

Safeguarding Procedures

Date of last review: October 2016

Conducted by: M. Jarrett (HoC), M. Haddon (SAO)

Date of next review: October 2017



Our Commitment

At our Centre we work with children, mums, dads, carers and the community to ensure the rights and safety of children to give them the very best start in life.

Our Designated Child Protection Officers are:

Michael Jarrett, Head of Centre

Honoria Lukulay, Assistant Head of Centre

Lorna Prynne, Early Years Foundation Stage Lead

Juliet Benis, Head of Ambler Children's Centre and School

As a staff team we work together to ensure all our children are protected from abuse and harm and that the experience of coming to Ambler Children's Centre is a secure and safe one. Michael Jarrett is trained to Group 5 level, while all Ambler staff attend safeguarding training on Inset days throughout each academic year.

We are committed to responding promptly and appropriately to all incidents or concerns of abuse following the London Child Protection Procedures. These can be found at www.londoncpc.co.uk

Through the Early Years Foundation Stage Curriculum, we are supporting the empowerment of young children to be strong, resilient and listened to.

What we do if there are concerns about a child

Through changes in a child's appearance, their behaviour or their play we may become concerned about a child. The key person or staff member will then:

1. First, and most importantly, listen and attend to the child
2. Make a dated record of the concern which is then shared with the room leader for children attending daycare and education, or our Family Support and Outreach Area Manager for children receiving family support.
3. Pass this concern for action to a senior manager (called the Designated Person).
4. Discuss this concern with mum, dad or carer unless it is felt that this compromises a child's safety. In which case, the keyperson or staff member would skip point 4.
5. Follow Islington Early Years Safeguarding and Child Protection Procedures and Guidance and the outcome of a concern may involve making a referral to Children's Services Contact Team.

Confidentiality

We respect confidentiality while ensuring that information is appropriately shared on a 'need to know' basis. All staff are aware that we do not keep secrets and that any information which leads an adult to be concerned about a child must be passed to the Designated Person.

Safer Recruitment

There are rigorous procedures in place for recruiting new staff in line with Department for Education and London Borough of Islington guidance. This helps to ensure that all our staff are suited to working with young children (Please see Safer Recruitment section of the full Safeguarding Policy).

All new staff, volunteers, parent volunteers and students have enhanced Disclosure and Barring Service checks, professional checks, verification of qualification checks and identity checks. This information is held on a Single Central Record and updated every 3 years.

