



White Spire School
CHILD PROTECTION POLICY

1. KEY CONTACTS in school/setting

Headteacher / Principal / senior officer:

Name: Finlay Douglas
Contact details: 01908 373266

Senior designated safeguarding lead:

Name: Michelle Bartle
Contact details: 01908 373266

Deputy designated safeguarding lead:

Name: Finlay Douglas
Contact details: 01908 373266

Members of safeguarding team:

Name: Phil Wilson
Name: Katy Cozens
Name: Shams Sharples
Name: Mark Lewis
Name: Dianna King
Name: Deborah Walker

Contact details: 01908 373266

Designated e-safety lead:

Name: Phil Wilson
Contact details: 01908 373266

Designated prevent lead:

Name: Finlay Douglas
Contact details: 01908 373266

Designated CSE lead:

Name: Michelle Bartle
Contact details: 01908 373266

Designated LAC (Looked After Children) lead:

Name: Michelle Bartle
Contact details: 01908 373266

Chair of governing body:

Name: Neil Griffiths
Contact details: 01908 373266

Designated governor for safeguarding:

Name: Catherine Burnett
Contact details: 01908 373266

Deputy designated governor for safeguarding:

Name: Carol Fordham
Contact details: 01908 373266

Name: Derek Stanley
Contact details: 01908 373266

Designated governor for safer recruitment:

Name: Ernie Thomas
Contact details: 01908 373266



Introduction

Safeguarding is protecting children from maltreatment; preventing the impairment of health or development; ensuring that children are growing up in circumstances consistent with the provision of safe and effective care and taking action to enable all children to have the best outcomes. (*Working Together to Safeguard Children 2015*).

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

Child Protection is a part of safeguarding and promoting welfare. This refers to activity that is undertaken to protect specific children who are suffering or likely to suffer significant harm (*Working Together to Safeguard Children 2015*).

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

The purpose of a Child Protection policy is to:

- Inform staff, parents, volunteers and governors about the school's responsibilities for protecting children.
- Enable everyone to have a clear understanding of how these responsibilities should be carried out.

This policy is to be read in conjunction with

- Anti-bullying policy
- Behaviour for Learning
- Positive handling and restraint policy
- E-safety
- Staff Conduct/Staff Discipline
- Health and Safety
- Equality policy and Diversity
- Complaints policy
- PREVENT
- Whistleblowing
- Keeping Children Safe in Education, DfE, 2016
- What to Do If You Are Concerned About a Child: Advice for Practitioners (DfE, 2015)

SAFEGUARDING STATEMENT

Safeguarding is everybody's business. White Spire School is committed to ensuring that all our children and young people are safe and feel safe; that children, parents/carers and staff are able to talk about any safeguarding concerns and feel assured that they will be listened to; and that all staff and volunteers are aware of and implement Safeguarding procedures and guidance, including what to do if they suspect a child or young person may be experiencing, or be at risk of, harm.



At White Spire all school staff will receive appropriate Safeguarding children training (which is updated monthly), to ensure they are aware of their role in the early recognition of the indicators of abuse or neglect and of the appropriate procedures to follow. In addition all staff

will receive safeguarding and child protection updates (via email and staff meetings) as required. All staff to receive Safeguarding training which is updated at least once every 3 years to provide them with relevant skills and knowledge to safeguard children effectively.

The Designated Safeguarding Lead of White Spire School will ensure that all temporary staff and volunteers are made aware of the school's safeguarding policies and procedures, including the child protection policy and staff code of conduct or behaviour policy.

Our procedures contained in this policy are consistent with Milton Keynes Safeguarding Children Board (MKSCB) procedures and that they apply to all staff, volunteers and governors.

In any case where an adult is concerned that a child is, or may be, at risk of significant harm they must make a referral directly to Milton Keynes Council Multi-Agency Safeguarding Hub (MASH) see contact details at the end of this document.

If a child or other person is at immediate risk of harm, the first response should always be to call the police on 999.

This policy applies to all adults, including volunteers, working in or on behalf of White Spire School.

General Principles

Safeguarding and the welfare of children is the responsibility of all school staff.

