

# Safeguarding Matters



## Data Protection myths: Do you always need to have consent?

The introduction of the new EU General Data Protection Regulation and the UK's new Data Protection Act 2018 have created a lot of activity and attention. But how much has been misguided?

### Is consent the holy grail of data protection?

According to the ICO, it is not.

They advise that even though the GDPR sets a high standard for consent, you often won't need it and suggest that if consent is difficult, you should look for a different lawful basis.

There are six available lawful bases for processing data – consent, contract, legal obligation, vital interest, public task and legitimate interest. No single basis is 'better' or more important than the others

– which basis is most appropriate to use will depend on your purpose and relationship with the individual. Your privacy notice should include your lawful basis for processing data as well as the purposes of processing it.

### When is consent appropriate?

The ICO advise that if you cannot offer a genuine choice, then consent is not appropriate. If you would still process the personal data without consent, asking for consent is misleading and inherently unfair. And if you make consent a precondition of a service, it is unlikely to be the most appropriate lawful basis.

The advice is to keep consents under review and refresh them if anything changes. Build regular consent reviews into your business processes.

EduCare's mission is to help deliver a safer environment for children, young people and adults at risk by sharing essential knowledge and encouraging best practice.

In the latest edition of our newsletter we have covered a broad range of safeguarding and duty of care updates, including information on the sports sector's increased focus on duty of care to athletes and participants. We hope you find it useful, we would love to hear from you if you have any comments or feedback.



*Keir McDonald*  
Keir McDonald MBE  
EduCare CEO

# What are the signs and symptoms of poor mental health?

There are many signs and symptoms to look out for that may indicate a child or young person is struggling with their mental health, but it is important to remember that every young person is an individual and needs to be treated as such.

In the main, if we ask ourselves 'what are the signs that would worry me or make me want to find out more?', we will come up with a list that often comes down to a change in behaviour from what is 'normal' for that particular young person. For example, a child who is usually very well behaved and quiet then becomes loud and aggressive, or a child who is usually very sociable and contributes a lot, becomes withdrawn and isolated then that is often a cause for concern.

## What to look out for:

- Not taking care of their appearance and/or hygiene.
- Absence from school (or sickness – often in adolescence, young people will experience physical symptoms of anxiety or stress before they can necessarily articulate the issue; for example, being sick before coming school).
- Socially isolated and/or withdrawing.
- Erratic behaviour or mood swings.
- Risk taking behaviour.
- Anger and aggression.
- Not being able to concentrate and seeming distracted.
- Avoiding friends and avoiding activities they used to find fun.
- Missing regular appointments.
- Seeming jumpy or nervous for no obvious reasons.
- Panic attacks.
- Tired in school.
- Change in appetite.
- Lack of aspiration or not being able to predict positive things happening in the future.



## Further Reading

For more information on signs and symptoms and advice on how to help children and young people manage their mental health, download our **FREE resource**.

The resource contains information taken from EduCare's Mental Wellbeing in Children and Young People training course.

The course costs £27.50 and you can **buy online today** or the course is included as part of **EduCare for Education®**, EduCare's bestselling training course package which combines a wide range of courses such as Child Protection, the Prevent Duty, Substance Misuse Risks and Health & Safety in Education, with a robust reporting suite to evidence learning, all in one cost-effective bundle.



# New courses from EduCare

We have launched **four new courses** for the Sports sector in partnership with **The Running Mind**, an initiative from the **Dame Kelly Holmes foundation**, **UK Athletics** and **Return2Play**:

- 1. Mental Wellbeing in Sport and Physical Activity**
- 2. Safeguarding in Sport**
- 3. Preventing Bullying in Sport**
- 4. Concussion Awareness**

The courses form part of our growing presence in the sports and leisure sectors as NGBs, clubs and leisure providers seek to improve their Duty of Care to athletes and participants following the football abuse scandal and Duty of Care in Sport review.



**FIND  
OUT  
MORE**

## Think. Check. Share.

The ICO have created a suite of posters to help staff take extra care when sharing work information.

The posters cover some of the most common mistakes they see, including sending information to the wrong recipient, leaving work documents in public view or not appropriately disposing of information.

The posters are available to use within your organisation, and can be printed at A4 or A3 sizes.

**Download your toolkit**

## Joint inspections of child sexual exploitation and missing children

The government has released inspection guidance and reports on the multi-agency response to child sexual exploitation, children associated with gangs and at risk of exploitation and missing children.