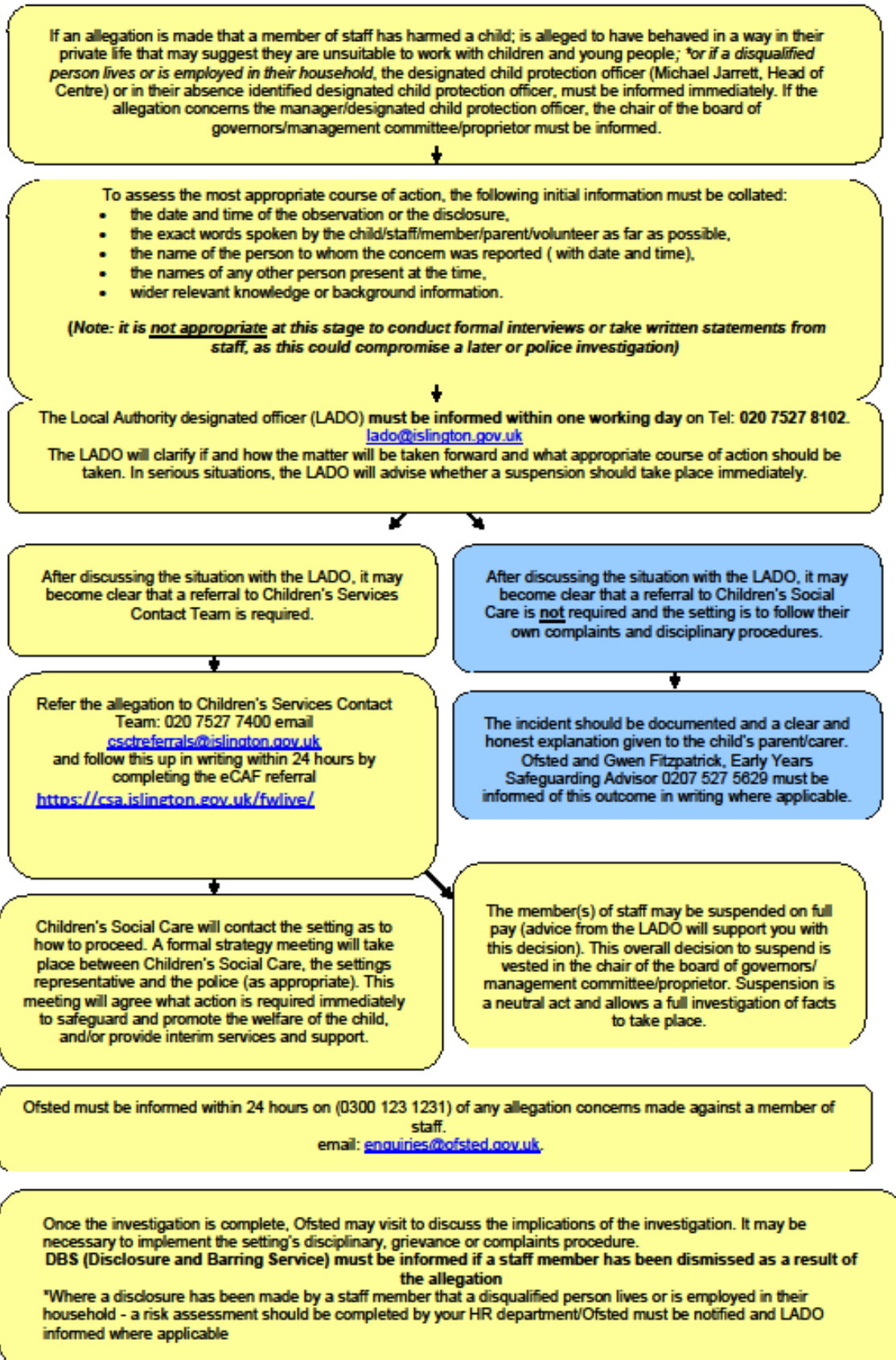
Concerns about staff conduct

We are fully aware and committed to our duty to raise concerns, where they exist, about the attitude or actions of colleagues. We regularly discuss our Whistleblowing Policy and the importance of

maintaining a professional approach to ensuring that children are fully protected in our care. No child is ever left alone with a staff member.

If an allegation is made by a child, the Head of Centre will immediately be informed and procedures for managing allegations against staff will be set in motion.

Flowchart: Allegations Made Against A Member of Staff (2016).



Use of mobile phones and cameras

Staff mobile phones are, under no circumstances, to be accessed while working with the children. Parents are asked not to use mobile phones while in the Centre and must not use phones while in the rooms with the children.

Centre cameras and camera memory cards are not to be taken off-site except for on trips and outings. Our admission form seeks permission for photos to be taken for educational purposes and some promotional use. At events such as the nursery graduation or other special events parents may take photos of their own children.

What to do if you have concerns about a child

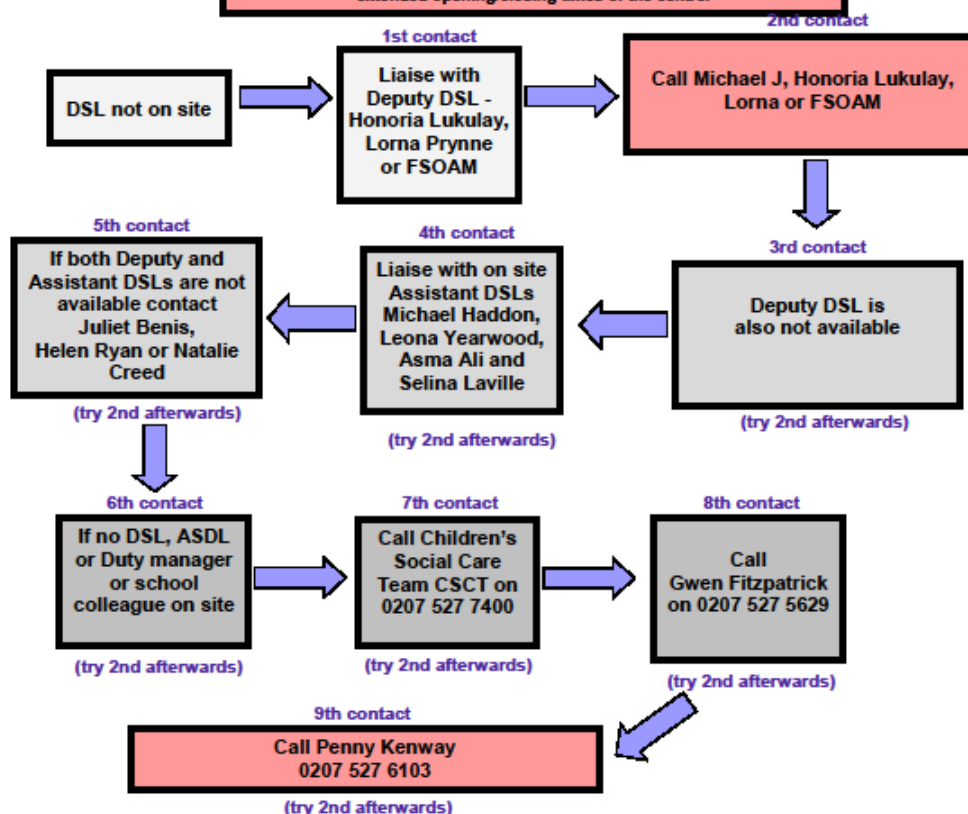
Please see the manager in charge who will be able to support you and give advice. Or, if you prefer, you can contact Islington Referral and Advice Team on 020 7527 7400.



