

Child Protection and Safeguarding Policy (Exams) 2022/23

This policy is reviewed annually to ensure compliance with current regulations

OUR SCHOOL PRAYER:

*What does the **Lord** ask of you?*

To act justly, to love mercy and to walk humbly with your God.

Micah 6vs.8

Key staff involved in the policy

Role	Name(s)
Head of centre	Christina Handy-Rivett
Designated safeguarding lead	Sarah Beardsmore
Designated safeguarding lead (deputy)	Jill Mills, Claire Diver
Exams manager	Yvonne Wilcox

School Values

In our school, our Christian vision shapes all we do. All members of the school community are committed to upholding the St Michael's Church of England Christian values:

- to show love, care, and kindness to all in our community
- to value what we have and to share with others
- to enable everyone to achieve their full potential

Purpose of the policy

This policy details how St Michael's Church of England 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 St Michael's Church of England High School.

Policy aims

- To provide all exams-related staff at St Michael's Church of England 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 students, parents/carers and other partners when taking examinations and assessments at St Michael's Church of England High School.
- To contribute to the wider centre Child Protection and Safeguarding Policy.

Section 1 – Roles and Responsibilities

Designated safeguarding lead (DSL)

- and any deputies, 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

- will support the DSL as directed, and also undertake all relevant training

Other exam staff (invigilators, facilitators of access arrangements etc.)

- 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

St Michael's Church of England 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:

- completing an application form which includes their employment history and explains any gaps in that history
- providing two referees, including at least one who can comment on the applicant's suitability to work with children
- providing evidence of identity and qualifications

- verifying their mental and physical fitness to carry out their work responsibilities
- verifying their professional qualifications, as appropriate
- carrying out 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
- asking for written information about previous employment history and check that information is not contradictory or incomplete. We will seek references on all short-listed candidates, including internal candidates, before interview. We will scrutinise these and resolve any concerns before confirming appointments.
- if offered employment, be checked in accordance with the Disclosure and Barring Service (DBS) regulations as appropriate to their 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)
- if offered employment, provide evidence of their right to work in the UK
- 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 'rolling DBS check' every three years.

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 a regulated activity to one that is.

Anyone who has harmed, or poses a risk of harm, to a child or vulnerable adult will be referred to the 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 enhanced DBS certificate. This will not apply to any invigilators who meet the 'frequency test' at St Michael's Church of England 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 St Michael's Church of England 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 exam staff at St Michael's Church of England 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's Child Protection and Safeguarding Policy through training sessions and online information.

Training/information delivered

Date delivered	Details of training/information delivered	Audience (e.g., invigilators, access arrangements facilitators etc.)
TBC	Introduction to exam policies	Invigilators, facilitators
	Details of safeguarding, specifically how to report concerns	
	Referral to policies online	

Section 4 – Areas covered

All exam staff will be trained/updated on the following areas to ensure that they are complying with the centre's 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
- 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, child on child abuse and harmful sexual behaviour
- child on child 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

The process for staff to report issues/concerns relating to child protection and safeguarding is:

- Immediately inform the Designated Senior Person for child protection or, in their absence, the Deputy Designated Senior Person for child protection who will be responsible for following the appropriate procedures. In the absence of anyone being available in school, contact the Community Operating Group Social worker for advice.
- To consult with your Designated Senior Person for child protection does not mean a referral has been made. This decision is the responsibility of the Designated Senior Person for child protection who will contact the appropriate agency as and when required.
- **UNDER NO CIRCUMSTANCES SHOULD YOU LEAVE SCHOOL WITHOUT DISCUSSING YOUR CONCERNS WITH SOMEONE.**

Staff must follow all of the procedures with the Child Protection and Safeguarding Policy.

If a member of staff needs to make a complaint/report a colleague or other adult who works with children (whistleblowing), they should:

- report allegations without delay, in line with the following reporting lines:
 - allegations regarding another member of staff will be reported to the headteacher
 - allegations regarding the headteacher will be reported to the chair of governors

Staff must follow the process in the Allegations of Abuse Against Staff Policy.

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

- Staff will use a phone to summon assistance from the Designated Senior Person or Deputy Designated Senior Person in case of any concern.

Leaving the examination room temporarily

Where a member of staff may accompany a candidate requiring a toilet break, the member of staff is required to first check that the facilities are unoccupied and ensure that the candidate is left unaccompanied at the entrance to the cubicle.

Where a member of staff may accompany a candidate who is feeling unwell, the First Aid Lead staff member will be contacted to access the candidate.

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

DBS Checks for Schools www.onlinedbschecks.co.uk/job-sectors/dbs-checks-for-schools/