

## **Coronavirus (COVID-19) Annex**

### **Safeguarding and Child Protection Policy and Procedures**

For *DROVE Primary*

his update is in response to the publication of COVID-19: safeguarding in schools, colleges and other providers on 20.5.20 in preparation for increased provision. *Version 2 Ratified on*

The way schools are currently operating in response to coronavirus (COVID-19) is fundamentally different to business as usual, **however a number of important safeguarding principles remain the same:-**

- With regard to safeguarding, the best interests of pupils/students must always continue to come first
- If anyone in school or working remotely from home has a safeguarding concern about a pupil/student they should continue to act and act immediately
- All safeguarding and child protection concerns should be reported to the Designated Safeguarding Lead or deputy DSL/s.
- Recruitment of staff and/volunteers continues to follow safer recruitment procedures to ensure that unsuitable people are not allowed to enter the children's workforce or gain access to pupils/students.
- Pupils/students continue to be protected online

This annex summarises key COVID-19 related changes and sits alongside our main school safeguarding and child protection policy. The annex draws on existing statutory guidance and a number of additional COVID-19 documents published by the DfE, including 'COVID-19 - Safeguarding in schools, colleges and other providers.'

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### Quick Reference Contacts Guide

	<b>Name</b>	<i>Phone number and where possible provide mobile number</i>
<b>Designated Safeguarding Lead</b>	Helen Swanson	07793211163
<b>Deputy DSL</b>	<b>Bryony Bardwell</b>	07837620467
<b>Deputy DSL</b>	<b>Scott James</b>	07894984604
<b>Senior staff designated in safeguarding team's absence</b>	<b>Beki Renowden Kate Rowland James Bowers Hannah Truman Mike Knight Hollie Phillips</b>	
<b>Head teacher/ Principal</b>		

	<i>Contact phone number</i>
<b>Children's Social Care</b>	
<b>Emergency Duty Service</b>	<b>01793 466903</b>
<b>Adult's Social Care (if 18+ students)</b>	<b>011793 466903</b>
<b>Emergency Duty Service</b>	<b>01793 466479</b>

	<b>Name</b>	<i>Contact phone number</i>
<b>Head teacher/ Principal</b>	<b>Helen Swanson</b>	07793211163
<b>Chair of Governors</b>	<b>Mark Powell</b>	07702059118
<b>Chief Executive Officer (if part of a Trust/Federation)</b>	<b>Nick Capstick</b>	07508135799
<b>Local Authority Designated Officer / Designated Officer For Allegations</b>	<b>Mr Goddard Rachel Hudd LADO</b>	01793 466849 01793 463854
<b>LA Virtual Headteacher</b>	<b>Sonja Joseph</b>	Contact through designated social worker

<b>Police</b>	<b>101 /999</b>
<b>NSPCC Whistle-blowing Helpline</b>	<b>0800 028 0285</b>

## Worried About A Pupil / Student

These procedures apply to situations :

- which arise on school site, where you may be worried about a pupil/student because you have seen or heard something. You may have noticed a change in their behaviour.
- where you are working remotely from home and have concerns about a pupil/student you are communicating with. This may include observations during 'live' teaching sessions, communications from a pupil/student via email or a lack of contact from a pupil/student.
- where you are completing a welfare check, either via a home visit/'door knock' or via a telephone call.
- where new safeguarding concerns arise about a pupil/student returning to school after closure

### Step 1

- If you are concerned that a pupil/student might be in immediate danger or at risk of significant harm you must act immediately. Do you need to take immediate action to secure the safety of the pupil/student?
- Report your concerns directly to a member of the safeguarding team, as soon as you are able.
- Where possible a trained DSL or deputy DSL will be available on school site. Where this is not possible or where you are working remotely the DSL and Deputy DSL/s can be contacted via their mobile. (See quick reference guide for numbers)
- In the first instance our Designated Safeguarding Lead: Helen Swanson 07793211163
- If the DSL is unavailable, please report to our deputy DSL/s :  
Bryony Bardwell 01793 818608 or  
Scott James 01793 818608
- If you are on school site and where neither the DSL or deputy DSL/s are on site, speak to the most senior member of staff on site. This will be communicated to staff (on site) via the staffroom noticeboard and will be updated on a daily basis.
- In the event that both the DSL and deputy DSL/s are uncontactable for staff working remotely, this will be communicated via e mail and details of who to contact will be provided.