ISLINGTON
Children's Services

Safeguarding arrangements at Ambler CC when the Designated Safeguarding Lead (DSL), Michael Jarrett, is not on site.

Colleagues should be aware that we have introduced additional Deputy and Assistant Safeguarding Leads to support all year round provision and the extended opening/closing times of the centre.



Telephone Numbers for FSOAMs

1. David Norman (Barnsbury): 07595 765577
2. Karen Clark (Highbury): 07826 904461
3. Suzanne Williams (Finsbury): 07826 904866
4. Lisa Gelson (Canonbury): 078330 58929
5. Helen Lester (Canonbury): 07826 904174
6. Coral Jepson (Holloway): 07769 235785
7. Ruth Cookson (Hornsey South): 07825 098422
8. Lyndsay Morton (Hornsey North): 07803 575697

Policy Statement

Ambler Children's Centre is committed to creating and maintaining the safest possible environment for children. We work with children, mums, dads and carers and the community to ensure the rights and safety of children and to give them the very best start in life.

Child Protection is the responsibility of everyone.

This is achieved by:

- Recognising that all children have the right to freedom from abuse and harm
- Promoting joint working with parents in the interests of children's welfare and wellbeing
- Ensuring that all our staff and volunteers are carefully selected and vetted, have the relevant qualifications and experience, and accept responsibility for helping to prevent the abuse of children in their care – please refer to the separate Safe recruitment policy and procedure.
- Supporting all staff in bringing concerns to the attention of the Designated Member of Staff so that they can be considered and acted upon if necessary
- Responding quickly and appropriately to all suspicions or allegations of abuse
- Providing parents, carers, children and young people with the opportunity to voice any concerns
- Adopting positive behaviour management procedures and strategies which are non-violent and do not humiliate
- Appointing a Designated Member of Staff who takes specific responsibility for children's and young people's protection, safety and well-being
- Reviewing the effectiveness of the organisation's Child Protection Policy and Procedures
- Working with external organisations, for example, Children's Services Contact Team, police, to ensure, as far as is possible, that children and young people are protected
- Not tolerating bullying. Incidents of bullying will be investigated and treated seriously. Action will be taken to stop the bullying.

1. Staff are expected to be aware of their safeguarding responsibilities
2. The Children's Centre should be a safe environment where children can learn and develop.
3. Leaders and managers should create a culture of vigilance where children's welfare is promoted and where timely and appropriate safeguarding action is taken, or where learners need extra help or who may be suffering or likely to suffer harm.
4. The Children's Centre must ensure staff exercise professional judgement well, in keeping children safe
5. The Children's Centre fulfills its statutory responsibilities well.

The Home Office and Department for Education have launched a consultation proposing legal consequences on practitioners or organisations if they fail to report and act on child abuse and neglect.

Recognition of types of abuse and neglect

The four main categories of abuse are:

Physical, Sexual, Emotional abuse and Neglect

Please refer to the list of 'Signs and symptoms' (p16-19) in the Islington Early Years Safeguarding and Child Protection and Guidance for the Maintained Sector

Key Child Protection Issues and Actions

Private Fostering

Privately fostered children are cared for by someone other than a parent or close relative (eg step-parents, siblings, siblings of a parent and grandparents) for 28 days or more. If we become aware of a private fostering arrangement which is not likely to be notified to the local authority or if we have doubts about whether a child's carers are actually their parents, and there is evidence to support these doubts, including concerns about the child's welfare, we will make a referral to Children's Services Contact Team.

Trafficked and Exploited Children

We have robust admissions procedures and documentation is cross checked to ensure identity of and relationship of carer to child.

