Whole school approach to safeguarding

At Abberley Parochial Primary School our vision is for all pupils to be rooted and grounded in love. To that end, safeguarding is taken seriously and we create a culture whereby it is central to every aspect of our school.

Curriculum and pupil voice

- Learning attributes and values
  Our curriculum and enrichment program develops a broad range of knowledge and skills. This includes the ability to reason and understand appropriate and inappropriate behaviour. It instils in our pupils the confidence to talk and engage with adults and connect with the community.

- Jigsaw PSHE
  The PSHE curriculum is taught weekly and equips children with knowledge to keep themselves safe (including online) and have a healthy happy life.

- Online safety
  Pupils are taught the skills to keep safe online through PSHE and computing and the breadth of our school curriculum

- Online Safety group
  A group of KS2 pupils meet weekly to discuss how to raise the profile of online safety and ensure that pupil's views and experiences are shared across the school and in our school council. Regular updates from this group feature in assemblies.

- Motional screening
  Pupil's well-being is screen termly by teachers. Motional identifies pupils who need additional pastoral support with their well-being.

School policy

- Safeguarding policy
  Our safeguarding policy is reviewed in detail at least annually. It is shared with all staff and all staff are required to sign the confirmation of compliance

- DBS policy

At Abberley School we follow a clear and compliant DBS policy to ensure appropriate and satisfactory background checks are conducted on all those supporting pupils in regulated activity.

- Single Central record

  Our single central record is kept updated by the headteacher on CPOMs staff safe. This is audited annually by the local authority advisor and checked regularly by the safeguarding governor. Dates of these checks are recorded on the whole school training log.

Employment of staff and adults on the school site

- Pre-interview checklist

  Before any candidate attends an interview, we will require a form to be completed where any declarations must be made. Any declarations are explored in detail so that our interview panel and a central understanding of any risks that an individual may pose.

- As part of the shortlisting process

  We will consider conducting an online search as part of our due diligence on the shortlisted candidates. This may help identify any incidents or issues that have happened and are publicly available online, which we might want to explore with the applicant at the interview.

- Checklist for personnel files

  All employees of the school have a personnel file which contains a checklist aligned with best practice as detailed in Keeping Children Safe in Education 2022 to ensure sufficient and appropriate information has been gathered and recorded for all members of staff

- Risk assessment for volunteers

  For any volunteers regularly coming onto site we will conduct a risk assessment. During this assessment we will consider the extent to which the person is known to staff, the length of time, whether further references are required, the quality of any references received. If we do not feel that there is adequate information to satisfactorily mitigate risks an unfamiliar adult may pose, they will not be permitted to support the school in regulated activity with children.

- Partner visitors

  We are visited by the NSPCC who lead sessions on pantasaurus relating to appropriate touching and abuse.

- Safeguarding induction

  All visitors to the school have a safeguarding induction with the headteacher. During this meeting details of how the school safeguards its pupils are shared and the expectation that all staff and visitors support the school in its mission to ensure children are safeguarded.

- Cause for concern

  Details of any concerns about staff, contractors or volunteers are recorded in CPOMs staff safe as a note and tagged as a cause for concern. In this way, we ensure that historic information is not lost and that over time a bigger picture is maintained.

- Safer recruitment training
  At every stage of recruitment a senior leader or governor who has been trained in safer recruitment within the last three years will ensure that safeguarding is central to the process and that appropriate procedures are followed in line with Keeping Children Safe in Education 2023

- Staff/visitor identification and signing in procedures

Staff training

- Keeping Children Safe in Education
  Training on the updated procedures and practice take place initially on the September training day. Staff are required to take part in digital training to demonstrate that they have read and understood the updated best practice. Regular updates take place with teaching staff during staff meetings through our 7 minute briefing curriculum where various aspects of safeguarding are discussed. This keeps safeguarding at the core of our school culture.

- Safer recruitment
  All senior leaders and the Chair of Governors have completed Safer recruitment training

- DSL
  DSL training in renewed bi-annually by the headteacher and deputy headteacher

- Prevent, FGM, Get Safe
  Those responsible for safeguarding are trained and ensure that practices are in place to identify areas of concern. Staff received training during seven minute briefings in staff meeting.

