

[redacted]

APPENDIX 4

The Report is a review of the process undertaken by the Senior Leadership Team when assessing risk as a result of an incident that took place between two [redacted] pupils.

Commissioned by [redacted] Head Teacher
[redacted] school, [redacted]

[redacted]

Date: April 2017.

CSO



[redacted]

1. Introduction.

- 1.1. This report has been commissioned to review the process the senior leadership team undertook to 'assess risk' and the subsequent actions taken after a serious allegation had been made which involved two pupils [redacted]
- 1.2. The circumstances of that event are not in dispute and will not to be reviewed in this report
- 1.3. [redacted]

2. Background / Chronology.

- 2.1. [redacted].
- 2.2. [redacted].

3. Chronology of significant events: [redacted]

3. Review Process. Guidance.

[redacted]

- 3.1. The first area I considered when asked to conduct this review is what external guidance would be in place for the SLT in school to manage a situation of this nature.
- 3.2. Having spoken to (a Herefordshire council employee) who sits within the Multi Agency Safeguarding Hub I have established that there is no formal guidance in place in Herefordshire. I believe that there is an agenda for the Local authority to produce recommendations in the near future.
- 3.3. Therefore, at the present there is not anything in place for the SLT to be guided by locally and an absence of supporting services in the county. This is not an incident as regards notifying Ofsted.
- 3.4. The [redacted] local authority was made aware of these circumstances, (a Herefordshire council employee) informed the school that he would be taking no further action and could not see a reason for the pupil's separation.

4. Positive School Actions.

- 5.1. [redacted].
- 5.2. [redacted].
- 5.3. [redacted].

5. Conclusions.

- 6.1. [redacted] there should have been minutes of the decisions recorded. The action plan should then have been discussed with both sets of parents.
- 6.2. [redacted] there should not have been any contact at all between and a plan put in place to ensure that this was rigidly adhered to.
- 6.3. [redacted] there should have also been a supporting network in place for as well

[redacted]

- 6.4. [redacted] the pupils should have been given the option of whether they could attend lessons together. This should not have been their decision and arrangements put in place so that there was strictly no contact,
- 6.5. Arrangements should have been in place to prevent contact at breaks, lunchtime and any sporting event.
- 6.6. Also arrival and departure at school should have been supervised so that any contact would have been avoided.
- 6.7. The arrangements that were put in place were not detailed enough to ensure contact was not made and the supervision of these restrictions could have been improved.
- 6.8. [redacted].

7. Recommendations.

- 7.1. Paragraph 42 of Keeping Children Safe in Education states:

All staff should be aware that safeguarding issues can manifest themselves via peer on peer abuse. This is most likely to include, but may not be limited to, bullying (including cyberbullying), gender based violence/sexual assaults and sexing. Staff should be clear as to the school or college's policy and procedures with regards to peer on peer abuse.

- 7.2. [redacted] I suggest that the school introduces a system of risk assessments should a similar incident occur in the future. This assessment should be robustly recorded. How the assessment is conducted and how the SLT has decided on what action to take.
- 7.3. In these situations consideration should be given to what risks are posed to individual pupils involved, what is the likelihood of this event reoccurring and a pupil being put at further risk. Should a pupil be excluded and evidence provided if this decision is made.
- 7.4. What are the needs of the pupils involved, what supporting factors can be put in place together with details of the actions decided on. This should all be recorded formally and discussed with all parties involved. The records then stored on the pupil's confidential file.

[redacted]

- 7.5. I have attached some forms that the school may wish to use. The local authority should be introducing a specific policy in the near future that should be included in the school safeguarding policy.

Monday 3rd April 2017.