

# Safeguarding Overview

## At Mickley Infant & Nursery School



### Child Protection Policy

- Lead designated person for Child Protection, and deputy with links to cluster schools
- Named Governors for Child Protection (CP)
- All staff have up to training for Child Protection.
- Clear procedures are in place to ensure that any suspicions about neglect or abuse are reported to the relevant agencies.
- Notes of concern are raised and kept on file & put onto 'My Concern' as evidence of ongoing concerns about children.
- School and CP files cross referenced
- Dedicated area on school website for safeguarding and child protection

### Safeguarding policies

- Attendance
- Behaviour/ Anti-bullying / Home school agreement
- Child Protection
- Code of Conduct
- Data Protection
- Supporting Pupils in school with Medical Needs / Intimate Care
- Equality
- Freedom of Information
- Health and Safety
- Induction
- Management of Allegations against Staff
- Derbyshire Code of Conduct for all Staff.
- Positive Handling/Physical intervention
- PSHE, SRE
- Recruitment and Selection
- SEND, Accessibility policy
- Staff Discipline & Grievance procedures
- Teachers Standards
- Whistleblowing/ Complaints

### Training

- All Designated Leads attend training annually
- Governors have regular safeguarding training
- All staff attend annual & 3 year statutory safeguarding training. Linked to KCSIE and Working Together
- All staff have undertaken 'Prevent' training
- Designated lead attends relevant training on specific issues, e.g. DV, FGM and disseminates to all staff
- Attendance at termly safeguarding forum
- First aid training (see medical needs) (paediatric and first aid at work)
- Safeguarding induction for all adults working in school

### Inter-agency working

- Educational Psychology Service
- Derbyshire Safeguarding Children's Board
- CAMHS
- Social Services
- Health Visitors
- School Health Service
- NSPCC
- Speech and Language Therapists
- Occupational Therapists
- Information sharing with Secondary Schools' about families
- Information sharing with previous settings

### Online Safety

- Online Policy.
- Online incident log
- Online resources on website
- Parental permission for use of photographs on our school website.
- School Facebook account
- All pupils are taught how to keep themselves safe when using the internet.
- Online safety day
- Acceptable use policy
- Safeguarding page on school website

### Recruitment and Vetting

- ID / qualification / documentation checks made
- Staff in school have enhanced DBS checks. Also applies to any adult who comes into school on a regular basis that would be unsupervised around children.
- Agency vetting checks evidenced
- Named Governors & Head teacher trained in safer recruitment when interviewing new applicants.
- Safer recruitment procedures are followed (Recruitment & Selection Policy), LA HR advice service
- SCR (Single Central Record) managed & checked by governors.
- Robust Induction process by key members of staff and mentor assigned.
- Probation / Appraisals carried out

### Curriculum

- PSHE
- British Values-based education
- Circle time
- Playground friends/peer mediators
- 'Keeping Safe' assemblies, e.g. NSPCC, bullying, internet safety
- Relationship and Sex Education
- DARE drug awareness programme
- Safety Week
- Y6 cycle safety training

### Visitors

- All visitors report to office to sign in
- All visitors wear a lanyard
- ID checks made office staff. DBS evidence to decide whether visitor can be unaccompanied or supervised by a member of staff.
- All visitors receive a safeguarding information & Induction leaflet to read.

### Medical Needs

- Supporting Pupils in school with Medical Needs policy in place
- Most staff trained in First Aid
- Administration of medicines in schools guidance followed by staff administering medicines

### Behaviour

- Clear policy, based on choice, knowing self and clear rewards and consequences
- Systems and reporting followed by all members of staff.
- Termly monitoring, analysis and reporting to governors
- Values-based ethos
- Referral to other agencies when needed.
- Exclusion procedures
- Well established golden rules

### Health and Safety

- Annual Fire Risk Assessments
- Termly Fire Evacuation drills
- Clearly labelled fire exits & emergency lighting
- Regular Health and Safety Checks carried out for the site.
- Insurance via LA
- Secure site inc. key pad entry door
- Risk assessments carried out for all off-site activities carried out in school / EVOLVE.
- Risk Assessments for pupils with medical needs completed.
- Robust Induction for all staff & Visitors

### Volunteers

- Volunteer policy and application procedures in place
- All volunteers in regulated activity are DBS checked
- All volunteers not in regulated activity are supervised by a member of staff
- Safeguarding policy shared with volunteers along with robust induction

### Pastoral Support

- Close work with other services
- Breakfast club for all pupils.
- Tooth brushing for all pupils
- We sign post families to other agencies for support.
- Positive Play
- Financial support through Pupil Premium funding

### Anti-Bullying

- Clear procedures for pupils to report bullying incidents.
- Anti-Bullying ambassadors Recording bullying & racial abuse.
- Racist incidents are reported

### Attendance/Punctuality

- Admin contact families of absent children Persistent absentees and lateness tracked Admin
- Head Teacher meets with families to tackle absence and punctuality issues
- Late gates by Head Teacher & P&FSW
- Good attendance celebrated weekly for classes
- 100% attendance and punctuality celebrated for individuals and at the end of each term.