Female Genital Mutilation

It is illegal to subject a child to female genital mutilation under the Female Genital Mutilation Action 2003. FGM practising communities consider it normal to protect their cultural identity. The age at which girls are subject to FGM varies greatly from shortly after birth to any time up to adulthood.

Staff should be alert to the following indications:

- The family comes from a community that is known to practise FGM
- A child may talk about a long holiday to a country where the practice is prevalent
- A child may confide that she is to have a 'special procedure' or to attend a special occasion
- A child may request help from a member of staff or another adult
- Any female child born to a woman or has a sister who has been subjected to FGM must be considered to be at risk, as must other female children in the extended family

We will make an immediate referral to Children's Services Contact Team should we have any concerns regarding FGM.

Domestic Violence

Domestic violence is any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partner or family members, regardless of gender or sexuality. The harm to children can be significant. From 2006 the definition of significant harm was amended to include "the harm that children suffer by seeing or hearing the ill-treatment of another, particularly in the home". Therefore if staff are aware that a child is witnessing or hearing domestic violence staff will inform the Designated Member of Staff who will refer this to Children's Services Contact Team.

Training

All members of staff will regularly access appropriate safeguarding training (depending on their level of responsibility) as advised by the Islington Safeguarding Children Board and ensure their knowledge is up to date on safeguarding issues.

The Designated Lead Person, Michael Jarrett, has completed Level 5 training, while all Designated Staff will attend level 4 training every two years and all other staff will attend level 2 training every 3 years. Students and volunteers will have safeguarding training/briefing as part of their induction before working with children in our Centre.

They must follow the settings safeguarding policies and procedures and respond appropriately to any signs of possible abuse and neglect including;

- Significant changes in children's behaviour;
- Deterioration in children's well-being;
- Unexplained bruising, marks or signs of possible abuse or neglect;
- Children's comments which may cause concern; any reason to suspect neglect or abuse outside the setting, for example in the child's home; and/or
- Inappropriate behaviour displayed by other members of staff, or any other person working with the children. For example, inappropriate sexual comments; excessive one to one attention beyond the requirements of their usual role and responsibilities; or inappropriate sharing of images (EYFS 2012)

Procedures to follow if you suspect that a child is at risk of harm.

We have a statutory duty to notify agencies if we have concerns about children's safety and welfare (Working Together to Safeguard Children April 2013)

- Where there is a concern about a child's welfare or wellbeing, or a concern that a child is in need of protection, this should be recorded on the Ambler concern form and then passed on to one of the designated officers for action (or if unobtainable then seek the advice of Children's Services Contact Team).
- These running records should be kept in the child's file in a locked cupboard.

- All staff and volunteers are aware that they must report concerns immediately.
- Concerns are always discussed with parents and carers unless this would put a child at further risk of serious harm.
- All records of concerns, emails, notes of phone conversations and actions are filed confidentially in a locked cupboard.
- We know that when we have concerns about a child's welfare we need to:
 - ✓ Focus on the needs of the child - their physical and emotional welfare
 - ✓ Be sensitive, taking into account individual families circumstances
 - ✓ Talk it over – with one of the Designated Members of Staff
- The flowchart for 'Making a child protection referral to Children's Services Contact Team' is displayed in our reception area. The Safeguarding policy is accessible to all parents and carers in the foyer.

Working in partnership with parents and carers

- We are committed to developing and maintaining a culture of openness and honesty and to work in partnership with parents to ensure the best interest of children and their families.
- We explain our information sharing responsibilities as part of the admissions process to the Centre.
- When a practitioner identifies a concern, this is discussed with the parent/carer and parents are informed if a referral to Children's Services Contact Team is to be made, unless by doing this we put a child at further risk of serious harm.
- It is useful to talk the concern through with a senior member of the team and to agree who is best placed to meet the parent/carer and what exactly will be said.
- The main focus is on what has been seen or observed by asking the parent/carer about the concern in a straightforward and non-judgmental way. For instance, if the concern is about an injury: "that's quite a nasty bump on his head, do you mind telling me how it happened?" It is important to be sensitive and approach the conversation without making assumptions.
- It is important to remind the parent of our statutory duty to ask this type of question, in order to ensure children's welfare and wellbeing.
- During the discussion staff need to maintain positive interaction and active listening to what the parent/carer says.
- Parents may appear nervous, because it is stressful to be questioned like this. But does the explanation seem reasonable and is it consistent with what you have noticed? Make a note of exactly what was said as soon as possible.
- After the meeting - talk it over again with a member of the Management Team and decide whether you feel the issue is resolved or needs further action.
- If you judge that it needs further action OR if there have been previous concerns then Children's Services Contact Team will need to be informed and they will advise on continued liaison with parents/carers.
- In cases of suspected sexual abuse and cases where a child would be in immediate danger if taken home again by the parents/carers, Children's Services Contact Team are always contacted first, not the parents. They will advise on next steps of action.