- **Step 2**
- Record your concerns using CPOMS
- Record the full date and time, location, your name and role and keep your record as factual as possible. Make it clear whether you have seen the child first hand or whether this is a concern arising from remote working.
- Use full names, not initials as we need to be able to identify who individuals are.
- Use the pupil/student's own words where applicable and enclose any direct quotes in quotation marks.

- If marks or injuries have been observed, record these on a body map. (Do not take photographs)
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### Step 3

- Record what action you are taking on the safeguarding concern form, for example whether or not parents/carers have already been spoken to will automatically be sent to the safeguarding team the DSL and deputy DSL's in line with usual procedures.

### Step 4

- In line with the school's main safeguarding policy, you should receive feedback about what action, if any is being taken in response to your concern. A recommended timescale for this is within 24 hours. However please be mindful that this timescale may not be met under the current circumstances. If you do not receive feedback or you feel that the situation is not improving for the pupil/student, you have a duty to challenge the DSL / deputy DSL. [See section on Whistle-blowing in the main safeguarding policy also.](#)

## The Role Of The Designated Safeguarding Lead And Deputy DSL/s In Our School

Our Designated Safeguarding Lead is *Helen Swanson*, who works in line with the requirements of the role, as set out in Annex B of Keeping Children Safe In Education Sept 2019.

Our deputy DSL's are *Scott James/ Bryony Bardwell* and they are available in the absence of the DSL.

In addition, to our safeguarding team, additional senior staff have been designated to cover in the absence of the safeguarding team. This will be communicated to staff (on site) via the email and will be updated on a daily basis.

In the event that both the DSL and deputy DSL/s are uncontactable for staff working remotely, this will be communicated via e mail and details of who to contact will be provided.

The members of our safeguarding team continue to work in partnership with a range of other agencies, including Children's social care, to keep pupils/students safe.

They will also endeavour to keep up to date with local advice from the Local Safeguarding Partnership on a regular basis. <https://safeguardingpartnership.swindon.gov.uk>

### What happens once a concern /disclosure has been reported to a member of the safeguarding team?

The DSL/deputy DSL/senior designated staff member will follow the steps below to respond appropriately to the concern and safeguard the pupil/ student:-

### Step 1

- If there is concern that the pupil/student is in immediate danger contact Children's Social Care/Adult's Social Care (See Quick reference contact guide on page 2)
- You may also consider contacting the police on 999.
- If the pupil/student is not currently open to social care a referral will be completed in line with local safeguarding partnership advice: <https://safeguardingpartnership.swindon.gov.uk>
- If the pupil/student is already an open case to social care, the child's allocated social worker will be contacted by the DSL/deputy and the information of concern shared. If the allocated social worker is unavailable contact will be made with a team Manager to alert them to the concern. Safeguarding team members will ensure they keep up to date with local safeguarding partnership advice and guidance, as it may change.
- The DSL/deputy DSL/senior staff member will record the names of external staff involved in communications. This is particularly important where the child's social worker is unavailable and school have to share information with an alternative member of social care staff.

### Step 2

- Contact the parent/s or carer/s of the pupil/student concerned, if this has not already been done. You may wish to take advice from Children's Social Care before contacting the parent/carer.
- If, having sought advice, you believe that sharing this information may increase the risk of harm to the pupil/student do not share with parents at this stage. The additional stresses on families at this time will need to be considered here, to ensure that a child is not being placed at greater risk by informing parents/carers.
- You must document your decision-making here, if the decision is made not to share information with parents/carers. In the majority of cases informing the parents/carers of the concern / disclosure which has been reported will not increase risk. Ask for any additional information from the parent/carer if applicable.
- Ensure that the parent/carer understands that a record will be kept by the school.
- Re-visit the school's risk assessment (put in place for COVID-19 period) and review what additional safeguards need to be put in place in light of this new concern. If the child has not previously been identified as a vulnerable child, update the risk assessment accordingly. Consider whether this child needs to be provided with a place to attend school. (This could be adding to the vulnerable child list and/or creating an individual risk assessment which will be sent to SBC).