- Online safety
  All teaching and support staff have completed the NSPCC online safety training

- Domestic abuse
  The headteacher has been trained in supporting pupils and families where domestic abuse arises. This is disseminated to teaching staff in staff meetings.

Raising and recording concerns

- Concerns about children
  Any concerns are recorded in CPOMs. Safeguarding concerns are always reported in person to the headteacher and deputy headteacher as well. CPOMs notifies the DSL. Action is always taken to follow up a safeguarding incident.

- Concerns about staff

  These are recorded on CPOMs staff safe and action is taken to monitor or escalated when required.

Monitoring concerns, attendance and behaviour

- CPOMS and Scholarpack

  The digitisation of our systems means that first aid, behaviour, well-being, attendance and safeguarding are all recorded together enabling those responsible to analyse and monitor for any causes of concern. The secondary school most children move to also uses CPOMs allowing for ease of transfer of information.

Assessing and escalating

- In School Early help offer

  Our early help offer details all that we do at stages 1 to 4 to support pupils with well-being. It directs parents to additional support and the support the school can offer parents in accessing this.

- Pastoral lead

  Mrs Birch is as Pastoral support worker. She provides intervention to equip children with skills to help themselves depending on the needs identified through Motional. She has taken part in Family Support worker training and will meet with parents facing difficulties at home.

- Pastoral support plan

  Pupils identified through Motional screening or as a result of concerns relating to behaviour have a pastoral support plan. Through this plan, they received support to provide the skills and knowledge. This is our 2nd wave

- Referral to family front door

  Discussions with social services do take place following Worcestershire's threshold guidance. Our vigilant approach means that if in doubt, we will call and talk to them.

Communicating with partners and parents

- Parental workshops

  Workshops to support parents are held. For example, to support with online safety at home

- Pastoral support

  Safeguarding leaders are at the entrance to the school playground daily and interact with parents to get to know them and their families.

GDPR

- Data protection
  We are rigorous in our approach to data protection and ensure that we are compliant. An annual audit of procedures is conducted by Warwickshire DPO and targets are actioned and implemented.

- Cyber Attacks
  Staff are trained to identify and prevent cyber attacks.

Supporting mental health and well-being

- Motional
  We screen our pupils to ensure that identifying well-being challenges is not left to chance. We want to take an active approach to supporting pupil's well-being

- Enrichment
  Opportunities to enrich and connect people with each other and the world are provided at regular and timely intervals as outlined in our school curriculum.

- Strategic plan
  Our deputy head is a trained SLMH

- Behaviour policy
  Our school behaviour policy is guided by PACE training which puts well-being at the core of managing pupil behaviour. It is a supportive approach.

Online Safety

- Smoothwall monitoring software
  Is used to keep tabs on what sites pupils and staff are visiting or trying to visit.

- Office 365 and Google accounts
  All pupils login to computers to access the internet.

- Smoothwall filtering
  All of the school's internet is filtered through the Smoothwall S5. This is at the top end of filtering devices for schools.

DSL supervision

- Local authority audit
  As part of the safeguarding agreement with the Local Authority and safeguarding audit is conducted annually

- Section 175 audit
Is completed annually in September and is used to inform and enhance safeguarding practice

- Local authority network meetings
The headteacher attends termly network meetings to receive training on improvement safeguarding practices

School Governance

- Training
All governors have received the safeguarding governance training through the NSPCC to ensure they have the skills to monitor and oversee safeguarding practice

- Supervision
Governors are involved in overseeing the SCR and discuss safeguarding challenges faced within the school

- Reporting
The safeguarding governor and headteacher discuss safeguarding at each Full governing body meeting.

Health and Safety

- Policy
Our health and safety policy is regularly review and we ensure that equipment is safe and that staff are appropriately trained.

- Site security
We monitor the security of the site to ensure that children are safe in school. Access to the school and grounds is restricted and staff are vigilant when unfamiliar people collect. Parents will always be called to confirm who their children are going with if someone unfamiliar attends.