



Safeguarding Policy

INTRODUCTION

This School Safeguarding Policy applies to all adults, including volunteers, working in or on behalf of the school and is an overarching document which demonstrates how everyone working in or for our school service, shares an objective to help keep children safe from harm and abuse.

By using statutory guidance we aim:

- To ensure that children within our school feel safe at all times
- To ensure that all stakeholders are safe and feel that they are able to put the welfare of the children first without concern that there will be any negative consequences attached to their actions
- To ensure that all adults who have contact with children in school have been properly vetted and cleared as suitable to work and support children in our care/charge.
- To ensure that all adults who have contact with children in school have been trained to undertake their safeguarding responsibilities effectively.

SCHOOL COMMITMENT

New Bewerley Community School is committed to safeguarding and promoting the welfare of all its pupils. We recognise that some children may be especially vulnerable to abuse and that children who are abused or neglected may find it difficult to develop a sense of worth and to view the world in a positive way. We will always take a considered and sensitive approach in order that we can support all our pupils and recognise that each pupil's welfare is of paramount importance.

PROVIDING A SAFE AND SUPPORTIVE ENVIRONMENT

Safer Recruitment and Selection

The school pays full regard to current DCSF guidance "Keeping Children Safe in Education" July 2015 and its updates. We ensure that all appropriate measures are applied in relation to everyone who works in the school who is likely to be perceived by the children as a safe and trustworthy adult, including volunteers and staff employed by contractors.

Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional references, checking previous employment history and ensuring that a candidate has the health and physical capability for the job. It also includes undertaking interviews and enhanced DBS checks through the Local Authority.

In line with statutory changes, underpinned by regulations, the following will apply:

- A DBS Enhanced Disclosure will be obtained for all new appointments to our school workplace (including volunteers, where appropriate).
- This school is committed to keep an up to date single central record detailing a range of checks carried out on our staff, volunteers and governors.
- All new appointments to our school workforce from overseas or who have lived outside the UK will be subject to additional checks as appropriate.
- Our school ensures that supply staff have undergone the necessary checks and will be made aware of this policy.
- Identity checks will be carried out on all appointments to our school workforce before the appointment is made, in partnership with the Local Authority.

The following staff have undertaken and completed Safer Recruitment training and one of these staff members will be in attendance at interview for all staff and volunteer appointments:

Headteacher: Gary German

School Governor: Heather Phillips

Other staff: Ann Simpson & Tracey Cunningham

Safer Working Practice

Our school will comply with the Government Offices "Guidance for Safer Working Practice for Adults Who Work With Children and Young People", CAPE's "Guidance for Safer Working Practice for those Working with Children and Young People in Education Settings" October 2015 and Local Authority guidelines.

- Safe working practice ensures that pupils are safe and that all staff, volunteers and governors:
- Are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions.
- Work in an open and transparent way.
- Work with other colleagues where possible in situations open to question.
- Discuss and/or take advice from school management over any incident which may give rise to concern.
- Record any incident or decisions made.
- Apply the same professional standards regardless of gender, race, disability and sexuality.
- Be aware of school's code of conduct.
- Are aware that breaches of the law and other professional guidelines could result in criminal or disciplinary action being taken against them.

Safeguarding Information for Pupils

All pupils in our school are aware of a number of staff who they can talk to. The school is committed to ensuring that pupils are aware of behaviour towards them that is not acceptable and how they can keep themselves safe. Parents and pupils know that we have a senior member of staff with responsibility for child protection and know who this is. We inform pupils of whom they might talk to, both in and out of school, their right to be listened to and heard and what steps can be taken to protect them from harm. We use a variety of PSHE materials to help pupils learn how to keep safe.

The Senior Designated Person for child protection in our school is - Lynda Gratton

The Deputy Designated Person for child protection in our school is – Jemma Seavers

Additional Staff – Gary German, Suzan Wilson & Clare Krasinski.

Partnership with Parents

The school shares a purpose with parents to educate, keep children safe from harm and have their welfare promoted.

We are committed to working with parents positively, openly and honestly. We ensure that all parents are treated with respect, dignity and courtesy. We respect parents' rights to privacy and confidentiality and will not share sensitive information until we have permission or it is necessary to do so to protect a child.

New Bewerley Community School will share with parents any concerns we may have about their child unless to do so may place a child at risk of harm.

We encourage parents to discuss any concerns they may have with New Bewerley Community School. Our website makes parents aware of our Safeguarding and Child Protection Policies and parents are aware that they can view these policies on request.

Parents are informed of our expectations and their responsibilities through school's Home / School Agreement

School Training and Staff Induction

The school's Senior Designated Person with responsibility for child protection and any named deputies undertake specific child protection training which includes how to undertake their role. Refresher training is undertaken at two yearly intervals.

All other school staff, including non-teaching staff, volunteers and governors undertake appropriate induction and in house training to equip them to carry out their responsibilities for child protection effectively. This is kept up to date by refresher training at three yearly intervals as a minimum requirement.

