

Frimley Church of England Junior School



Whole School Safeguarding Approach

Leadership & Oversight:

DSL (Clare Wright) and 4 Deputy DSLs in place (Vicki Conway, Rachel Jones, Anna Stroud, Sally Williams)

Safeguarding Governor (AQC) in place. Half-termly visits and monitoring. Effective oversight. Key areas focussed upon in half termly visits. Reported at each AQC meeting.

Pastoral Support DHT (Sally Williams)

Online Safety DSL (Rachel Jones)

Family Link Worker (Vicki Conway)

Senior Mental Health Lead (Anna Stroud)

4 Mental Health First Aiders (Anna Stroud, Vicki Conway, Arianne Hill, Tracy Howard)

6 Mental Health Ambassadors (Julie Elson, Kimm Way, Olivia Rye, Simone Sykes, Zoe Taylor, Heather Wonders)

2 ELSAs (Tracy Howard, Zoe Taylor)

Termly Supervision

Annual external review carried out by external Safeguarding Company, Brightcore Consultancy (see report)

Audits and Reviews:

Annual External Consultancy review by Brightcore (March 24)

360 online safety

Surrey Section 175 audit

Surrey termly Safeguarding data collection

Policies:

Accessibility, Admission, Anti-bullying, Attendance, Behaviour, Child in Care Child Protection and safeguarding, Children with Medical Needs who Cannot Attend School, Drug and Alcohol, First Aid, Health & Safety, Lettings, Online safety and Use of Technology, Parental Behaviour, PSHE, Safeguarding Child Statement, Safer Recruitment, SEND, Staff Code of Conduct, Supporting Children with Medical Needs and Whistleblowing Policies approved and in place. Policies shared with staff. Staff signed Code of Conduct, read and understood Safeguarding policy and KCSiE 2023

Procedures:

Child Protection and Safeguarding Policy provided by Brightcore Consultancy, amended by school's DSL team and ratified by AQC.
KSCiE Annex used for DSL and DDSL job description
SCR online with DSL access (reviewed half-termly by DSL and AQC ink)
All staff sign to say they've read: Child Protection & Safeguarding Policy, KCSiE Annex B, Whistleblowing Policy, Staff Code of Conduct
Filtering and monitoring: Securly (filter) and Firewall (Palo Alto) in place.
Online safety DSL completes weekly monitoring and records on spreadsheet
Acceptable use agreements signed by pupils/parents
Staff report low-level concerns to HT and detailed records kept securely
All staff have access to Cpoms to record concerns and raise issues with DSLs – regular training is provided
All new staff provided with training on how to report concerns on CPOMS
Operation Encompass uploaded to Cpoms and minutes from any meetings attended
DSLs meet fortnightly: file reviews; update monitoring list; review patterns/learning from incidents; discuss referrals; identify training needs
DSLs have password protected spreadsheet to keep logs of: Monitoring list (shared fortnightly with all staff); Securly monitoring and checks; STRAT meetings attended; audits; training; incidents and outcomes; Young Carers; external referrals; escalations
Half-termly Link AQC member visits with relevant staff to focus on key areas – reported back to whole AQC
Prevent Risk Assessment in place
HR and Trust Compliance Team monitor and keep records of all training completed
DSL attends half-termly safeguarding meetings with The Prospect Trust team and consultants from Brightcore Consultancy
Red/green lanyards used to identify compliant/non compliant visitors in school
Clear system in place for volunteers to become compliant before helping in school
Regular worship sessions around safeguarding for whole school – led by Pastoral DHT

A DSL or DDSL will always attend every residential
A DSL or DDSL will always be on site or available by phone during school hours
All parents able to access a DSL by using DSL@ email address – this is published on the website

Culture

All DSLs attend updated training, and this is disseminated to staff
Regular safeguarding training for all staff on National College and as part of all INSET days
Excellent communication between staff members
Regular Wellbeing and Online Safety newsletters for staff and parents
Safeguarding posters around school, emailed to visitors and shared with supply staff and work experience students
Safeguarding walks – used to check staff understanding of procedures
DSLs regularly discuss key pupils and clear lines of communication using Cpoms
Weekly attendance checks in place and shared with staff: “walk towards” families of concern
Monitoring system in place for key children of concern – all staff aware
DSL/DDSL attends Surrey Safeguarding network meetings to keep updated on changes.
Safeguarding updates are shared with staff in meetings or via email.
Regular whole school Worship sessions around Keeping safe/Mental Health/Anti-bullying
Weekly Tech Thursday Worship sessions – keeping safe on line
Themed days and lessons used to deliver key messages ie NSPCC Speak Out, Antibullying week, Breck Foundation, Mental Health Week / Awareness day
Safeguarding board for staff (staff room)

Training:

All training courses are logged by the Trust HR team
Staff have full access to training courses on National College
All safeguarding leads/EVCs training up to date
DSL attends Surrey termly safeguarding updates
Staff safeguarding training delivered annually through a whole school INSET day, with additional updates throughout the year (via face-to-face meetings or email correspondence)
Annual bespoke training day with Brightcore for DSL/DDSL
Staff trained for Safer Recruitment: CW, SW, RF, KG
Termly supervision for Family Link Worker and 2 ELSAs
FLW attend Police Intelligence Briefings
2 x sessions for all staff led by MHST
Senior Mental Health leader training
Mental Health First Aiders trained (x4)

Pupil Voice engagement and feedback

Regular pupil voice carried out by school staff regarding a range of safeguarding issues eg Online Safety and Relationship Education

Regular pupil, DSL & Safeguarding AQC interviews

Annual pupil voice as part of annual audit from external provider (Brightcore)

What the feedback tells us: children know how to keep themselves safe both on and offline; they know who to share concerns with and feel that adults will listen to them; they feel empowered about making or bringing about change in the school; they enjoy PSHE lessons and talk positively about lesson on mental health, self-esteem, body image and first aid.

Curriculum

Overview for Safeguarding across the Curriculum (separate document)

Comprehensive PSHE (Jigsaw Scheme) and RSE curriculum in place (Christopher Winter project)

Online Safety curriculum and weekly Tech Thursday class worship sessions

Parental Engagement

Online safety workshops with Breck Foundation

Regular information in newsletters: alternate well-being and online safety

Annual Wellbeing fair

FLW supports specific families – can self-refer or teachers refer

Information and guidance on website

All parents have access to National College resources