Disclosure of abuse – What to do? Recording and reporting

If a child makes a disclosure of abuse the following actions are to be taken:

- React calmly so as not to frighten or deter the child
- Listen carefully to what the child tells you without interrupting and take it seriously
- Avoid asking questions. Use the child's language or vocabulary for clarification.
- Do not stop a child / young person who is freely recalling significant events. Allow them to continue at their own pace.
- Offer comfort bearing in mind the age and needs of the child
- If the child has disclosed sexual abuse, ask them when it happened but nothing more. Whether a child is asked this question will depend upon the child's age and understanding.
- Tell them that they were right to tell you and it was not their fault and they are not bad
- Tell them who you are going to tell so that they can be made safe – children may fear that what they have said will be passed on to everyone and they need to know that this will not be the case

- Do not be tempted to give false reassurances to the child but tell them that you will do your best to protect or help them.
- Ensure the safety of the child / young person
- As soon as possible take care to record in writing what was said using the child's own words. Blank concern forms are kept in each room.
- Record the date, time, setting, any names mentioned, to whom the information was given and other people present. Sign and date the record
- Record any subsequent events and actions.
- It is not your responsibility to decide if a child has been abused. Any disclosure must be raised immediately with the Designated Member of Staff and followed through appropriately.
- A child may recall former abuse once in a safe situation. Although they may be under no current threat to their safety, any disclosure must be raised with the Designated Member of Staff immediately and followed through appropriately.
- You may also have concerns about a child's welfare where there has not been any disclosure or allegation. In the best interests of the child / young person, these concerns should be raised with the Designated Member of Staff and followed through appropriately. Recording is a key tool to safeguarding and protecting children.

Children with special education needs or disabilities

- The risks to disabled children may be increased by their need for practical assistance and physical dependency, including intimate care, which may be delivered by a number of different carers; by possible communication difficulties and lack of access to strategies to keep themselves safe, or by the increased risk that they may be socially isolated.
- Staff members who work with children in any capacity must be particularly aware of and sensitive to how the effects of abuse or harm may present, and be able to pick up on any changes in behaviour or presentation that might indicate a concern. Concerns should be shared immediately with the Designated Member of Staff.
- Staff will have important information about individual children's presentation, their levels of understanding and how best to communicate with them.
- All staff working with children with special educational needs or disabilities will receive appropriate training to enable them to meet the needs of these children appropriately and to recognise and report any concerns.
- This should be read in conjunction with the setting's separate policies on Nappy changing Policy and the Medicine Policy.

Role of the Designated Member of Staff

It is the role of the Designated Member of Staff to act as a source of support and guidance on all matters of child protection and safeguarding within the setting and the DMS will follow this policy and the London Child Protection Procedures 2010.

The Designated Member of Staff is responsible for:

- Liaising with the Early Years Designated Safeguarding Officer and Children's Services Contact Team as appropriate
- Ensuring that all staff receive appropriate child protection training so that they are up to-date with current legislation, policy and practice and are able to respond sensitively and appropriately to any child protection concerns.
- Ensuring that all staff new to the setting receive induction training to enable them to understand and adhere to the setting's policies
- Ensuring that they are fully up to date with their safeguarding and child protection training
- Ensuring that child protection referrals are made using the format agreed by Islington Children's Services Contact Team or the format required by other boroughs if the child is not an Islington resident
- Ensuring the setting's child protection and safeguarding policies and procedures are maintained, up-to-date and are disseminated and adhered to by all staff

Confidentiality and 'need to know' basis

- Information should not be kept private between a parent and a practitioner. Where there are significant issues around a child's welfare, wellbeing or protection, these must always be passed onto the designated member of staff.
- Important and relevant information shared at a pre-admission meeting is passed onto the designated member of staff, and the key person.
- Incidents or disclosures should be shared with the designated members of staff
- Any further safeguarding issues will be shared with the team or to the whole staff if appropriate
- This policy links with the confidentiality policy. We aim to ensure that all parents / carers can share their information in the confidence that it will only be used to enhance the welfare of the child.

