

# ST PAUL'S CRAY CE PRIMARY SAFEGUARDING CULTURE: Safeguarding is EVERYONE'S responsibility



## SAFER RECRUITMENT

SUM

- ✓ Interviewer is Safer Recruitment trained at each interview – member of HR and SLT
- ✓ Only Trust application forms are accepted, not CVs
- ✓ Thorough checks of applications (inconsistencies, gaps...)
- ✓ Standardised questions, with scoring
- ✓ Targeted Safeguarding question (approach/attitude and integrity)
- ✓ Comprehensive induction and safeguarding training for new staff
- ✓ Systematic and regular checking of SCR by Trust and Cog
- ✓ Volunteer application form, reference and DBS checks
- ✓ Social media background checks (notified at application stage)



## SITE SECURITY

SPR

- ✓ Staff ID badges identify 'Trusted Adults' and grant access to locked doors
- ✓ Inventory used to sign adults in and agree to safeguarding procedures
- ✓ Photo ID from office worn at all times
- ✓ Anyone can challenge anyone at any time (no one will be offended)
- ✓ High lock door release on external site
- ✓ SENSO used to filter and monitor children's actions on computers



## PROFESSIONAL CURIOSITY

HALF TERMLY

- ✓ Staff maintain the mindset of 'IT COULD HAPPEN HERE'
- ✓ Nagging doubts and observations are logged on CPOMS to build a picture
- ✓ Safeguarding review meetings help each half-term
- ✓ Main SLT Safeguarding team (DSL, AP and SENCO)
- ✓ Wider Safeguarding team (Welfare, Support staff and Teacher)
- ✓ Governors receive Safeguarding reports at LGB (operations and systems)
- ✓ Safeguarding scenarios are used in CPD sessions (reactive to current issue)



## GOVERNOR OVERSIGHT

TERMLY

- ✓ Named Governor for Safeguarding, CP, LAC and Attendance
- ✓ Named Governor for RSHE, PHSE/WELLBEING and SEND
- ✓ Named Governor for Equality and Diversity
- ✓ Safeguarding data is shared at LGB (operations and systems)
- ✓ Policy reviews and adoptions
- ✓ SCR tracker / updates re safeguarding at SPC provided during half-termly Governor visit
- ✓ Half-termly governor visit with DSL to discuss safeguarding in the curriculum, cases (anonymised), training and updates and any concerns.



## SAFEGUARDING TRAINING

AUT

- ✓ Induction of new staff covers KCSIE updates and wider safeguarding training
- ✓ All students (SCITT, University) meet with DSL
- ✓ Annual safeguarding training for all staff
- ✓ Safeguarding updates disseminated to staff to refresh knowledge – weekly briefings and question of the week.
- ✓ DSL training and supervision organised by Trust
- ✓ LA, Trust and Multi-Agency training attended by DSL and DDSL
- ✓ DSL and DDSL keep up to date with regular updates – Prevent etc and disseminate to staff accordingly

HALF TERMLY



## WE SHARE

- ✓ Pupils are taught that we are a 'Listening School'
- ✓ Pupils are told to tell someone about their worries and use My Healthy Mind to learn about how to develop resilience and what to do if anxious.
- ✓ Staff are aware that pupils can open up at any moment
- ✓ We Recognise, Respond, Report, Record and Review
- ✓ A range of staff on formal safeguarding team to capture needs of pupils – this includes a minimum of 1 person out of class each day
- ✓ Staff maintain the mindset of 'IT COULD HAPPEN HERE'
- ✓ Safeguarding Team poster is around the school and shared with parents
- ✓ It is 'everyone's job'
- ✓ We share information with parents through emails, meetings and newsletters.

HALF TERMLY



## CURRICULUM

- ✓ Staff maintain the mindset of 'IT COULD HAPPEN HERE'
- ✓ Online safety is part of every computing topic – parents are supported/advised with regards to appropriate and acceptable use
- ✓ PHSE curriculum includes safety with regards to self and others
- ✓ Pupils are taught about who are trusted adults at school (lanyards)
- ✓ SENSO monitors use and we have an acceptable use policy. Safer Internet Day planned for
- ✓ Visitors invited in to teach children about safety – eg Breck, Bromley Changes, local police etc

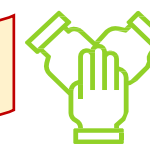
AUT



## SAFEGUARDING PROCEDURES

- ✓ Full safeguarding training updated annually in response to KCSIE
- ✓ Safeguarding updates released through the year / Andrew Hall weekly updates used
- ✓ Scenarios used in response to school level issues
- ✓ Staff log range of behaviours and incidents on CPOMS but also speak directly with DSL when entering a CP concern
- ✓ Staff follow 'on the day' reporting
- ✓ Password system for collecting children when an unfamiliar adult
- ✓ Robust signing in procedures and coloured lanyards to identify visitors

HALF TERMLY



## STANDING AGAINST HARRASSMENT

- ✓ Child-on-child abuse is not tolerated (specific incidents on CPOMS)
- ✓ We do not accept that there is 'banter' or 'boys will be boys'
- ✓ Repeat incidents are tracked and parents/guardians informed
- ✓ All homophobic, racist or bullying incidents are reported to parents
- ✓ PSHE days and My Happy Mind are aimed at 'celebrating difference'
- ✓ Anti-Bullying week is celebrated.

## St Paul's Cray SAFEGUARDING CULTURE

*Safeguarding is EVERYONE'S responsibility*

FLAG: shows focus for Governor's Safeguarding visit



## STAFF CONDUCT

AUT

- ✓ SPC Standards of Behaviour been written with all stakeholders' input
- ✓ Comprehensive induction and safeguarding training for new staff
- ✓ Volunteer application form, reference and DBS checks
- ✓ Social media background checks (notified at the application stage)
- ✓ Clear Whistleblowing procedure which protects people reporting
- ✓ LLCs are taken seriously and reported to Trust and on Confide – posters available for all to access QR codes for our school and other schools in the Trust

**STAFF TO ALWAYS BE AWARE THAT....IT COULD HAPPEN AT SPC**