Health and Safety Policy

The school's resources sub - committee of the School Governing Body regularly reviews all Local Authority guidelines for health & safety.

The Headteacher, business manager, site supervisor and a governor with responsibility for Health and Safety oversee the guidelines and regularly complete Health & Safety walks.

Any concerns from staff, volunteers, governors or pupils are reported to any of the above and the site supervisor carries out an initial examination, assessing what remedial action needs to take place.

Each term there is a fire drill that practices efficient evacuation from the buildings. The school conducts an annual fire risk assessment and fire management plan. These are shared with the local authority. All staff and volunteers complete a fire questionnaire.

First Aid

In school up to 15 members of staff are trained to oversee first aid:

First aid Kits are situated around the school in the following locations:

Hub Care Suite

Speech & Language room

School Office

After School Club room

Rainbow Room

Reception Classroom

All drugs, with exception of epipens which are kept in a secure location in the classroom, are kept in the security cupboard in the Rainbow Room.

When a child is unwell or has suffered an accident in school or on the school grounds, the following steps are followed:

Step 1: A trained first aider is immediately called to provide assistance and advice.

Step 2: The incident/accident is logged in the incident/accident register.

Step 3: The parent is notified of the incident/accident as soon as possible.

Step 4: The Local Authority Health and Safety Team and/or the Health and Safety Executive are notified of the incident/accident, by the headteacher, where there is a statutory duty to do so.

Site Security

New Bewerley Community School aims to provide a secure school site but recognises that the site is only as secure as the people who use it. Therefore, all people on the site have to adhere to the rules, which govern it. It is recognised that laxity can cause potential problems to safeguarding. Therefore, the school ensures that:

- Gates are locked except at the start and end of each day.
- Doors are kept closed to prevent intrusion.
- Visitors and volunteers only enter through the main entrance and must sign in at the office.
- Children are only allowed home with adults/carers with parental responsibility or confirmed permission has been received in advance.
- Children are not allowed to leave school alone during school working hours and if collected by an adult, signed out.
- Should a child leave the school premises without permission then staff have been informed never to chase after a child, but rather to report immediately to the office.
- Parents and Police will then be immediately informed of the circumstances.

Welcoming other Professionals

Visitors with a professional role, such as the school nurse or members of the Police should have been vetted to work with children through their own organisation. When there is a planned visit to the school, the business manager will ensure that written confirmation is received from the employing organisation that the said individual has been vetted through the DBS, within the last three years and cleared to work with children.

When the said individuals make ad hoc or unplanned visits to the school, they will be accompanied by a staff member at all times and not allowed to have any unsupervised access to the children until confirmation of their vetting status has been confirmed. No examination/medical treatment of any child will be allowed unless the professional has suitable clearance prior to their visit.

It is recognised that in emergency situations when the Police are called, perhaps to deal with an unruly pupil/adult, it may not be possible to confirm their identity before access to the school site is allowed. The Headteacher will use their professional judgement to effectively manage these situations.

Child Protection Policy

The Senior Designated Person for Child Protection is Lynda Gratton. The Deputy Designated Person for child protection is Jemma Seavers and the Designated Governor for Child Protection is Neil Rhodes. There is a detailed Child Protection Policy operating within the school, which is shared with staff and volunteers during their induction. It is the Governing Body's duty to ensure the policy is reviewed annually and any deficiencies within the policy addressed immediately.

All allegations of abuse by or complaints about a teacher, other member of staff or volunteer, will be managed in accordance with Local Authority's Safeguarding Team. The Chair of Governors should be contacted directly where there are allegations/complaints against the Headteacher.

The Local Authority Designated Officer for Child Protection oversees all allegations made against those who work with children.

Prevent / Radicalisation

In line with the Prevent Duty Departmental advice for schools and childcare providers - June 2015 and Keeping Children Safe in Education document, school regularly reviews how the issues surrounding radicalisation are addressed. School regularly updates the local authority's prevent / radicalisation audit and has a prevent / radicalisation policy. This policy and guidance is regularly shared with staff and shared with new staff during their induction. If staff have concerns about children's behaviour we follow appropriate guidelines.

The Design of the Curriculum

The curriculum deals with safeguarding in two ways. Firstly, in subjects such as Personal, Social and Health Education relevant discussions around related issues take place with the children. Topics include such themes as Drugs, Alcohol, Sex and Relationships, Stranger Danger, and online safety issues. Children are encouraged to explore and discuss these issues.

Secondly, the curriculum is designed so that safety issues within the subject are discussed and safe practices explained, such as using equipment properly in PE and Design and Technology. Appropriate staffing levels will be maintained at all times when the curriculum is being delivered outside of the school site. Appropriate and agreed pupil/adult ratios are always maintained. The lead adult always risk assesses visits and trips to ensure children are safeguarded and protected from harm before the event is finally authorised by the School Educational Visits Coordinator and Headteacher.

Visiting speakers, with correct clearance and/or constant supervision are always welcome into school so that they can give specialist knowledge to the children.

