

Child Protection Policy

- Lead designated person for Child Protection, and deputy
- Designated person for Child Protection for before and after school (extended provision)
- Named Governor for child Protection
- All staff have annual 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 as evidence of ongoing concerns about children
- School and CP protection files crossed referenced
- Dedicated area on school website for Safeguarding and child Protection

Safeguarding Policies

- Employee code of conduct
- Managing allegations against staff, whistleblowing
- Confidential reporting
- Preventing extremism and radicalisation
- Behaviour
- PSE, RSE
- Supporting pupils with medical needs
- E-safety
- Equality statement

Inter-agency working

- Educational Psychology Service
- CAMHS
- Social Services
- Health Visitors and School Health Service
- NSPCC
- SEND
- Speech and Language Therapists
- Occupational Therapists
- Information sharing with secondary schools
- Information sharing with previous settings

Recruitment and Vetting

- All adults working with pupils in school have enhanced DBS checks. This includes any adult who comes into school on a regular basis
- Named Governor, Headteacher and SLT are trained in ensuring safeguarding is a priority when interviewing new applicants
- Safer recruitment procedures are followed

Visitors

- All visitors report to front desk to sign in electronically
- All visitors wear a sticker
- All visitors access the school's safeguarding information on entry to the building.

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

Training

- All Designated Leads attend training bi-annually
- Governors have regular safe guarding training
- All staff complete annual safeguarding and child protection training through Hays Education
- All staff have received prevent training?
- Designated Lead attends relevant training on specific issues, e.g. DV, FGM, substance misuse
- First aid training (see medical needs)

Safeguarding at St Joseph's



Actions we put in place to keep all pupils safe.

Behaviour

- Behaviour policy
- Systems and reporting followed by all members of staff
- Half termly monitoring, analysis and reporting
- Values based ethos
- Nurture programme (see pastoral support)
- Referral to other agencies when needed

Attendance

- Admin team contact families of absent pupils
- Persistent absentees and lateness tracked by School Business Officer and Headteacher
- Attendance Panel Meetings
- Good attendance celebrated termly
- 100% attendance celebrated for individuals in termly assemblies

Pastoral Support

- Full time member of staff designated to nurture work and early intervention
- Interventions
 - Anger Gremlins
 - Anxiety Gremlins
 - Box Full of Feelings
 - Nurture
- We sign post families to other agencies for support

Medical Needs

- First aid policy
- Administration of medicines policy
- 13 members of staff trained to administer first aid
- 1 member of staff trained in paediatric first aid

Internet Safety

- E-safety policy and Acceptable use policy
- E-safety incidents logged on CPOMS
- E-safety resources on website
- Parental permission for use of photographs on school website
- All pupils taught how to keep themselves safe when using the internet
- Internet safety taught each term
- Internet filtering by SENSEO

Anti-Bullying

- Behaviour policy
- Anti-racism policy
- Clear procedures for pupils to report bullying incidents
- Anti-bullying day/week to supplement our PHSE curriculum to raise awareness
- CPOMS reporting for bullying and racial abuse
- Racist incidents are reported to the Governing Body

Curriculum

- PHSE
- RSE (relationship and sex education)
- 'Keeping safe' assemblies e.g. NSPCC, bullying, internet safety
- Drug education
- NSPCC Campaigns

Health and Safety

- Regular Fire Risk Assessments
- Regular Fire Evacuation lock down and sheltering drills
- Clearly labelled exits
- Fire safety training completed by key members of staff
- Regular health and safety checks carried out
- Secure site
- Risk assessments carried out for all off-site activities carried out through school
- Risk assessments for pupils with medical