We will ensure there are appropriate systems in place for seeking and taking into account the child's wishes and feelings when making decisions, taking action and deciding what services to provide to protect individual children. In line with the Education Act 2002, we will ensure that arrangements are in place to safeguard and promote the welfare of children and young people by:

Safeguarding policy principles

- The welfare of the child is paramount.
- All children, regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection.
- All staff have an equal responsibility to act on any suspicion or disclosure that may suggest a child is at risk of harm.
- Pupils and staff involved in child protection issues will receive appropriate support.



Safeguarding policy aims

- To raise awareness among all school staff of the need to safeguard all children and of their responsibilities in identifying and reporting abuse.
- To ensure school leaders have mechanisms in place to confirm that all staff have read the policy and, as a minimum, Keeping Children Safe in Education.
- To ensure all staff know the of the the Designated Safeguarding Leads and are aware of their role and responsibilities.
- To support staff to understand and discharge their roles and responsibilities (Part One of Keeping Children Safe in Education, 2016).
- To ensure arrangements are in place to safeguard and promote the welfare of children and young people, particularly those who are most disadvantaged, and that a structured procedure is in place which all staff and volunteers follow when dealing with safeguarding concerns .
- To provide a safe environment in which children can learn and develop, where they feel secure, listened to and encouraged to talk.
- To ensure appropriate systems are in place for seeking and taking into account children's wishes and feelings when making decisions, taking action and deciding what services to provide to protect individual children.
- To establish and maintain an environment in which school staff and volunteers feel able to raise any concerns they may have in relation to child safety and well-being, confident in the knowledge that they will be listened to.
- To promote partnership working with parents and professionals.
- To ensure the school curriculum includes opportunities for children to develop the skills they need to recognise and stay safe from abuse.
- To ensure safer recruitment and safe workforce practices are in place and followed.
- To ensure robust procedures are in place for the recognition and referral of child protection or child welfare concerns.
- To take account of and inform policies related to the protection of children from specific forms of risk and abuse including: anti-bullying, the risk of radicalisation, child sexual exploitation and female genital mutilation (FGM).
- To recognise that additional barriers can exist when recognising abuse and neglect in children with special educational needs and disabilities.
- To provide monitoring of and support for children and young people who are in care or subject to child protection plans, proactively contributing to the implementation of their plan.

Statutory Framework and Local

In order to safeguard and promote the welfare of children and young people White Spire School will act in accordance with the following legislation and guidance:

- Children Act, 1989
- Children Act, 2004



Education Act, 2002 (Section 175/157) - outlines the responsibility of Local Authorities and School Governing Boards to:

"ensure that their functions relating to the conduct of school are exercised with a view to safeguarding and promoting the welfare of children who are its pupils".

- Disqualification under the Childcare Act, 2006
- Keeping Children Safe in Education (DfE, September 2016)

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

All staff as a minimum should read part one of Keeping Children Safe in Education: Sept 2016

Keeping Children Safe in Education guidance incorporates:

- What school and college staff should know and do
- The role of the school or college
- The role of school and college staff
- What school and college staff need to know
- What school and college staff should look out for
- What school and college staff should do if they have concerns about a child
- Types of abuse and neglect
- Specific safeguarding issues
- Managing allegations and concerns about teachers and other staff
- Further information on child sexual exploitation (CSE) and female genital mutilation (FGM)
- Forced marriages
- Honour based violence
- Preventing radicalisation
- The Education (Pupil Information) (England) Regulations 2005
- Sexual Offences Act (2003)
- Counter Terrorism and Security Act 2015 (PREVENT duty) Section 26
- Female Genital Mutilation Act 2003 (Section 74, Serious Crime Act 2015)
- Inspection Framework: education, skills and early years and any accompanying or revised inspection evaluation schedules and handbooks
- School inspection handbooks for Section 5 and Section 8 inspections - Handbook for inspecting schools in England under section 5 of the Education Act 2005
- Serious Crime Act 2015
- Working Together to Safeguard Children (DfE 2015)

All organisations who work with children and young people are bound by the overarching statutory inter-agency guidance *Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children (DfE March 2015)*:

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

Local child protection procedures

White Spire School is aware of and compliant with multi-agency child protection procedures that have been agreed locally through Milton Keynes Safeguarding Children Board (MKSCB) and which are based on statutory guidance *Working Together 2015*.