Children harming other children

- It is part of our duty of care that we make sure that children are protected from harm from other children.
- In an early years setting with children under aged five years, biting, pushing, scratching and hitting may all occur at times
- Please refer to our Positive Behaviour policy for managing these incidents. It is very important that if you think a child is targeting another child, you raise this issue with the Head of Centre or person deputising immediately.
- In recording and reporting incidents it is important that the identity of the child who did the hurting is not disclosed.
- This is part of our duty of confidentiality to all children and families. If a parent asks who has hurt their child, please show your understanding of their upset, anger, or pain, but explain that we are not able to share this information.
- Refer to the Head of centre if necessary.

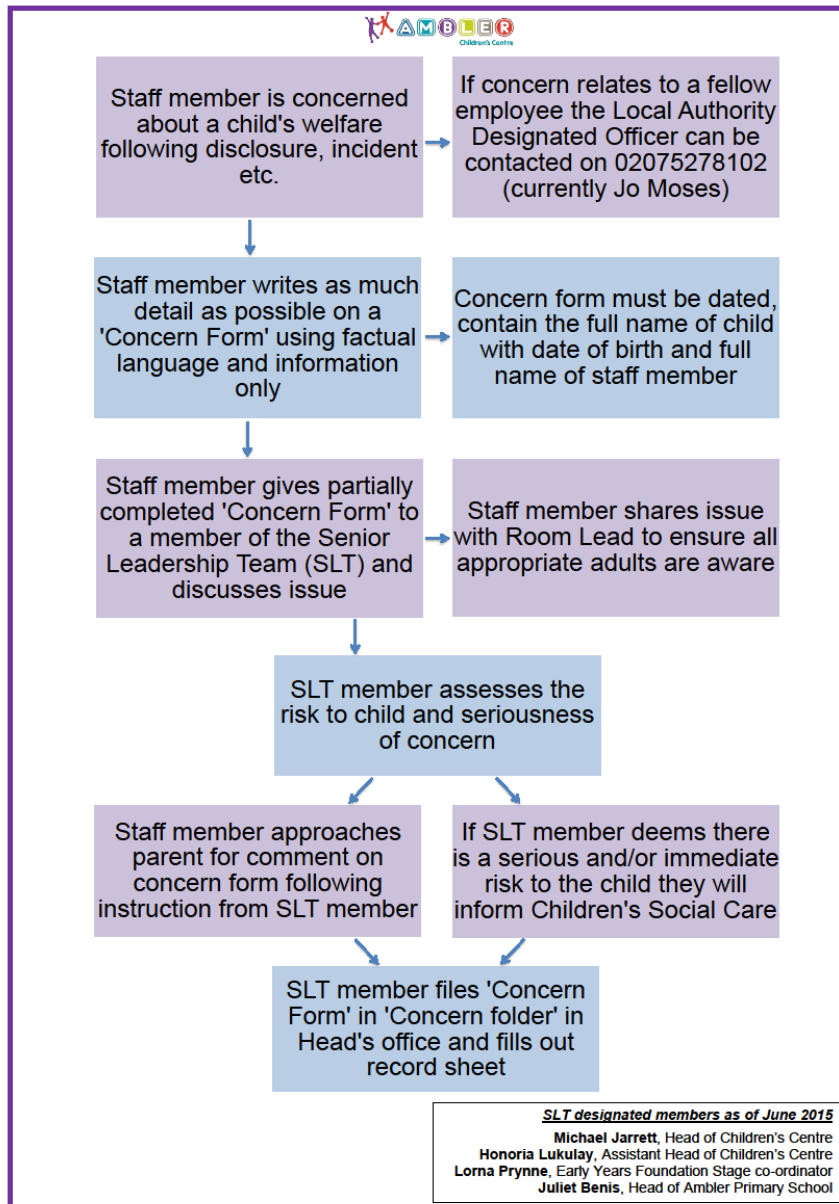
Safer recruitment

- Safe recruitment and selection practice is vital to safeguarding and protecting children. Please refer to the safe recruitment policy and procedure for more detailed information.
- All staff and volunteers are carefully selected. Ambler Children's Centre recruitment procedures are in line with LBI safer recruiting guidelines.
- DBS checks are carried out for all staff, student on placements, volunteers and agency supply workers before they are allowed to work at the centre.
- DBS disclosures are recorded on Ambler's Single Central Record.
- All new members of staff, student on placements, volunteers and agency supply workers complete the induction process and sign to agree that they have understood our policies, procedures including basic safeguarding practices.
- We also understand our duties in relation to the Safeguarding Authority procedures.
- We are all responsible for ensuring that the DBS is informed of anyone applying or working with children who has been disqualified.

