



Child Sexual Exploitation Policy

Statement of intent

Norton College strives to ensure the safety and wellbeing of all students at the college. In order to effectively achieve this, staff members at the college must safeguard and protect children against CSE.

This policy outlines the college's procedures for preventing, managing and reporting cases of CSE.

The responsibilities of staff members in relation to safeguarding and protecting children are outlined; including those in relation to the Acting Head of School, DSL and the college's governing board.

In order to effectively implement this policy and ensure the necessary control measures are in place, parents are responsible for working alongside the college to identify concerns and potential risks, in order to ensure the health and safety of their children.

1. Approved by: Helen Furguson Date: 01/09/2020

2. Chair of Directors Edward Morris Date: 01/09/2020

3. Review Date: 01.09.2021

1. Legal framework

1.1 This policy has been created with due regard to all relevant legislation including, but not limited to, the following:

- Children Act 1989
- Children Act 2004
- Education Act 2011
- Education (Health Standards) (England) Regulations 2003
- Safeguarding Vulnerable Groups Act 2006

1.2 This policy has consideration for, and is compliant with, the following guidance:

- DfE (2018) 'Working together to safeguard children'
- DfE (2019) 'Keeping children safe in education'
- DfE (2017) 'Child sexual exploitation'

1.3 This policy will be implemented in conjunction with the following college policies:

- Health and Safety Policy
- Child Protection and Safeguarding Policy
- Relationships and Sex Education Policy
- E-Safety Policy
- Anti-Bullying Policy
- Equal Opportunities Policy
- Students' Electronic Devices Policy

2. Definitions

2.1 CSE is defined as a form of sexual abuse where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person into sexual activity, for either, or both, of the following reasons:

- In exchange for something the victim needs or wants
- For the financial advantage or increased status of the perpetrator or facilitator

2.2 A child can be being sexually exploited even if the sexual activity appears consensual.

2.3 If sexual gratification, or exercising power and control, is the only motive of the perpetrator, this would not normally constitute CSE, but should be responded to as a different form of child sexual abuse and dealt with in line with the Child Protection and Safeguarding Policy.

2.4 CSE:

- Can affect anyone under the age of 18, including 16 and 17-year-olds who can legally consent to having sex.
- Can take place in person or online, or a combination of the two.
- Can involve both contact (penetrative and non-penetrative acts) and noncontact sexual activity.
- Can involve force and/or enticement, and may involve violence or threats of violence.

- Can occur without the child's knowledge (e.g. through the copying of videos or images they have created and posted online).
- Can be perpetrated by males or females, children or adults, individuals or groups.
- Can involve one-off occurrences or regular incidents.
- Can be opportunistic or complex and organised.
- Normally involves a power imbalance in favour of the perpetrator. Age is the most obvious imbalance, but it can also be due to other factors such as gender, sexual identity, cognitive ability, physical strength, status and access to economic or other resources.

3. Roles and responsibilities

3.1 The board of directors are responsible for:

- Appointing a lead Director for child protection and safeguarding.
- Ensuring that necessary child protection and safeguarding policies and procedures are in place at the college.
- Ensuring that staff members effectively carry out their duties, including those in relation to child protection.

3.2 The Acting Head of School is responsible for:

- Ensuring that all staff members are aware of the college's policies and procedures, including those in relation to CSE.
- Appointing an appropriate person to the role of DSL and appointing any necessary deputy DSLs.
- Ensuring that students and parents are made aware of the problem of CSE in an age-appropriate manner.
- Ensuring that all new members of staff receive CSE training as part of their induction.

3.3 The DSL is responsible for:

- Acting as the first point of contact for safeguarding concerns and providing staff with appropriate advice (with the deputy DSL providing cover where necessary).
- Ensuring that staff members receive safeguarding training, including that in relation to CSE, on a regular basis.
- Meeting with any vulnerable students who have unauthorised absences.
- Liaising with staff members and external agencies regarding CSE issues.
- Arranging for appropriate CSE-related resources and information to be available to staff members.
- Making all staff members aware of the appropriate information sharing protocols.
- Ensuring that all CSE-related concerns are recorded in writing.
- Ensuring that the voice of the child is heard where a risk of CSE is identified, and that this is done in a safe and sensitive manner.
- Ensuring information is displayed within the college which signposts students to where they can access advice about CSE.
- Undertaking child protection and safeguarding training at least every two years.

- 3.4** All staff members are responsible for:
- Playing an active role in supporting the college in its commitment to promoting the safety and welfare of all students.
 - Acting in accordance with statutory and good practice guidance.
 - Reporting any concerns which they may have to the DSL or deputy DSL.
 - Where neither the DSL or deputy DSL is available, speaking to the other members of the safeguarding team for advice and sharing any action taken with the DSL or deputy DSL as soon as practicable.
 - Following the guidance set out in the DfE's 'Working together to safeguard children' where they believe a child may be at risk of harm.
 - The early sharing of information.
 - Respecting the confidentiality of information.
 - Ensuring that they are aware of the college's identification and reporting procedures.
 - Reporting unauthorised student absences to parents, ascertaining the reasons for their absence.
 - Ensuring that timescales are adhered to and any issues concerning CSE are passed on to the DSL or deputy DSL immediately.
 - Attending safeguarding and child protection training, including that in relation to CSE.
 - Contacting the police if they think a child is at immediate risk of harm.
 - Creating a safe learning environment for students.
 - Ensuring incidents of sexual bullying and harassment are dealt with by the college quickly and effectively.