[Milton Keynes Safeguarding Children Board procedures](#)



MKSCB procedures include detailed chapters on what to do if you have a concern and how to make a referral; safer recruitment guidance; and managing allegations against staff (LADO guidance). They also include a range of other information and guidance regarding more specialist safeguarding topics.

All designated teaching staff and governors must be aware of this guidance and its implications.

Schools are not investigating agencies and it essential that child protection issues are addressed through agreed procedures, however schools continue to play a role after referral and need to develop strong links with partner agencies, particularly Children's Social Care, via the MASH.

White Spire School recognises the importance of multi-agency working and will ensure that staff are able to attend or appropriately contribute to all relevant meetings including Family Support (Child in Need) Meetings; Child Protection Conferences; Core Groups; Strategy Meetings.

Roles and Responsibilities

All adults working with or on behalf of children have a responsibility to protect them. There are, however, key people within schools and the Local Authority who have specific responsibilities under child protection procedures. The names of those carrying out these responsibilities for the current year are listed at the front of this document.

It is the role of the governing body and the school leadership team to ensure that the Designated Leads for Safeguarding have received the necessary training (every two years) and annual updates, have access to the resources needed to enable them to carry out their responsibilities and have regular professional supervision to support them in this role. They will be given time to effectively fulfil the duties that their role demands.

The school leadership team will ensure that Designated Leads for Safeguarding attend the required training and that they refresh their training every two years.

All other staff (teaching and non-teaching) must be offered an appropriate level of training and must undergo refresher training every three years.

It is the role of the Designated Leads for Safeguarding to ensure that the child protection procedures are followed within the school and to make appropriate, timely referrals to the Milton Keynes Multi-Agency Safeguarding Hub (MASH) in accordance with MKSCB multi-agency safeguarding procedures.

It is the role of the Designated Leads for Safeguarding to ensure that all staff who are employed within the school, including temporary staff and volunteers, are aware of the school's internal procedures in addition to the government guidance ***Keeping Children Safe in Education***; to advise other staff; and to offer support to those requiring this.



The Designated Lead is Responsible for key responsibilities found in **Keeping Children Safe in Education, 2016**

In detail the Designated Safeguarding Lead is responsible for:

Managing referrals and cases

- Referring all cases of suspected abuse or neglect to the Milton Keynes Multi-Agency Safeguarding Hub (MASH) and the Police (cases where a crime may have been committed).
- Liaising with the Headteacher to inform him of issues - especially ongoing enquiries under Section 47 of the Children Act 1989 and police investigations.
- Being the source of support, advice and expertise to staff on matters of safety and safeguarding and when deciding whether to make a referral by liaising with relevant agencies.
- Supporting staff who make referrals.
- Sharing information with appropriate staff in relation to a child's looked after (CLA) legal status (whether they are looked after under voluntary arrangements with consent of parents or on an Interim Care Order or Care Order) and contact arrangements with birth parents or those with parental responsibility.
- Ensuring they have details of looked after children's social workers and the name of the virtual school Headteacher in the authority that is responsible for the child.

The Headteacher, in conjunction with the Designated Leads for Safeguarding, will provide an annual report for the governing body detailing any changes to the policy and procedures; training undertaken by all staff and governors; and other relevant safeguarding issues.

The role of the Nominated Governor for Safeguarding is to ensure that the school has effective child protection policy and procedures in place and that the policy and structures supporting safeguarding children are reviewed annually. Governors must not be given details relating to individual child protection cases or situations, in order to ensure confidentiality is not breached.

During school hours a member of the Designated Safeguarding Lead will be available for staff and pupils to discuss any safeguarding concerns. For out of school activities the Senior/Deputy Safeguarding Lead will be available.

Training

The Designated Leads for Safeguarding will undertake specialist child protection training, which will be updated at a minimum of every two years plus annual updates via email/staff meeting).

The Headteacher (*where not a designated lead*) and all staff members will undertake child protection training which is updated at a minimum of 3 yearly, in line with advice from MKSCB.



All staff will have monthly in house updates to provide them with the relevant skills and knowledge to safeguard effectively.

Raising Awareness

At White Spire School the Designated Safeguarding Leads work alongside staff to ensure that school's Child protection policies and procedures are known, understood and used appropriately. The policy is reviewed and updated yearly. Parents may review the schools Child Protection policy along with other information on the schools website.

