

# Ormiston Sudbury Academy

## Centre Number 19347

# CHILD PROTECTION AND SAFEGUARDING POLICY (Exams)

2023/24

This policy is reviewed annually to ensure compliance with current regulations

Approved/reviewed by	
Mr Dominic Howkins	
Date of next review	Autumn Term 2024

## Key staff involved in the policy

Role	Name(s)
Head of centre	<b>Mrs Sally Morris (Principal)</b>
Designated safeguarding lead	<b>Mrs Emma Price (Vice Principal)</b>
Designated safeguarding lead (deputy)	<b>Mrs Chris Hingston</b> <b>Mrs Michelle Newell</b> <b>Mr Oliver King</b> <b>Ms Caroline Barrett</b>
Exams officer	<b>Miss Kirsty Phillips</b>
Senior Leader(s)	<b>Mr Dominic Howkins (Vice Principal)</b> <b>Miss Lesley Turner (Assistant Principal)</b> <b>Mr Paul Stokes (Assistant Principal)</b> <b>Mr Leo Cox (Assistant Principal)</b>

## Purpose of the policy

This policy details how Ormiston Sudbury Academy, 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 Ormiston Sudbury Academy.

## Policy aims

- To provide all exams-related staff at Ormiston Sudbury Academy 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 Ormiston Sudbury Academy
- 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 undertake all relevant training.

### Other exams staff

#### Invigilators

- Mr David Jaques – Chief Invigilator
- Mr Wayne Robinson
- Mr John Pickett
- Mrs Jenni Norman
- Mrs Julie Winger
- Mrs Sue Ruth
- Mrs Christine Speed
- Mrs Georgina Jones

#### Support staff invigilators

- Mrs Lynsey Benson
- Mrs Sally Bailey
- Mrs Lorna Mansell
- Mrs Maria Farrell
- Mrs Nancy Innes
- Mrs Nicola Goodchild
- Mrs Helen Boreham
- Mrs Nicola Logan
- Ms Rachel Thackeray
- Mr Bailey Andrews
- Mr Colin Mannion
- Mrs Arwen Montgomery
- Miss Hollie Mortimer

- Mrs Danielle Mealey

facilitators of access arrangements

- Mrs Kelly Jacques
- Mrs Alison Morgan
- Mrs Rachel Cullivan
- Mrs Suzanne Frost
- Mrs Suzy Smith
- Mrs Rayner Byam
- Miss Jasmine Rogers
- Ms Lisa Hardy-Thompson

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**

Ormiston Sudbury Academy 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

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 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 Ormiston Sudbury Academy – 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 Ormiston Sudbury Academy.

## 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 exams staff at Ormiston Sudbury Academy 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 Child Protection and Safeguarding Policy by training sessions, online information, hard copy information.

### Training/information delivered

Date delivered	Details of training/information delivered	Audience (e.g. invigilators, access arrangements facilitators etc.)
04/09/2023	Annual Child Protection Update	All staff including invigilators & access arrangement facilitators

## Section 4 – Areas covered

All exams staff will be trained/updated on the following areas to ensure that they are complying with the centre 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, peer on peer abuse and harmful sexual behaviour
- Peer on peer 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:

All concerns should be reported in writing, using the academy's safeguarding concern process (whether online via CPOMS or paper based). Concerns should always be completed as soon as possible, on the same day. Staff should never wait until the next day to complete a safeguarding concern report.

If a member of staff needs to make a complaint/report a colleague or other adult who works with children (whistleblowing), they should report their concern to the principal without delay (or where that is not possible, to the Designated Safeguarding Lead); and concerns about the principal should go to the Regional Director who can be contact by email at [richard.dolding@ormistonacademies.co.uk](mailto:richard.dolding@ormistonacademies.co.uk) If for any reason you cannot make a referral through these routed you have a duty to refer directly to the Local Authority Designated Officer (LADO) whom you can contact via [LADO@suffolk.gov.uk](mailto:LADO@suffolk.gov.uk) or 0300 123 2044

## 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**

Use the exams walkie talkie which will go straight through to the exams officer and then a decision can be made as to whether DSL assistance required.

### **Leaving the examination room temporarily**

Where a member of staff may accompany a candidate requiring a toilet break, they will escort the candidate from the exam room to the toilet, which are single cubicle/room toilets, and wait for them outside the facility and then return them to the exam hall.

Where a member of staff may accompany a candidate who is feeling unwell, initially contact the exams officer on the walkie talkie and then if appropriate bring to the exams officer and then the

candidate will be taken to the medical room where they will be seen by a first aider. The candidate will be kept under exam supervision at all times.

## **References**

**Keeping children safe in education** [www.gov.uk/government/publications/keeping-children-safe-in-education--2](http://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](http://www.gov.uk/dbs-check-applicant-criminal-record)

**DBS Update Service** [www.gov.uk/dbs-update-service](http://www.gov.uk/dbs-update-service)

**DBS Checks for Schools** [www.onlinedbschecks.co.uk/job-sectors/dbs-checks-for-schools/](http://www.onlinedbschecks.co.uk/job-sectors/dbs-checks-for-schools/)