

How we manage safeguarding

We take safeguarding very seriously. Here is an overview of the ways in which we manage systems, processes and develop a culture of listening and action.

Designated Safeguarding Leadership

Ms Alison Machin | DSL | Behaviour and Pastoral Lead

Ms Katie Glenister-Soós | DSL | Attendance and Online Safety Lead

Ms Aimee Durning MBE | DSL | Inclusion Lead

Mr Luke Rolls | DSL | Domestic Abuse Lead

Dr James Biddulph | Deputy DSL | PREVENT Lead | DSL Supervisor

Ms Amy Weatherup | Safeguarding and PREVENT Link Governor

Reviews

External

Annually (Autumn term) We commission a Local Authority Safeguarding specialist to do a full audit our safeguarding provision.

Half-termly We meet with our safeguarding link governor to review an aspect of the school's safeguarding provision.

Internal

DSL reviews

Weekly Designated Safeguarding Leads meet to discuss live and ongoing cases, proactive and responsive development of matters relating to safeguarding and child protection.

LABS

Half-termly Inclusion team review of learning, attendance, behaviour and safeguarding.

Supervision

DSL Supervisor meets with DSLs once a month to discuss any issues arising and provide a group supervision space for cases that have impacted on a DSL

Training and Ongoing Professional Development

Annual safeguarding and child protection training for all team members run by DSLs and drawn from updated Local Authority Guidance materials

Safer Recruitment Training for Executive Leadership Team

Weekly team briefing and memo carry safeguarding messages and feedback on systems. Memo sent to governors and team.

Safeguarding standing agenda item on all meetings

Team all complete online PREVENT training

Team all complete online safety training

Senior Mental Health Lead and First Aider training

Half-termly team knowledge formative assessments

Culture

Culture of listening and a mindset that 'it does happen here' Relationships between adults and pupils are based on mutual respect; our five values of empathy, respect, trust, courage and gratitude are explicitly and implicitly taught

Children's Voices

Children's Congress are mixed-age meetings in which all children are invited to share ideas to consider how to improve the school

Children's Conferences are fortnightly focus groups hosted the Executive and Associate Headteachers. Feedback is given to teachers.

Focus on oracy and dialogue in the school's curriculum design

Personalised Support for Children

Emotional Literacy Support Assistant Programme

Personalised Independence Plans

In-class provision

Personalised Support Pathways

Behaviour and Pastoral Lead Support

Attendance Lead

Partnerships

Education Inclusion Advisor

Buy into Local Authority Safeguarding Package

Early Help external professionals

Signposting to external services

Policies

Child Protection and Safeguarding
Safer Recruitment
PSHE
Health and Safety
Relationships and Sex Education
Anti-bullying
PREVENT Duty
Online Safety
Behaviour
Attendance
Staff Code of Conduct
Diversity Strategy
Whistleblowing
Educational Visits
Letting
External Speaker
Teaching and Learning

Local Issues

Road Safety—Travel Plan, Cycling Proficiency and Road Safety Lessons

Visit and Visitors

All visitors are required to present ID,
Rigorous assessment procedure for the recruitment of parent volunteers - required to have DSL safeguarding training, references, overseas working history, DBS check
Staff are vigilant of presence of Visitors around children and challenge when necessary
Coloured lanyard system alerts adults and children to type of visitor.
Personal and specific e-safety support and guidance given to parents where need is identified