Child Protection Policy

- Lead designated person for Child Protection and two Deputy DSLs.
- Named Governor for Child Protection.
- All staff have annual training for Child Protection and updates through the year or on induction
- Clear procedures are in place to ensure that any concerns 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 (Orange slips)
- School and CP files cross-referenced.
- Dedicated area on school website for safeguarding and child protection.
- Safeguarding standard agenda item at staff meeting and Governors

Safeguarding policies

- Child Protection
- Whistleblowing
- Behaviour
- Dealing with Medical Needs in School
- Anti-Bullying
- Behaviour
- Health and Safety
- Safeguarding
- PSHE
- SRE
- Drugs
- Data Protection and GDPR
- Management of Allegations against Staff
- Equality Statement
- SEN&D
- Restrictive Physical Intervention
- Code of Conduct for all Staff
- Lone Working

Inter-agency working

- Educational Psychology Service
- CAMHS
- Children's Services
- School Health Service
- NPSCC
- Primary Behaviour Team
- Early Help Hub
- Speech and Language Therapist
- Occupational Therapist
- Information sharing with partner schools and previous settings
- Virtual School
- EMTAS

Safer Recruitment

- All adults working with pupils in school have enhanced DBS checks.
- Safer Recruitment trained member of staff on all interview panels.
- Hampshire County Council Safer Recruitment procedures are followed
- Regular parent helpers require clear DBS checks.
- Enhanced DBS for anyone undertaking a Regulated Activity

Safeguarding our children, staff, parents and visitors

Visitors

- All visitors report to front desk to sign in.
- All visitors wear a lanyard.
- All visitors notified of Fire procedures.

Volunteers

- All regular parent helpers and volunteers are DBS checked.
- Any volunteers not in regulated activity are supervised by a member of staff.
- Induction Coffee Morning for Parent Helpers includes safeguarding information
- Parent/ Helper Information Sheet
- Pre-trip briefings held

Training

- All Designated Leads attend training at least bi- annually.
- Governors have regular safeguarding training.
- Regular staff updates
- All staff attend annual safeguarding training. Linked to KSIE and Working Together.
- All staff have received Prevent training.
- Designated lead attends relevant training on specific issues
- First aid training (see medical needs)
- Health and Safety training

Behaviour

- Clear policy with identified rewards and sanction. Systems followed by all members of staff.
- Values-based ethos and approach. Values created by pupils
- School and class charters
- Referral to other agencies when needed..
- Behaviour and rewards monitored
- Pupil conferencing

Attendance

- Any unknown absentees are called by 9.30am
- Persistent absentees and lateness tracked and letters sent offering support through relevant agencies.
- Referral to Attendance Legal panel where necessary
- Club registers taken and any unknown absences followed up
- Attendance reported to Governors

Pastoral Support

- Open door culture
- Forest Schools
- Lunchtime club for pupils.
- Parent Surveys
- Sign posting families to other agencies for support.
- Parent Support Advisor
- Links with Early Help Hub
- ELSA
- All lunchtime staff are class based Learning Support staff so know the children and school well.
- Tailored support for Pupil Premium children

Supporting Medical Needs

- Clear policies and procedures in place.
- All staff First Aid trained on regular cycle, including for Epipens
- Designated members of staff are trained in management of diabetes
- Specific procedures in place for school trips and residentials
- Staff confidential notice board to share important medical information.
- Close liaison with parents and medical professionals where appropriate

Safety Online

- Online resources on website.
- Parental permission for use of photographs on school website.
- All pupils are taught how to keep themselves safe when using the internet.
- Internet safety taught as part of PSHE and Computing curriculums
- Acceptable use policy.
- Internet filtering and monitoring
- Safer internet assemblies/focus weeks

Anti-Bullying

- Clear procedures for pupils to report bullying incidents.
- Anti-Bullying day/week to supplement our PSHE curriculum to raise awareness.
- Reporting system in place log of bullying and racial incidents
- Racist and bullying incidents are reported to the Governing body
- Pupil create 'help' flow charts

Curriculum

- PSHE
- Our Heatherside Curriculum statement
- Assemblies
- Relationship and Sex Education Drug education.
- Bikeability scheme (Year 6)
- Healthy Schools
- School and British Values
- ThinkSafe (Year 6)
- Risk and health and safety within learning
- Pupil Voice Teams

Health and Safety

- Regular Fire Risk Assessments
- Regular Fire Evacuation 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. EVOLVE
- Risk Assessments for pupils with medical needs completed