Allegations against a member of staff / volunteer

- Allegations of abuse against a member of staff / volunteer must be passed on to the Designated Member of Staff immediately. The Designated Member of Staff will liaise with the Early Years Designated Safeguarding Officer (EYDSO) or the Local Authority Designated Officer (LADO) who will manage any allegation in line with agreed protocols and procedures. This will be in accordance with Working Together to Safeguard Children and The London Child Protection Procedures 2010. All referrals should be sent to the LADO mailbox: LADO@islington.gov.uk or to make a referral by telephone, please call the dedicated LADO number on 020 7527 8102
- The centre has an overarching duty to protect children from abuse and keep children safe. Wanting to support a colleague or finding it difficult to believe what you have heard or seen must come second to that.

- In the case of allegations made about the Designated Member of Staff, these should be reported to a Senior member of staff and passed on to Gwen Fitzpatrick, Early Years Designated Safeguarding Officer and the Local Authority Designated Officer (LADO).
- If any worker is concerned that no action is being taken, it is their responsibility to report the matter directly to the EYDSO or the LADO.
- The flowchart for managing 'allegations against a member of staff' is displayed in the reception area. The Safeguarding policy is accessible to all parents and carers in the foyer.
- It is the responsibility of all staff to share concerns about the actions or attitudes of colleagues with the head of setting who will deal with the concerns appropriately.
- This often difficult issue is discussed at staff meetings and during supervision on a regular basis so that all staff understand what is meant by the term 'whistle-blowing' and their responsibilities with regards to it, and are able to raise concerns with the head of setting.
- In all cases, even when the allegation does not need further investigation, there should be a review of procedures and policies following the investigation.
- Employees must give management details of any incident, order, determination, conviction or any other possible issue which may impact on their suitability to work with children.
- If any such event should lead to disqualification appropriate action will be taken to ensure the safety and well-being of children in the setting.
- Details will be forwarded to Ofsted (section 76 Childcare Act 2006) within 24 hours, who, in certain circumstances, may consider a waiver of the disqualification in line with relevant legislation.
- The staff member involved in an allegation will be supported to contact their union or qualification body and the Islington Employee's Assistance Programme.
- Confidentiality around allegations will be a high priority.



Boundaries and good practice

- All staff should have a clear understanding of good professional practice and boundaries in order to safeguard children and themselves. What constitute appropriate good professional practice and boundaries is regularly discussed and revisited during staff meetings.
- Good professional practice and boundaries includes:
- Raising concerns about poor or unsafe practice in relation to children to the Designated Member of Staff
- Reporting allegations made by a child immediately to the Head of Centre. In the case of allegations made about the Head of Centre these should be reported to the Head of Ambler Primary School and Children's Centre, these should be reported to Gwen Fitzpatrick, Early Years Designated Safeguarding officer and the Local Authority Designated Officer (LADO).
- Being mindful of the need to maintain clear professional boundaries with parents and service users and ensure confidentiality of information about children and families attending the setting.
- No staff should baby-sit / work for parents or carers in a private capacity

Positive Behaviour Policy

- Please check the centre's behaviour policy to remind yourself of how you may and may not manage children's behaviour.
- Remember that:

- There may be occasions when a child is a danger to others or themselves, when time out/moving out of the room to a safe space is used.
- It is never acceptable to hit, smack, shake, pull or to threaten any of these actions to child. It is not acceptable for a parent/carer or any other adult to do this in the centre (please refer to the Head of Centre if this happens).

Links with other policies and procedures

- All staff, students, supply staff, crèche workers and volunteers are given basic information about our safeguarding and child protection policy and procedures before they start any work with children.
- On-going training and professional development, as well as induction procedures all facilitate staff to develop an appropriate understanding of:
 - Attachment and the role of the key person
 - settling in processes
 - managing intimate care and toileting needs
 - positive behaviour strategies
 - children's personal, social and emotional development
 - how children communicate
- This policy links with the E-Safety Policy for the use of mobiles phones and digital devices by staff working with children

E-safety and use of digital devices

- Mobile phones and digital devices can present a number of problems when not used appropriately:
 - phones and personal devices can allow Internet access and bypass the centre security settings and filtering.
 - Mobile phones with integrated cameras could lead to child protection, bullying and data protection issues with regard to inappropriate capture, use or distribution of images of children or staff.