As a school we link with other professionals to ensure that staff are aware of training opportunities and the local policies.

We ensure that the Safeguarding file and any Child Protection information is sent to the new school /college as soon as possible. We ensure that the file is kept confidential and that the party receiving the file signs to say that they have received the file.

All staff responsibilities

All staff at White Spire school will receive mandatory Child Protection training(3 years as a minimum) and regular updates that will include:

- bullying including cyber bullying
- children missing education
- child missing from home or care
- child sexual exploitation (CSE)
- domestic violence
- drugs
- fabricated or induced illness
- faith abuse
- female genital mutilation (FGM): To be aware of the mandatory duty, introduced by the Serious Crime Act 2015 that requires teachers to report known cases of Female Genital Mutilation involving children under the age of 18 to the police.
- forced marriage
- gangs and youth violence
- gender-based violence/violence against women and girls (VAWG)
- hate
- mental health
- missing children and adults strategy
- private fostering
- preventing radicalisation
- relationship abuse
- sexting
- trafficking



Staff that are new to White Spire School will receive a mandatory induction to familiarise themselves with the schools policies and procedures.

Quality assurance of safeguarding in school

White Spire School is compliant in completing an annual Safeguarding audit to the Milton Keynes Safeguarding Children Board (MKSCB) within the notified timeframe. The outcomes of the outcomes of this audit is shared with our Governing Board and will form the key actions to be taken as a result of the audit. The actions of the audit will be included in the school's development planning.

Governing Board responsibilities

The Governing Board will ensure that at White Spire School we are upholding the school's statutory responsibilities. They will not be given details relating to individual child protection cases.

When to be concerned

At White Spire School safeguarding and promoting the welfare of children is **everyone's responsibility**. All staff work with professional and families to ensure that our approach is child centred. Staff are extremely vigilant in ensuring that the child's best interest is adhered to at all times.

Early help

All children that attend White Spire School have been identified as Section 17 (Children Act 1989) All children who attend White Spire School have an EHCP in place which identifies provision needed for individual needs. As a school all children have access to:-

- Smaller classes
- Higher pupils to staff ratio
- Interventions according to individual needs
- Specialist staff
- Working with other agencies

Children with special educational needs and disabilities

White Spire School is a complex needs school. Staff are trained to recognise abuse and neglect and the barriers that can exist.



Safer Recruitment

The governing body and school leadership team are responsible for ensuring that the school follows safe recruitment processes in accordance with government requirements and MKSCB procedures, including:

- Ensuring the Headteacher, other staff responsible for recruitment and at least one member of the governing body completes safer recruitment training
- Ensuring the upkeep of a Single Central Record of all staff and regular volunteers
- Ensuring written recruitment and selection policies and procedures are in place
- Adhering to statutory responsibilities to check staff who work with children
- Ensuring all governors have enhanced DBS checks.
- Ensuring that regular volunteers have an enhanced DBS and are appropriately supervised.
- Taking proportionate decisions on whether to ask for any checks beyond what is required
- Ensuring that at least one person on any appointment panel is safer recruitment trained.

White Spire School *is compliant with guidance contained in part 3 of Keeping Children Safe in Education*-- Part 3 and in local procedures for managing safer recruitment processes, set out in Milton Keynes Safeguarding Children Board procedures - Chapter 2.

Safe Working Practice

White Spire School has developed a clear Code of Practice that staff understand and have agreed to. The Code of Practice offers guidance to staff on the way they should behave when working with children.

Information Sharing and Confidentiality

All staff are aware that they must not promise to keep 'secrets' with children and that if children disclose abuse, this must be passed on to the Designated Leads for Safeguarding as soon as possible and the child should be told who their disclosure will be shared with.

Staff should make a record on a Child Welfare Concern form (where possible) of the date, time and place of the conversation, as soon as possible. The record must be a factual statements and observations rather than interpretations or assumptions.

It should be recorded in the child's own words, along with any observations on what has been seen and any noticeable non-verbal behaviour. This record must be dated and signed. Any original notes will need to be attached to a welfare concern form and placed in the child protection file.

Staff will be informed of relevant information in respect of individual cases regarding child protection on a 'need to know basis' only.