**Read the report**

## Keeping children safe in education

New guidance from the Department for Education has been released and replaces the existing statutory guidance from September 2018.

**Read our summary**



# Raising awareness of safeguarding and duty of care issues

|  |       |                |
|--|-------|----------------|
| World Elder Abuse Day                              | 15    | June 2017      |
| Father's Day                                       | 17    | June 2018      |
| Autistic Pride Day                                 | 18    | June 2018      |
| World Refugee Day                                  | 20    | June 2018      |
| National School Sport Week                         | 25-29 | June 2018      |
| Disability Awareness Day                           | 15    | July 2018      |
| Play Day - celebration of children's right to play | 1     | August 2018    |
| International day of the disappeared               | 30    | August 2018    |
| World Alzheimer's Month                            | 1-30  | September 2018 |
| World Suicide Prevention Day                       | 10    | September 2018 |
| National Teaching Assistants Day                   | 16    | September 2018 |
| Sexual Health Week                                 | 24-30 | September 2018 |

## Coming soon...

We continually refresh and expand our complete Duty of Care e-learning services - providing additional content to enhance learning as well as updating existing courses to ensure our learners stay current and compliant.

The following courses are due to be released and updated over the coming months.

- Raising Awareness of Peer-on-Peer Abuse
- The importance of self-evaluation - developed in partnership with the Pre-school Learning Alliance
- Nutrition in the Early Years - developed in partnership with the Pre-school Learning Alliance
- Honour Based Violence Awareness in partnership with Karma Nirvana
- Bereavement and Loss Awareness in partnership with Winston's Wish
- Fire Marshalls training course

### Keeping children safe in education 2018

All of Educare's Child Protection and Safeguarding courses will be updated in accordance with the changes to 'Keeping children safe in education' statutory guidance which will apply from 3rd September 2018.

Visit our website to find out more:  
[www.educare.co.uk/coming-soon](http://www.educare.co.uk/coming-soon)



## PARTNER PROFILE

**return2play**  
the player welfare specialists

EduCare work with leading experts to create our range of high-quality safeguarding and duty of care training courses.

Return2Play are one of our newest partners and have co-written our new Concussion Awareness training course.

r2p is their online platform which helps schools safely and easily manage injuries. It will check injury status, record new injuries, automate communication, track recovery, document compliance and access medics.

The Concussion Awareness course provides an overview of what a concussion is, how signs and symptoms may present in an injured person and how to manage the injury.

Return2Play have created an interesting infographic that summarises the prevalence of concussion injuries.

**Download the infographic**



# Stamp of Good Practice

EduCare Mark – demonstrate your safeguarding and duty of care strength

EduCare's e-learning service is designed to provide all staff with up-to-date knowledge of legislation, guidance and good practice, help to create a culture of vigilance, and ensure staff know how to respond to concerns.

## What is The EduCare Mark?

The EduCare Mark is provided to EduCare customers to display as a sign of their commitment to safeguarding and duty of care, and to demonstrate that staff have access to high-quality training, created by experts.

## Why display The EduCare Mark

### Provide reassurance

It is crucial to be seen to take a robust and thorough approach to protecting children and young people from harm. Displaying The EduCare Mark reassures your stakeholders that all staff have access to up-to-date training content.

### Protect your organisation

Our expert partner for child protection advises that “explicit and strong safeguarding procedures are a huge inhibitor to a potential child abuser looking to come to a school to gain access to children”. By displaying our mark you will demonstrate that your organisation has those procedures in place.

### Demonstrate compliance

EduCare's e-learning content is always kept up-to-date, helping organisations maintain a safer, more compliant service.



**Request a copy of  
The Educare Mark today**



## RESOURCE:

# HOW TO BE AUTISUM FREINDLY

Autism is a spectrum condition meaning that individuals will share certain difficulties, but their condition will affect them in different ways.

Taken from our Autism Awareness course training course, our resource shares tips for an autism-friendly approach including tips for the classroom, for sensory issues, communication and how to help children on the autism spectrum manage change.

