supported.