White Spire School is guided by local procedures for information sharing and confidentiality, which are set out in chapter 2.4 Milton Keynes Safeguarding Children Board procedures. <http://mkscb.procedures.org.uk/>

Record Keeping

Child Protection records are kept centrally and securely by the Designated Leads for Safeguarding. Any electronic records are protected and can only be accessed by the Designated Safeguarding Leads. Staff are aware that they must make a record of Child Protection issues and events as soon as possible and that these records must be signed and dated. Child Protection records must not be made in the child's academic file.

All copies of such record need to be given to the designated Safeguarding lead promptly and no copies should be retained by the staff member volunteer completing the record.

The Designated Safeguarding Lead will ensure that all Safeguarding records are managed in accordance with the Education (Pupil Information) (England) Regulations 2005. When a child changes school

If a pupil who is/or has been the subject of a child protection plan changes school, the Designated Safeguarding Lead will inform the social worker responsible for the case and transfer the appropriate records to the Designated Safeguarding Lead at the receiving school, in a secure manner, and separate from the child's academic file.

Allegations against members of staff and volunteers (LADO procedures)

White Spire School recognises that it is possible for staff and volunteers to behave in a manner that causes harm to children and takes any allegation made against members of staff or volunteers seriously. The local arrangements for managing allegations are understood and followed. All staff know who to talk to if they are concerned about the behaviour of an adult.

Keeping Children Safe in Education: Allegations of abuse made against teachers and other staff sets out the duties of employers and employees in handling allegations and also in caring for their employees. This section covers a range of relevant processes, incorporating **the role of the LADO**.

White Spire School is guided by local procedures for managing allegations against staff, carers and volunteers, which are set out in chapter 1.1.6 Milton Keynes Safeguarding Children Board procedures . <http://mkscb.procedures.org.uk/>



Allegations against pupils and peer on peer abuse

White Spire School recognises that Children and Young People can be perpetrators of abuse. This can manifest itself in many ways. It may include children and young people being sexually touched/assaulted or subjected to initiation-type violence. Peer-on-peer abuse may also involve sexting.

Allegation within the school are taken very seriously and dealt with immediately. Where there is reasonable cause to suspect that a child is suffering or likely to suffer significant harm staff are to inform the Designated Safeguarding Lead. Advice will be sought from the Milton Keynes Multi Agency Safeguarding Hub (MASH) and a referral may be made and police may also be informed.

The safety and welfare of all pupils is paramount, including the victim, the accused and others who are directly or indirectly involved. Parents and carers will be informed at the earliest opportunity.

The use of school premises by other organisations

White Spire School does not allow other organisation to use the facilities but if services or activities are provided separately by another body using the school premises, the governing body will seek assurance that the body concerned has appropriate policies and procedures in place in regard to safeguarding children and child protection.

Specific Safeguarding Issues

White Spire School recognises that a number of other school policies and procedures form part of the wider safeguarding and child welfare agenda and therefore this Child Protection Policy should be read in conjunction with the policies listed below:

- Anti-bullying policy
- Behaviour for Learning
- Positive handling and restraint policy
- E-safety
- Staff Conduct/Staff Discipline
- Health and Safety
- Equality policy and Diversity
- Complaints policy
- PREVENT
- Whistleblowing
- Keeping Children Safe in Education, DfE, 2016
- What to Do If You Are Concerned About a Child: Advice for Practitioners (DfE, 2015)

<https://www.gov.uk/government/publications/what-to-do-if-youre-worried-a-child-is-being-abused--2>



(This is not an exhaustive list and schools may include others not mentioned here.)

Policy Review

The governing body is responsible for reviewing this policy annually and ensuring that it is compliant with current legislation and good practice. Also for ensuring that the school maintains an up to date list of key contacts and related policy and procedures are kept up to date.



Contacts and further information

To make a referral or consult Children's Services regarding concerns about a child:

Multi-Agency Safeguarding Hub (MASH):

Tel: 01908 253169 or 253170 during office hours or

Emergency Social Work Team 01908 265545 out of office hours

email: children@milton-keynes.gov.uk

For allegations about people who work with children:

Contact the MASH as above

Or:

Local Authority Designated Office (LADO)

Tel: 01908 254306

email: lado@milton-keynes.gov.uk

If in doubt - consult.