4. Staff training

4.1 Sufficient child protection and safeguarding training will be undertaken by all staff members and college Directors.

4.2 Where appropriate, training sessions will be provided to parents in order to help combat CSE at all levels within the college community.

4.3 When planning training, the DSL and Acting Head of School will take the context of the college into consideration, ascertaining whether there are specific issues which need to be addressed as a priority.

4.4 During staff training, the following issues will be addressed:

- Warning signs and indicators of CSE
- The different forms of CSE
- Students most at risk of CSE
- Protecting and supporting students
- Procedures for reporting suspected cases of CSE
- Information sharing protocols
- Facilitating conversations with students and parents about CSE

4.5 Staff training will be updated on a regular basis, at the discretion of the DSL and Acting Head of School, ensuring that the information staff members have is up-to-date with sector developments.

4.6 Child protection and safeguarding updates will be provided annually at a minimum.

4.7 All staff members will be trained to respond to concerns in ways that are:

- Child-centred.
- Developed and informed by the involvement of the child's family, where appropriate.
- Responsive and pro-active.
- Relationship-based.
- Informed by an understanding of the complexities of CSE.

5. Indicators of CSE

5.1 Staff members will be aware of the students most at risk of being sexually exploited, including vulnerable students, excluded students and those with SEND.

5.2 All staff members are aware of the warning signs of CSE and will look out for the following indicators:

- Being secretive
- Acting withdrawn and isolated
- Acquiring money and goods without sufficient justification
- Unexplained college absences
- Staying out late or going missing
- Consuming alcohol or drugs
- Acting hostile or aggressive
- Associating with gangs
- Developing relationships, particularly of a sexual nature, with a significantly older person
- Changing their physical appearance
- Acting in a defensive manner
- Becoming involved in petty crime
- Having physical injuries without plausible explanation
- Trying to conceal marks or scars on their body
- Refusing to uncover parts of their body
- Entering or leaving vehicles driven by unknown adults
- Having a lack of positive relationships
- Using the internet in a manner which causes concern

6. Effects of CSE

6.1 CSE can have long-lasting effects on a child and the college is committed to early identification in order to reduce these effects.

6.2 All staff members will be made aware of the effects and signs of CSE in order to aid early identification.

6.3 Staff members are aware that CSE can affect every aspect of a child's life, including, but not limited to, the following:

- Physical wellbeing
- Mental health

- Education
- Employment prospects
- Family relationships
- Social relationships, as children and as adults
- Their relationship with their own children in the future

7. Online safety

7.1 Online safety will be taught in line with the college's E-Safety Policy.

7.2 Online safety will be addressed as part of the wider ICT curriculum.

7.3 All staff members, students and parents will be made aware of the potential risks and dangers they may experience online.

7.4 Staff will be able to understand the risks associated with online safety and be confident that they have the relevant knowledge and capability to keep students safe online.

7.5 Staff will be trained to ensure they have the capability to support students with SEND online and can recognise the risks associated with online safety for students with SEND, for example, online bullying, grooming and radicalisation.

7.6 All students will be taught how to stay safe whilst online, including how to:

- Identify risks online.
- Recognise unsafe online contacts.
- Report concerns about themselves or others.

8. Sexting

8.1 Sending and receiving sexually explicit messages or images is a serious offence, and is often a primary method utilised by CSE offenders to communicate with victims.

8.2 Sexting will be handled as a child protection issue in line with the Child Protection and Safeguarding Policy and the Students' Electronic Devices Policy.

8.3 As part of their training, staff members will be able to identify instances of sexting and will be made aware of the necessary procedures to follow.

8.4 The dangers of sexting will be taught alongside CSE in the PSHE curriculum, in order to convey to students how the two are linked and why they are dangerous.

8.5 Students will be made aware that, regardless of age, the police consider sexting amongst people under the age of 16 a criminal offence.

8.6 Parents will be informed via about the dangers of sexting and the appropriate safety measures to be implemented.

9. Relationships and sex education

9.1 Students will be taught about CSE in line with the college's Relationships and Sex Education Policy.

9.2 CSE will be addressed as part of a wider programme of work regarding relationships and sex education (RSE), as well as part of PSHE.

9.3 The college is dedicated to delivering these programmes of work with sensitivity and respect, avoiding any derogatory or prejudicial terms which may cause offence.

9.4 The college understands that the teaching of some aspects of the programmes may be of concern to parents; therefore, parents will be involved in the curriculum planning process, ensuring that what is taught and how it is taught does not cause distress to parents or students.

