

Great Learners Trust

Inspiring Excellence | Empowering Futures

Volunteer Safeguarding Training



Welcome

Thank you so much for volunteering your time to support our school.

We truly value the energy, skills and care you will bring to help our children learn, grow and thrive. Your involvement will make a real difference and the children will greatly benefit from the time, encouragement and positive role-modelling you provide.

As part of joining our school community, please take a few moments to read through the following safeguarding information. This ensures we all work together to keep every child safe, happy and supported.

What is Safeguarding?

In [Keeping Children Safe in Education](#) (KCSIE), safeguarding is defined as:

- Protecting children from maltreatment
- Preventing impairment of their health and development
- Ensuring they grow up in safe and effective care
- Taking action to enable all children to have the best outcomes

Safeguarding Culture

In GLT schools, we actively promote an open safeguarding culture.
Our schools:

- Create an environment where pupils feel safe to speak
- Model respectful behaviour
- Share concerns immediately
- Maintain boundaries and professionalism
- If in doubt, **speak out**

Why is it Important?

- At GLT schools, safeguarding children is our highest priority
- Safeguarding is everyone's responsibility and all adults in school - staff, visitors, governors and volunteers - share this duty
- As a volunteer, you are supporting the children in a position of trust
- Children may disclose concerns to you, or you may witness signs of abuse or neglect
- You will always work under staff direction, so please don't worry, but we want to ensure you feel confident in what to do if a situation arises whilst volunteering

Key Safeguarding Terms

DSL – Designated Safeguarding Lead (NB. named contacts on school website)

Disclosure – A child tells you about harm

Confidentiality – Share the information only with DSLs

Abuse – Physical, emotional, sexual, neglect

Designated Safeguarding Lead

Designated Safeguarding Leads (DSLs):

- Hold ultimate responsibility for safeguarding in your school
- Decide next steps: early help, referral to children's social care, police, or specialist services
- Maintain safeguarding records securely
- Liaise with external agencies
- Ensure all staff are trained and kept up to date
- Are the people you should report any safeguarding concerns to

Types of Disclosure you could experience as a volunteer:

Direct Disclosure: A child directly tells you that they have experienced harm. For example, “Last night my uncle got angry and hit me.”

Indirect Disclosure: A child doesn't directly say they have experienced harm but demonstrates concerns through what they say. For example, “Please don't make me go home.”

Non-verbal Disclosure: A child demonstrates physical signs, drawings or other non-verbal communication that could suggest abuse.

If a child discloses something of concern to you:

Do:

- ✓ Stay calm
- ✓ Reassure and listen to the child
- ✓ Write down what they say in the child's words.
- ✓ Report to a DSL immediately. If unsure, find your class teacher who will be able to find the correct person to help.

Don't:

- ✗ Promise the child you won't tell anyone
- ✗ Investigate or ask leading questions
- ✗ Delay sharing the information with a DSL
- ✗ Share the information with anyone other than a DSL

Confidentiality

As a volunteer in our school, you may sometimes see or hear things about children, families or staff that are confidential.

- It is essential that this information is not discussed outside of the school - including with other parents, friends or on social media.
- Confidentiality protects the dignity, safety and trust of our children and families and ensures that any sensitive matters are handled only by the right people.
- By respecting confidentiality, you help us keep every child safe and maintain a caring, professional environment.

Types of Abuse

Keeping Children Safe in Education identifies 4 main categories of abuse:

1. Physical Abuse

- What it is: Causing physical harm to a child.
- Examples: Hitting, shaking, burning, poisoning, suffocating, or making up symptoms of illness (Fabricated or Induced Illness).
- Possible signs: Unexplained injuries, frequent absences, flinching, inconsistent explanations.

Types of Abuse

2. Emotional Abuse

- What it is: Persistent emotional maltreatment that harms a child's emotional development.
- Examples: Persistent criticism, belittling, name-calling, making a child feel unloved, isolating them, exposing them to domestic abuse. This can happen from adults to children or children to adults or children to children.
- Possible signs: Low self-esteem, withdrawn or anxious behaviour, difficulty forming relationships.

Types of Abuse

3. Sexual Abuse

- What it is: Forcing or enticing a child to take part in sexual activities, whether or not they understand what's happening.
- Examples: Physical sexual contact, encouraging sexualised behaviour, exposing a child to sexual images or videos, online grooming.
- Possible signs: Knowledge or language about sex that's not age-appropriate, sexualised play, sudden behavioural changes, reluctance to be alone with certain people.

Types of Abuse

4. Neglect

- What it is: Persistent failure to meet a child's basic needs, risking their health or development.
- Examples: Not providing food, shelter, or clothing; leaving children unsupervised; not meeting medical needs; ignoring emotional needs.
- Possible signs: Poor hygiene, untreated illnesses, constant hunger, tiredness, inappropriate clothing.