In any case where an adult is concerned that a child is, or may be, at risk of significant harm they must make a referral directly to Milton Keynes Council Multi Agency Safeguarding Hub (MASH):

Tel: 01908 253169 or 253170 during office hours or

Emergency Social Work Team 01908 265545 out of office hours

email: children@milton-keynes.gov.uk

If a child or other person is at immediate risk of harm, the first response should always be to call the police on 999.

For information about **safeguarding training for schools and education settings** contact the secretary to the Children & Families Head of Safeguarding:

Tel: 01908 254962 or email: sue.butler@milton-keynes.gov.uk

For general queries regarding safeguarding, please feel free to contact the Children & Families Head of Safeguarding:

Tel: 01908 254307 or email: jo.hooper@milton-keynes.gov.uk

More information and guidance about safeguarding children, including inter-agency training opportunities, can be found on:

Milton Keynes Safeguarding Children Board website: www.mkscb.org



Appendix 1

Female Genital Mutilation/Honour based violence

Female genital mutilation (sometimes referred to as female circumcision) refers to procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons. The practice is illegal in the UK.

At White Spire School we believe that all pupils should be kept safe from harm.

Although our school has few children that are in high risk groups and considers girls in our school safe from FGM we will continue to monitor and review our policy annually

White Spire School will include training for staff on raising awareness of FGM and the signs to look for.

As a school we will report any concerns we have about a pupil in line with the child protection policy.

Appendix 2

Child Sexual Exploitation

Definition

The sexual exploitation of children and young people under 18 involves situations, contexts and relationships where young people (or a third person or persons) receive something e.g. food, accommodation, drugs, alcohol, , cigarettes, affection, gifts, money, as a result of performing and /or others performing on them, sexual activities.

Child exploitation can occur through use of technology without the child's immediate recognition, for example the persuasion to post sexual images on the internet/ mobile phones with no immediate payment or gain. In all cases those exploiting them by virtue of their age, gender or intellect, physical strength and or economic or other resources.

The National Working group for Sexually Exploited Children and Young People 2008

At White Spire School we ensure that:

- All staff are aware of and understand CSE indicators
- Pupils are taught about CSE and how to protect themselves and each other
- Pupils are taught about healthy (including sexual) relationships, peer pressure, bullying, e- safety, gang activity and how these topics can relate to CSE.
- Pupils are made aware of where they can go for support and advice

Staff has a duty to report any concerns in line with the Child Protection Policy.



Appendix 3

Sexting

Definition

Sexting is when someone shares sexual, naked or semi-naked images or videos of themselves or others, or sends sexually explicit messages. They can be sent using any device that allows you to share media and messages. (NSPCC)

At White Spire School we ensure that:

- Staff are aware what sexting is.
- Children are taught about sexting and how to protect themselves.
- Pupils are made aware of where they can go for support and advice

Staff have a duty to report any concerns in line with the Child Protection Policy

Appendix 4

Peer on peer abuse

Children are vulnerable to abuse by their peers. Such abuse is taken as seriously as abuse by an adult. A young person's behaviour is deemed abusive if:

- There is a large difference in power (for example age, size, ability, development) between the young people concerned
- The perpetrator has repeatedly tried to harm one or more other children
- There are concerns about the intention of the alleged perpetrator.

Where there is evidence which suggests that there was an intention to cause severe harm to the victim, this is regarded as abusive whether or not severe harm was actually caused. As a school we will report any concerns we have about a pupil in line with the child protection policy.



Appendix 5

Children Missing in Education

At White Spire School we ensure that the appropriate monitoring systems are in place to track attendance. When there is a pattern/persistence missing of school, the school attendance officer will investigate.

Any child who has missed education for 10 days without a valid explanation will be investigated. If the investigation is unsuccessful, the school will report its finding to the Setting and School Sufficiency and Access team so that a wider database check can occur.

If a child is missing from education and there is an immediate safeguarding concern a referral to the Multi-Agency Safeguarding Hub will be made by the schools designated lead.

Appendix 6

Fabricated or induced illness

Staff remain vigilant in spotting signs of fabricated or induced illness. If staff believe that an illness is induced/fabricated this will be reported to the Designated Safeguarding Lead who will follow procedure.