### Step 3

- If the concern does not require immediate contact with Children's/Adult's Social Care, consider this latest concern within the context of any wider concerns / disclosures.
- Discuss and share information, on a 'need to know' basis with the pupil/student's teacher/tutor. What additional safeguards can the teacher/tutor put in place to safeguard the pupil/student?
- Are there any wider environmental factors present in the pupil/student's life which pose a threat to their safety/welfare? (Contextual safeguarding – see Part 1 of KCSIE

Sept 19) Are there any external agencies who may be able to offer support? Is it appropriate to communicate concerns to the police?

- Re-visit the school's risk assessment (put in place for COVID-19 period) and review what additional safeguards need to be put in place in light of this new concern. If the child has not previously been identified as a vulnerable child, update the risk assessment accordingly.

#### Step 4

- Ensure that the member of staff reporting the initial concern has received feedback about actions and outcomes (if applicable).

#### Step 5

- Update record-keeping with information about identified actions, completed actions, decision-making (where applicable) and outcomes (if appropriate).

- **Escalation**

During the period covered by this annex, the school's policy on escalation still applies to ensure that safeguarding procedures continue to operate effectively and robustly. Staff should refer to the main policy for escalation procedures to follow.

## Identifying Support for Pupils/Students

The school's safeguarding team and senior leaders have reviewed all pupils/students on the school's safeguarding and child protection overview.

A risk assessment has been completed to identify a graduated offer of support for these pupils/students and any additional pupils and students whose welfare and safety may be at risk as a result of the partial closure of school, but who may previously not have been on the school's safeguarding overview.

## Arrangements to support vulnerable pupils/students

Vulnerable children include children who are supported by social care, those with safeguarding and welfare needs, including child in need plans, on child protection plans, 'looked after' children, young carers, disabled children and those with education, health and care (EHC) plans, although many pupils/students on EHCPs can remain safely at home.

See also for further guidance

<https://www.gov.uk/government/publications/coronavirus-covid-19-guidance-on-vulnerable-children-and-young-people/coronavirus-covid-19-guidance-on-vulnerable-children-and-young-people>

Arrangements have been made for these pupils/students to continue attending school (see also section entitled Working and Volunteering Safely). **We also have the flexibility to offer a place in school for any pupil/student who we believe to be on the edge of receiving children's social care support.**

Support for these pupils/students includes:

- Regular communication with and agreed support from lead professional/social worker/Virtual Headteacher
- Continued involvement with Children's Services and other external professionals as part of review cycle eg Child protection conference involvement and core group reviews. These will take place in line with local safeguarding partners' advice.
- Sign-posting respite available for families with children who have special educational needs and disabilities
- Regular phone call from DSL or DDSL or support team including pastoral team. This includes contact through e.g Dojo, 2email (purple mash), and occasionally phone calls

Where pupils/students who are deemed vulnerable are not attending school, the following safeguards have been put in place to support, in addition to the points above:

- Text, phone call and if absolutely necessary a Doorstep safe and well checks weekly by SLT members who will maintain safe distance from family.
- Lead professional/social worker/Virtual Headteacher made aware of non-attendance at school and additional support from these professionals agreed
- Telephone contact twice weekly or where deemed appropriate as identified on the Vulnerable Children's Risk Register.
- System in place for pupils/students to alert safeguarding team if at risk
- Links to support shared and made available on school website
- Safety plan written with parents/carers to support pupils/students during time at home
- Telephone support from Family Support Worker (Kate Rowland Mob: 07506342585) Learning Mentor (Jackie Hanley .....
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## **Arrangements to support pupils/students we are concerned about but who do not meet the 'vulnerable' definition**

In addition to those pupils/students identified as vulnerable, we are aware of the following groups who may be at increased risk during this time.

### Pupils/students who are living in households where there is domestic abuse

Support includes:

- Telephone contact twice weekly
- Links to support available on school website and communicated through Dojo, Text, Purple Mash, including contact numbers for National Domestic Abuse Helpline, Swindon Women's Aid: Domestic Violence Assist, Men's Advice Line
- Ensuring victims are aware of the Government advice that they are able to leave their house to seek refuge if their safety is at risk
- Regular review to monitor whether risk is increasing by pupil/student remaining at home and provision of school place if required
- Telephone support from Family Support Worker (Kate Rowland Mob: 07506342585) learning Mentor (Jackie Hanley .....