Mobile phones

- Staff must not have personal mobile phones with them when they are working with children at the centre. This also applies to students and volunteers.
- Staff mobile phones must be kept in staff lockers and used only when staff are on break time in the staff room or outside the centre.
- The telephone number of the centre should be used by staff expecting a personal call and for emergency contact.
- Staff are not permitted to use their own personal phones or devices for contacting children and their families within or outside of the setting in a professional capacity.
- Keeping mobile phones in rooms while working with children constitutes a staff disciplinary matter and may lead to student and volunteers' placement being terminated.
- Centre mobile phones should be used for off-site activities, home visits and outings. Staff are not permitted to use their mobile phones whilst out of the centre on an outing.
- Parents, carers and visitors are requested not to use their mobile phones while on the centre premises. Centre staff will remind parents of the policy by reminding them to switch off their phones when they enter the centre or asking them to leave the rooms to take calls in a private area or outside the Centre building when necessary.

Digital cameras

- Staff should not use personal devices such as mobile phones or cameras to take photos or videos of children and will only use work provided equipment for this purpose.
- Personal cameras are not allowed in the nursery setting and should not be used on off-site activities, home visits and outings.

- The centre holds a number of digital cameras for staff and where appropriate parents, carers, student and volunteers to take photographs of children for display, observations or profile books.
- Use of video equipment can be a legitimate learning / training aid. Children / young people and parents / carers should be made aware that this is part of the learning / training.
- Students, volunteers and visitors are not permitted to take photographs or recordings of the children without permission from the Head of Centre or Assistant Head.
- No one is permitted to photograph or record images in the toilet changing areas
- Children / young people can only be photographed if permission of parents / carers is given.
- Those taking photos, including staff / volunteers / professional photographers must identify themselves
- Photographers will be required to have formal identification which must be worn at all times
- Children's images will not be used for promotional or press releases unless parents / carers have consented

E-safety

- ICT hardware is maintained through the LBI technical support and annual electric checks. All ICT resources are purchased through authorised suppliers.
- Children should never be allowed to use the internet in the setting without adult supervision.
- Staff who use the centre's ICT and communications systems:
 - must use it responsibly and keep it safe
- Staff must maintain safe professional boundaries with parents. This includes not giving their personal email address to centre users or befriending centre users on social networking sites such as Facebook
- Staff must treat as confidential any passwords provided to allow access to ICT equipment and/or beyond firewall protection boundaries
- Staff must report known breaches of this policy, including any inappropriate images or other material which may be discovered on the centre's ICT systems
- Staff must not install software on the centre's equipment, including freeware and shareware
- Staff must comply with any ICT security procedures governing the use of systems in the centre including anti-virus measures

Safeguarding Vulnerable Adults

We have a responsibility to prevent the abuse of adults (Safeguarding Vulnerable Groups Act) and will therefore refer to the following for guidance and procedures:

- Islington Council Policy and Procedure on Safeguarding Vulnerable Adults/Islington Safeguarding Adults Partnership- Quick Guide to Safeguarding Adults

The Prevent duty

The 'prevent duty' in the Counter-Terrorism and Security Act 2015 is consistent with the existing responsibilities of schools and childcare providers. Ofsted's revised common inspection framework references the need to have safeguarding arrangements to prevent radicalisation and extremism. All staff members at Ambler have undertaken Prevent Awareness and Channel General Awareness training.

To fulfil this duty, it is essential that staff are able to identify children who may be vulnerable to radicalisation, and know what to do when they are recognised. Protecting children from the risk of radicalisation should be seen as part of wider safeguarding duties, and is similar to protecting children from other harms, whether within their family or the product of outside influences.

Schools and childcare providers are expected to assess the risk of children being drawn into terrorism, including support for extremist ideas. This means being able to demonstrate a general understanding of the risks affecting children and young people in the area, as well as a specific understanding of how to identify individual children who may be at risk of radicalisation and what to do to support them.

The general risks affecting children may vary from area to area, and according to their age. There is also no single way of identifying someone who is likely to be susceptible to a terrorist ideology. Staff

should be alert to changes in children's behaviour which could indicate that they may be in need of help or protection. Children at risk of radicalisation may seek to hide their views. Even very young children may be vulnerable to radicalisation by others, whether in the family or outside, and display concerning behaviour.

Staff should understand when it is appropriate to make a referral to the Channel programme, which provides early support to people identified as being vulnerable to being drawn into terrorism. Schools can make referrals if they are concerned that an individual might be vulnerable to radicalisation.

Local authorities are vital to all aspects of the Prevent duty. Other partners, in particular the police and also civil society organisations, may be able to provide advice and support on implementation. Effective engagement with families is also important as they are in a key position to spot signs of radicalisation. It is important to assist and advise families who raise concerns and be able to point them to the right support mechanisms.

Related policies: Child Protection, Inclusion, Safeguarding.