Reporting

- Reporting any concerns in a timely manner is crucial to safeguarding children.
- As a volunteer, you do not need to investigate what the child is telling you, but instead, should write down what they say in their **own words**.
- Share it immediately with the DSL on site.
- Add the time, date and your name to your written record.
- Do not keep a copy of the notes when you leave the school.

Prevent

The purpose of Prevent is to safeguard vulnerable individuals from radicalisation. It aims to identify and provide early intervention to those at risk and address all forms of extremism, including:

- Islamist extremism
- Far-right extremism
- Other ideologies (e.g., extreme animal rights activism)

Prevent

Under Section 26 of the Counter-Terrorism and Security Act 2015, schools, colleges, local authorities, health bodies, and certain other agencies have a Prevent Duty.

This duty requires them to:

- Have due regard to the need to prevent people from being drawn into terrorism
- Build resilience against extremist narratives

Prevent

Recognising Signs of Radicalisation

Some possible indicators:

- Sudden changes in behaviour or friendship groups
- Isolation from family and friends
- Expressing extremist views or justifying violence
- Obsession with certain conspiracy theories or online extremist material
- Change in appearance or use of specific symbols

Prevent

Notice - be alert to concerning changes in behaviour, language, or associations.

Share - refer any concerns to the Designated Safeguarding Lead (DSL) immediately.

Female Genital Mutilation (FGM)

What is FGM?

Female Genital Mutilation involves *the partial or total removal of the external female genitalia, or other injury to female genital organs for non-medical reasons.*

- It has no health benefits and causes severe physical and psychological harm.
- It is recognised internationally as a human rights violation and a form of child abuse.

Female Genital Mutilation (FGM)

Key Facts:

- FGM is illegal in the UK under the *Female Genital Mutilation Act 2003* (amended 2015)

It is an offence to:

- Perform FGM
- Assist a girl to carry out FGM on herself
- Assist or arrange for FGM abroad (even if legal in that country)

Who is at Risk?

- Girls and women from communities where FGM is a cultural tradition

Female Genital Mutilation (FGM)

Most common ages:

- Infancy to 15 years old
- Often carried out before puberty
- May happen during school holidays

Signs before risk:

- Talk of a “special ceremony” or holiday to a country where FGM is common
- Family history of FGM
- Withdrawal from PSHE or RSE lessons
- Older female relatives visiting from abroad suddenly

Female Genital Mutilation (FGM)

After FGM:

- Difficulty walking, sitting, or standing
- Frequent urinary or menstrual problems
- Long absences from school
- Sudden behaviour change (withdrawal, depression).

Always follow the school's safeguarding policy and inform the Designated Safeguarding Lead (DSL) immediately

Our safeguarding culture is one of 'it could happen here.' In your role as a volunteer, you must always remain vigilant.

Whistleblowing

- In your role as a volunteer, if you ever witness something that concerns you about a member of staff, it is important that you speak up. This is known as whistleblowing, and it helps protect children and staff by ensuring problems are identified and addressed promptly
- You should never feel worried or afraid to raise concerns; the school has clear procedures to support you if you ever needed to
- If you have any concerns, please report them to the Headteacher. If the concern is regarding the Headteacher, please contact the Chair of Governors. Contact details can be found on the school website

Safeguarding in the Digital Age

In today's digital world, safeguarding extends to how we use technology both inside and outside the school.

Whilst on the school site, in order to safeguard yourselves and the children, we ask that you:

- Do not use your mobile phone
- Do not allow children to use your phone
- Do not photograph the children.

Online Safety

Online Safety means protecting children and young people from risks and harms they might encounter when using the internet, social media, apps, games and other digital technologies.

Children may or may not use devices whilst you are working with them in your volunteer role. If they do, you should be vigilant for the common risks.

Online Safety

Common Risks and Threats

Cyberbullying: Repeated, hostile behaviour online intended to hurt or humiliate.

Grooming: Adults building trust with a child online to exploit or abuse them.

Inappropriate Content: Violent, extremist, or sexually explicit material.

Nudes / Semi nudes: Making, sharing or receiving sexually explicit images or messages, which can be illegal and harmful.

Privacy Risks: Sharing location, personal data, or passwords that could be misused.

Online Safety

Responsibilities

- Promote safe, responsible use of technology.
- Refer to the school's Child Protection Policy for online safety advice if you are unsure.
- Be aware of the signs of online harm (changes in behaviour, distress, secrecy).
- Encourage children to talk openly about their online experiences.
- Report concerns immediately to the Designated Safeguarding Lead (DSL).

Summary

Safeguarding is everyone's responsibility. If you have any concerns whilst volunteering at our school, please:

- Report the concern immediately
- Don't promise the child you will keep a secret
- Don't investigate, simply write down the child's words
- Do not share the information with anyone other than a DSL.

Trust your instincts. If something doesn't seem right, it might be very small, but it could be part of a much bigger picture that the DSLs are aware of, so always report.