### Pupils/students who have mental health issues, including anxiety and depression

Support includes:

- Teacher/tutor contact with pupils/students to check on well-being via school email systems or virtual learning environments. Staff aware of safeguarding procedures to follow if they have concerns about a pupil/student's welfare
  - Support from the school's pastoral team when children are flagged by teachers
  - Links to support available on school website, including [Young Minds](#) and [Childline](#)\*
  - Regular review to monitor whether risk is increasing by pupil/student remaining at home and provision of school place if required
- ★ Childline (0800 1111) reporting (27th March 20) that there has been a sharp rise in calls to their number, particularly by girls aged 12 to 15.

### Pupils/students who are at risk of peer on peer abuse, including cyber-bullying

We recognise the potential for abuse to go on between young people, especially in the context of a school closure or partial closure. Our staff will remain vigilant to the signs of peer-on-peer abuse, including those between young people who are not currently attending our provision.

Support includes:

- Teacher monitoring pupils well-being by responses to remote learning activities and engagement
- Teacher's monitor interaction between pupils when using school remote learning and highlighting any concerns
- Staff aware of safeguarding procedures to follow if they have concerns about a pupil/student's welfare
- Safety plan written with parents/carers to support pupils/students during time at home
- Links to support available on school website and through Purple Mash, including resources for parents to access to keep their children safe online eg [Kidscape](#)
- Regular review to monitor whether risk is increasing by pupil/student remaining at home and provision of school place if required

### Pupils/students who are at risk of being left at home unsupervised

- Clear communication with parents/carers about the importance of keeping their children safe whilst they are at home, including appropriate supervision, both in the 'real world' and online
- System in place for pupils/students to alert safeguarding team if at risk

- Staff to follow on line safety protocols to ensure that they are not at risk of any allegations as identified in the appropriate behaviour checklist circulated by the WHF.
- Regular review to monitor whether risk is increasing by pupil/student remaining at home and provision of school place if required
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**Families who may not have access to sufficient food/ utilities and children who are in receipt of free school meals**

- School has ensured that all parents who are eligible to claim for FSM have been signposted to SBC
- School is ensuring that pupils on FSM receive vouchers so that parents are able to purchase food for their child - when school opens this will continue for children who are not accessing a FSM in school.
- For parents in need Pastoral team are able to refer to the local food bank
- For parents who need support with key services (electricity and gas) information has been shared by Pastoral Team

As a school, we will endeavour to do all we can to ensure that safeguarding and child protection records we hold remain accurate. As part of the regular checks which have been made during partial school closure we have ensured that the records we hold are kept up to date. Parents and carers have been asked to update the school on any changes regarding welfare, health and well-being before a pupil/student returns.

**Pupils/students attending another school/setting** (we may see further guidance on this in the coming days, you may want to hang fire including this for the moment)

Where pupils/students attend a different school (as part of a community hub arrangement) the receiving school will need to be made aware of the reason vulnerable children are attending.

Further guidance can be found on page 7 of the [DfE guidance](#) 'Safeguarding in schools, colleges and other providers'.

**Keeping Pupils/Students Safe On School Site**

Arrangements have been made for those pupils/students who are deemed to be vulnerable (in accordance with the [DfE guidance](#)) to continue attending school. For those parents/carers who are key workers there is also provision at school. However, where possible and safe to do so, parents and carers are encouraged to keep their children at home.

The school and staff work in line with DfE guidance ['Implementing Social Distancing in education and childcare settings'](#).

The following form part of our non negotiables:

- Encouraging regular hand-washing for 30 seconds at regular intervals and on arrival at school
- Reminders to avoid touching your eyes, nose, and mouth with unwashed hands
- Reminders to cover your cough or sneeze with a tissue, then throw the tissue in a bin and wash your hands
- Surfaces and equipment cleaned and disinfected frequently
- Class 'Bubbles' reflect the numbers of teaching staff available and are kept as small as possible (no more than 15)
- Lunch times, break times and the movement of pupils staggered around the school to reduce large groups of children gathering
- Parents discouraged from gathering at school gates
- Staggered start and end times to reduce large groups gathering
- No items to be brought in from home apart from lunch in a disposable bag, coat
- Sun cream to be applied before attending school
- One adult to accompany all children to and from school
- Teacher and TA to remain with 'Bubble@ throughout the 2 days at school
- Children to be supervised at all times in corridors
- Refuge rooms identified to avoid 'Bubbles' meeting in corridor
- Medical isolation room to be used for accidents and when a child deemed to be poorly

## **Worried About The Actions Of An Adult Who Works/Volunteers With Children**

The principles of the school's allegations procedures continue to apply for the period this annex covers and we continue to work in line with Part 4 of 'Keeping Children Safe In Education' 2019.