**Download your copy today**



## WATCH OUR VIDEO

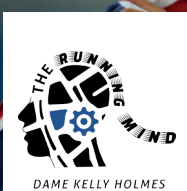
Why EduCare is great for SEN – Louise Leeson



## PARTNER PROFILE

# EXERCISE AND MENTAL HEALTH

The Running Mind is an initiative from Dame Kelly Holmes. The Double Gold Olympic medallist has spoken out about Mental Health in sport following on from her revelations about her own battles with depression and self-harm. The Running Mind is an initiative that she has created that aims to help and support people in sport with regards to Mental Health.



EduCare® UKA UNITED KINGDOM ATHLETICS

**Mental Wellbeing in Sport and Physical Activity**



Along with UK Athletics, The Running Mind are the expert partners for our new Mental Wellbeing in Sport and Physical Activity training course.

The course costs £9.50 and is available to buy online or is included in our cost-effective training course package - EduCare for Sport®.





## Safer Recruitment in International Schools; the 4 keys stages for making recruitment decisions

### Guest article from the Council of British International Schools blog

As with any process, recruiting for staff at a British International School brings fresh challenges due to the differences between local and UK legislative practices. What you can take for granted in the UK cannot be guaranteed abroad. However, this makes it all the more important to ensure internal recruitment procedures are designed with safeguarding the welfare of children and young people at their core.

#### Recruiting for a vacancy at an International School

With regards to Safer Recruitment, it is vital that you ensure that whilst making recruitment decisions, the children and young people in your school or college are safeguarded from harm. To achieve this, you will need to embed safeguarding throughout every stage of your recruitment process.

#### Four key stages

Throughout the overall recruitment process, there are four key stages that those tasked with making safer recruitment decisions must follow.

1. Discourage
2. Reject
3. Prevent
4. Observe and supervise

#### 1. Discourage

There is a great deal that you can do in your pre-employment planning to discourage unsuitable applicants from applying for a post in your school or college.

To try and prevent possible abusers applying for a position in your school, place on your recruitment page on your website and application forms, words to the effect of 'the school takes safeguarding children very seriously and all staff will be subject to rigorous checks and the interview process will include safeguarding and staff conduct.'

#### 2. Reject

You should put robust safeguards in place throughout the recruitment process that will flag up candidates who may be unsuitable to work with children and reject them.

It is advisable to state that any candidate who does not evidence safeguarding in their application, may not be considered for interview. Once you have received completed application forms from candidates, ensure you put aside sufficient time to scrutinise them carefully and that there is more than one person doing it so that you can compare thoughts and views. Your aim is to compile a shortlist of people to interview.

#### 3. Prevent

In the UK, the role of the DBS is to help employers to make safer recruitment decisions and prevent unsuitable people from working with vulnerable people, including children.

Schools outside the UK can access DBS checks through various channels, including the Council of British International Schools. The International Child Protection Certificate (ICPC) is another criminal records check for UK nationals, or non-UK nationals who have previously lived in the UK, looking to work with children overseas.

#### 4. Observe and supervise

Safeguarding should be a central feature of induction with a programme of safeguarding training to a level that is appropriate to their role, as well training on your own organisation's child protection policy and procedures. It is strongly advised that all new staff, whatever their role within the school, meet the designated safeguarding person within the organisation.

This information was taken from our 'Safer Recruitment in International Schools' training course produced in partnership with the professional development team at COBIS

EduCare®

# SUBSTANCE MISUSE RISKS

Written in association with Mentor, our new course covers the issues surrounding substance misuse risks among children and young people, practical advice on the action to take to help and provide support.

**The course gives practical advice on the action to take to help and support young people.**

**By the end of this course, learners will:**

- have a greater awareness of what substance misuse is and its prevalence
- understand the categories of drugs and their effects
- know more about the law and consequences
- have an increased understanding of why young people use drugs and alcohol
- recognise the early signs of drug or alcohol use that might indicate a concern
- understand the impact that substance misuse has on a family
- know how to take action if they know or suspect that a child or young person is using drugs or alcohol

**Included in  
EduCare for  
Education®  
Our Complete  
Training Package**

Or buy online for  
**£17.50**

EduCare®

 **Mentor**

**Substance  
Misuse Risks**



## KEY FEATURES

- Price £17.50 exc VAT
- Duration 2 hours
- Level 2 course (as graded against the nationally accepted levels)
- A fully interactive course, including optional narration for accessibility, comprising two modules and two questionnaires
- Two CPD hours with a personalised downloadable certificate
- 70% pass mark

**For more information  
please contact:  
01926 436 211**