Safeguarding Overview at Kings Hill School

Actions we put in place to keep all pupils safe.

Child Protection Policy

- Lead DSL and deputy
- Named Governor for Child Protection
- All staff have annual training for Child Protection.
- Child protection procedures and training form part of new staff induction
- 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 files cross referenced
- Dedicated area on school website for safeguarding and child protection

Health and Safety

- Regular Fire Risk Assessments
- Regular Fire Evacuation and In-vacuation 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 in school.
- Risk Assessments for pupils with medical needs completed.

Online Safety

- Online Safety Policy.
- All staff to sign AUP
- All children to sign AUP through home/school agreement
- Online Safety incident log
- Online Safety resources on website
- Parental permission for use of photographs on our school website.
- All pupils are taught how to keep themselves safe when using the internet
- Internet safety day
- Workshops offered to parents.
- Parental guide to online safety being devised in partnership with community based magazine Kings Hill Mums
- Internet filtering by Lightspeed
- Impero, network monitoring

Curriculum

- PSHE
- Values-based education
- SEAL
- House buddies/House Families
- Termly Keeping Safe assemblies lead by DSL; bullying, internet safety, safe play
- Specific safeguarding assemblies and workshops run by NSPCC every 2 years
- Relationship and Sex Education
- Drug education
- Road, Water and Rail safety
- Safeguarding parental workshops
- Weekly talking point assembly based on VBE to debate themes
- Safety in Action workshops

Medical Needs

- Clear policy in place
- MDSAs, Teaching Assistants teaching staff and office staff trained in First Aid: 28 staff members in total
- 10 members of staff are trained in paediatric first aid.
- 13 staff members trained in the use of the defibrillator
- All staff trained in management of anaphylaxis shock and asthma
- 1:1 TAs trained in specific medical needs e.g. diabetes

Recruitment

- All adults working with pupils in school have enhanced DBS checks. This includes any adult who comes into school on a regular basis.
- Named Governors, Headteacher, Deputy Head and members of the Senior Leadership Team have undertaken safer recruitment training.
- Safer recruitment procedures are followed.

Behaviour

- Clear policy, based on choice with clear rewards and consequences
- Systems and reporting followed by all members of staff.
- Half-termly monitoring, analysis and reporting
- Values-based ethos
- Referral to other agencies when needed.

Inter-agency working

- Educational Psychology Service
- CAMHS
- Social Services
- Health Visitors
- School Health Service
- Childnet
- NSPCC
- Specialist Teaching Service
- Speech and Language Therapists
- Occupational Therapists
- Information sharing with secondary schools about families
- Information sharing with previous settings
- Virtual Schools Kent
- Early Help

Safeguarding Policies

- Child Protection and Safeguarding
- Online safety
- Whistleblowing
- Intimate Care
- Dealing with Medical Needs in School
- Anti-Bullying
- Behaviour
- Health and Safety
- PSHE
- Data Protection
- Management of Allegations against Staff
- Recruitment and Selection
- Equality Statement
- SEN &D
- Positive Handling
- Code of Conduct for all Staff
- Teaching and Learning Expectations
- Teachers Standards

Training

- All Designated Leads attend training annually
- Governors have regular safeguarding training
- All staff attend annual safeguarding training linked to KCSiE and Working Together
- All staff have attended Prevent training
- Designated lead attends relevant training on specific issues
- Attendance at national safeguarding conference annually

  First aid training (see medical needs)

Visitors

- All visitors report to front desk to sign in electronically
- All visitors to read and agree to safeguarding statement electronically
- All visitors wear a sticker
- Staff trained to question visitors in school who are not wearing a badge
- Children understand to tell their teacher if they are aware of an adult without a visitors badge

Volunteers

- Safeguarding expectations shared with all volunteers
- 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

Attendance

- Attendance officer contact families of absent children on first day of absence
- Persistent absentees and lateness tracked by attendance officer and SEAS
- SEAS contact and meet with families where absence falls below 90%
- Good attendance celebrated weekly for classes
- 100% attendance celebrated for individuals

Anti-Bullying

- Clear procedures for pupils to report bullying incidents.
- 'Anti-bullying day/week to supplement our PSHE curriculum to raise awareness
- Racist incidents are reported to the Governing Body.
- Worry boxes in every class for children to share concerns and ask for support
- Victim reporting sheets to report and talk through bullying concerns
- Anti-bullying themes discussed within class and talking point assembly

Pastoral Support

- Social skills groups
- Places at our breakfast and afterschool club for vulnerable pupils.
- We sign post families to other agencies for support.
- Home visits for Reception pupils when starting school
- Therapy Dogs to support vulnerable children
- House Families
- House Buddy system
- Worry boxes in every class for children to share concerns and ask for support