These procedures apply to situations:

- which arise on school site. You may be worried about the actions of an adult who is working/volunteering with children because you have seen or heard something which makes you feel uncomfortable.
- where you have concerns about an adult who is working remotely with children online.
- Where a pupil/student discloses worrying behaviour displayed by an adult (staff/volunteer)
- on school site or remotely, where you may be concerned that an adult's (staff or volunteer) actions are contravening the school's staff code of conduct. [Link to Code of Conduct](#)

All concerns about the behaviour/actions of an adult working or volunteering with children must be reported following the steps below:-

### Step 1

- If you are concerned that a pupil/student might be in immediate danger or at risk of significant harm you must act immediately. Do you need to take immediate action to secure the safety of the pupil/student?
- Report your concerns directly to the Head teacher/Principal as soon as possible. [Helen Swanson hswanson@drove-pri.swindon.sch.uk](mailto:hswanson@drove-pri.swindon.sch.uk) 07793211163
- If the Head teacher is not contactable, report to the most senior member of staff on site.
- If your concerns are about the Head teacher/Principal report to the Chair of Governors [Mark Powell 07702059118](mailto:Mark.Powell@drove-pri.swindon.sch.uk) who will immediately inform the CEO Nick Capstick

- ### Step 2

- Record your concerns using CPOMS on the Whistleblowing Tab if concerns are about anyone other than the Principal
- Record the full date and time, location, your name and role and keep your record as factual as possible. Make it clear whether your concern/allegation is in relation to working on school site or whether this is a concern arising from remote working.
- Use full names, not initials as we need to be able to identify who individuals are.

### Step 3

- Where an electronic system is being used to record concerns, this should be sent to the Head teacher/Principal or senior member of staff designated to cover for Headteacher/Principal in line with usual procedures.
- Where concerns arise involving the Headteacher/Principal, the Chair of Governors Mark Powell will immediately inform the CEO - Nick Capstick

### What happens once a report about an adult working/volunteering with children is reported?

- The Head teacher/Principal/ Chair of Governors/CEO will consider the information in the report in line with Part 4 of 'Keeping Children safe In Education' Sept 19 and also in line with local procedures laid out by the Local Safeguarding Partnership.
- The Head teacher/Principal/ Chair of Governors/CEO will endeavour to keep up to date with local advice from the Local Partners, via the local authority safeguarding partnership website, on a regular basis, to ensure any emergency changes to procedures are followed.

## Keeping Pupils/Students Safe Online

Children will be using the internet more during this period. The school may also use online approaches to deliver learning or support. Staff will be aware of the signs and signals of cyberbullying and other risks online and apply the same child-centred safeguarding practices as when children were learning at the school.

For those pupils/students who continue to attend school on site, the school's policies and procedures on online safety continue to apply.

This school recognises:

- the increasing role technology has to play in education and children's daily lives, and the increased use during this time of lockdown.
- the wide-range of content which is available to children via the internet
- that alongside the benefits of technology, there are also risks

[DfE guidance](#) requires that schools have contingency plans in place should IT staff become unavailable, including ensuring that staff with the appropriate technical knowledge can cover to maintain safe arrangements.

For those who are not physically attending school, we recognise that these pupils/students will be spending increased time online, either participating in school work, taking part in live streaming of lessons and/or as part of extended 'free-time' due to lockdown procedures in place nationally.

We recognise that this will pose increased risk to children, including:-

- Grooming
- Exploitation, both criminal and sexual
- Radicalisation
- Peer on peer abuse, including cyber-bullying
- Sexual harassment

All staff who interact with pupils/students, including remote interactions, will continue to be vigilant and look out for signs that a child's safety and welfare might be at risk. Further guidance to keep pupils/students and staff safe when working remotely can be found in the [Safer Working Practice](#) addendum (published in April 20).