9.5 Students will be made aware of the dangers of CSE, along with how to spot the signs and symptoms of CSE, through assemblies, leaflets, posters and the curriculum.

9.6 The DSL will work in conjunction with the relationships and sex education coordinator to ensure that age-appropriate lessons are devised.

9.7 All staff will consider the feelings of students who may have been traumatised by similar incidents in their past when teaching about CSE.

9.8 Sensitivity will be given to the age and cultural background of students.

9.9 Where possible, CSE education will build on existing topics that students may already be aware of.

9.10 Only age-appropriate topics will be taught.

9.11 Age-appropriate resources, such as diagrams, videos, books, games, discussion and practical activities, will be used to assist learning.

9.12 All staff will understand that they may need to be more explicit and will adapt their planning of work in order to appropriately deliver the programme to students with SEND.

9.13 Topics taught in relation to CSE will include the following:

- Friendship
- Private body parts, e.g. the underwear rule
- Appropriate physical contact
- Keeping safe
- Recognising risks and assessing risks
- Knowing where to get help

9.14 Topics taught in relation to CSE will also include the following:

- Respect and responsibilities
- Consent

- Different types of abuse, including grooming and sexual exploitation
- Unhealthy relationships
- Skills to develop positive and healthy relationships
- Sexual bullying and peer pressure, including sexting
- Understanding dangerous and exploitative situations
- Gender stereotypes
- Risk taking and the consequences

10. Working with parents

10.1 The college will ensure that parents:

- Understand the risks of CSE and recognise that the issue is something that could affect their child.
- Understand that CSE can occur both online and offline.
- Know the warning signs of CSE.
- Know how to report any concerns that they may have.
- Know where to go for support if their child has been the victim, or is the suspected victim, of CSE.
- Are reassured that a range of services will, as appropriate, work with them to try to protect their child.
- Can access support to manage the emotional impact of CSE on their child and themselves.
- Can access support that is tailored to their specific circumstances, e.g.
- support that recognises culture or faith.

10.2 Parents will be provided with the contact information of relevant services and outside agencies via letters home and the college website.

10.3 Parents will be made aware of whom to report concerns to within the college, via information posted on the college website.

10.4 Parents' concerns will always be listened to and taken seriously.

10.5 Parents will be consulted regarding the content of students' RSE, including that in relation to CSE, and their views will be listened to and valued.

10.6 The college respects the legal right of parents to withdraw their child from all or part of the RSE programme, including that regarding CSE, except for the statutory parts included in the science national curriculum.

11. Reporting and referrals

11.1 All members of staff and students will be aware of the reporting procedures, as well as the contact details for the relevant outside agencies.

11.2 Staff members will keep a log on CPOMS of any suspicious behaviour they witness, which is updated whenever an incident occurs.

11.3 Any member of staff who suspects a student is at risk of, or has been the victim of, CSE, immediately reports the concern to the DSL or the deputy DSL.

11.4 Parents and members of the college community will raise any concerns they have regarding CSE with staff members as soon as possible.

11.5 All concerns and information regarding cases of CSE will be recorded in writing.

11.6 The DSL or the deputy DSL will make an initial assessment as to whether the college is capable of dealing with the issue.

11.7 If the DSL or deputy DSL believes the college is incapable of meeting the student's needs, CSCS will be informed.

11.8 If the student appears to be in immediate danger, the police will be contacted.

11.9 After the assessment, a multi-agency meeting will be arranged with the parents of the student, as well as representatives from CSCS.

11.10 Students will be made aware of the procedures for reporting concerns about CSE, including how confidentiality is guaranteed.

11.11 All safeguarding and child protection concerns, including those in relation to CSE, will be dealt with in line with the procedures outlined in college policies, including the Child Protection and Safeguarding Policy.

12. Providing support

12.1 Staff members will undergo training on an annual basis so that they can fully understand the needs of a student that has experienced CSE and provide effective support.

12.2 Staff members will build trusting relationships with students which reinforce positive relationships.

12.3 Students will be reassured that they can talk to staff members if they feel unsafe.

12.4 A listening culture within the college will be actively promoted by all staff members.

12.5 Mentors will be allocated to students who have experienced CSE and frequent contact will be maintained in order to develop a trustworthy and consistent relationship.

12.6 Trained staff will provide students with advice on where and how to obtain confidential advice, counselling and treatment, as well as advice on emergency contraception and its effectiveness.

13. Monitoring and review

13.1 The Acting Head of School is responsible for reviewing this policy annually, in conjunction with the DSL and board of directors.

13.2 The effectiveness of this policy will be monitored and evaluated by all members of staff. Any concerns will be reported to the Acting Head of School immediately.

13.3 Following each case of CSE, this policy and students' individual health care plans will be updated and amended as necessary.

13.4 Any changes needed to this policy will be implemented by the Acting Head of School, in conjunction with the DSL and any deputies.

13.5 Any changes to this policy will be communicated to all staff members and parents.