Internet / Online Safety

Children are encouraged to use the internet as much as is possible but at all times in a safe way. Parents are asked to give permission for their children to use the internet on entry to the school. Parents, pupils and staff must sign an appropriate usage form to ensure that they understand the risks and sanctions relating to misuse of the system in and beyond the school. If staff know of misuse, either by a teacher, staff member, volunteer or child, the issue must be reported to the Headteacher without delay.

The ICT co-ordinator has responsibility for internet safety and will have access to all email addresses and passwords provided.

The school will ensure that:

- **Software is in place to minimise access and to highlight any person accessing inappropriate sites or information.**
- **Pupils will be encouraged to discuss openly their use of technology and anything which makes them feel uncomfortable. (If this results in child protection concerns, the Senior Designated Person for child protection should be informed immediately).**
- **Every effort is made to encourage pupils not to give out their personal details, phone numbers, school, home addresses, computer passwords etc.**
- **Pupils adhere to the school policy on mobile phones.**
- **Training is provided to pupils, staff and volunteers on e-safety matters where necessary.**

Inclusion Opportunities

If you are concerned that your child may have Special Educational Needs, please speak to your child's class teacher or to Ms Gratton, the Special Needs Co-ordinator.

Within the School Prospectus there is a statement around Inclusion which asserts:

New Bewerley Community School values the skills and talents of all its children. We have pupils of all levels of ability and we ensure that all children have the opportunity to take part in all aspects of school life. Some children are identified as having Special Educational Needs, either physical or for their learning or behaviour. To these children, we offer skilled support and small group teaching where appropriate. We always involve parents in discussions about their children's special needs and seek the advice of other expert professionals.

Behaviour Policy

Good behaviour is essential in any community and at New Bewerley Community School we have high expectation in this area. The school has a Behaviour Policy and a Code of Behaviour that must be adhered to by all children. There is a copy in the school office and on the school website.

Our school rules are;

- Use Positive Language
- Follow Instructions
- Keep Hands, Feet and Objects to Yourself

Although the emphasis is always on the positive, there are also times when children have to be disciplined in order to maintain the safety and security of all children.

There are numerous rewards available to children including:

- Praise
- Stickers
- Certificates
- Visit another member of Staff
- Celebration Assembly
- Text to Parents
- Extra Break

But the sanctions range from:

- 1st warning – record incident
- 2nd warning – 5 mins away from activity
- 3rd warning – rest of the session away from the group
- 4th warning – another class for 15 minutes
- 5th warning – 1 hour away from class and parents informed.

Yellow and red cards can also be issued at break and lunchtimes.

Staff are discouraged from handling children but where they deem it the safest thing to do, guidance and training has been given on safe methods of restraining a child so that they do not harm either themselves or others. Individual children may have Individual Behaviour Plans or Risk Assessments.

The school's behaviour policy also details how school deals with: bullying, incidents outside of school, confiscation of objects and exclusions.

Equalities and Racial Tolerance

Our Single Equality Scheme states:

At New Bewerley Community School we value each child for the unique contribution that he or she makes to our community. We expect everyone to show respect for the environment and for others; to be courteous, responsible and caring. We actively foster such behaviours.

We strive to provide a learning climate in which children can flourish and achieve their full potential. We want children to be lifelong learners and we do this by providing a challenging environment and an exciting curriculum. We value and encourage curiosity and independence.

We aim to create a school which promotes children's self-esteem, to make our school a place where pupils feel happy, safe and able to enjoy learning. We aim to develop the whole child, nurturing and extending their spiritual, moral, social and cultural understanding.

By working closely with parents, other schools and the community we aim to build strong and effective partnerships, which help our children to thrive.

The Single Equality Scheme has a section on race. This includes information about what the school, through education, challenge and discussion, will do to ensure incidents do not happen.

Racism is tackled in both the RE and in the PSHE curricula. The children will take part in discussions designed to raise awareness and address prejudices. This work ensures that racial tolerance is at the forefront of everything we do.

Photographing and Videoing of Children in School

At New Beverley Community School we have taken a sensible and balanced approach to photographing and videoing children on the school site. Parents sign permission for photography and video imaging on their child's admission form.

Taking pictures and video images of children's achievements and activities is a wonderful way of capturing a memory and promoting successes. School's online safety policy document explains in detail the school's requirement to obtain parental permission while taking such images and the safeguards in place to ensure anonymity (wherever possible) in their usage.

Whistleblowing

If members of staff, volunteers or governors have any concerns about people working in a paid or unpaid capacity with children, they have a duty of care (and in some cases a professional duty) to inform the Headteacher. This can be done in writing or verbally and such issues will be managed with sensitivity and the necessary degree of confidence.

The school follows the Local Authority's policy on whistleblowing and a copy of the "School Whistleblowing Policy" is available on the school website or from the school office.

Policy review

This policy document will be reviewed by the School Governing Body on an annual basis to ensure it is up to date with current legislation and best practice.

Agreed gobs: Pupil Support 14.11.17