Staff are reminded that further information about the safeguarding themes listed above can be found in [Annex A](#) of 'Keeping Children Safe In Education' (Sept 2019)

In addition, pupils/students are sign-posted to age appropriate practical support should they have worries or concerns whilst online. Links to support are available via our school website and include:

[Internet matters](#) - for support for parents and carers to keep the children safe online

[Online Safety](#) (London Grid for Learning) - for support for parents and carers to keep the children safe online

[Net-aware](#) - for support for parent and carers from the NSPCC Parent info - for support for parent and carers from the NSPCC

[Thinkuknow](#) - for advice from the National Crime Agency to stay safe online

[Parentzone](#)

[Be internet awesome](#) and internet game for children about safe internet practises  
[UK Safer Internet Centre Hotline](#) - advice for parents, carers and children Childline - support for children who are worried

[Child Exploitation and Online Protection Centre \(CEOP\)](#)

Free additional support for staff in responding to online safety can be accessed from the [Professionals Online Safety Helpline at UK Safer Internet Centre](#)

## **Keeping staff and volunteers safe on site**

The school and staff work in line with DfE guidance [‘Implementing Social Distancing in education and childcare settings’](#).

Staff with serious underlying health conditions which put them at very high risk of severe illness from Covid-19 must inform the Headteacher/Principal so that shielding measures can be put in place. Staff in this position must not attend work.

For staff who continue to attend the school site, the following steps have been taken:

- Signage encouraging regular hand-washing more often displayed in prominent areas
- Reminders to avoid touching your eyes, nose, and mouth with unwashed hands
- Reminders to cover your cough or sneeze with a tissue, then throw the tissue in a bin and wash your hands
- Surfaces and equipment cleaned and disinfected frequently
- Class sizes reflect the numbers of teaching staff available and are kept as small as possible
- Lunch times, break times and the movement of pupils staggered around the school to reduce large groups of children gathering

## **Keeping staff safe online**

Staff and volunteers will continue to work in line with our school’s policy and procedures on online safety, our staff code of conduct and acceptable use policy.

Staff working remotely should not record any personal information about families or confidential information via personal devices. Where telephone calls are being made by staff working remotely, these should be made using a work phone where possible. If a personal phone is being used to make contact with families/complete welfare checks, staff should block their phone number by dialling 141 prior to making the call.

If e mails containing personal information/confidential information are being sent remotely, staff should be reminded to password protect these before sending (sending the password via text) or encrypt the e mail before sending.

Where live lessons or video meetings are being recorded, all parties should be made aware and this should be in line with the school's data protection guidance. The data protection officer should be made aware.

Further guidance for staff working remotely can be found in the [Safer Working Practice](#) addendum (published in April 20).

Schools should ensure any use of online learning tools and systems is in line with privacy and data protection/GDPR requirements.

Staff have agreed to follow the following protocols

- All videos will be pre-recorded
- There will be no face to face videos with pupils (except for safeguarding reasons)
- At all times GDPR regulations are adhered to

## Safeguarding Supervision

We recognise that during this period of school closure, the challenges faced by all staff and volunteers will be significant. In particular the members of the school's safeguarding team will also be faced with additional challenges. Where possible, opportunities for safeguarding supervision will be provided for the members of the safeguarding team and any additional staff who require further support.

The aim of this supervision will be to support staff at a time when working to keep children safe is even more demanding and emotionally draining than usual. The opportunity for supervision recognises the need for resilience and determination and offers opportunity to reflect on the impact of the situation we are faced with and prevent this adversely affecting staff and their work.

The school's wellbeing lead is supporting staff and disseminating information received from the Trust

The Governing Body will ensure that the Head Teacher is supported by

- The chair of Governors and head communicating on the schools COVID-19 policies and procedures regularly
- The Chair of Governors checking on the Head teacher's well-being regularly
- The Chair of Governors will provide members of the governing body updates linked to COVID-19 - regularly
- The Chair of Governors communicating with parents if requested to by the head teacher
- All Governors will only communicate with parents using school policies and procedures

## Attendance

For children attending school the normal school register will be resumed but for children who continue to work at home the school will be following DFE guidelines and reporting daily to the DFE of the attendance

Any pupils attending school should be marked in the normal manner with a mark for AM and PM. Any pupils within the year group where parents decide not to send their children to school should be marked with a Y code on Pupil Asset. School has contacted parents to ensure that emergency contact numbers are up to date.

## Safer Recruitment Procedures

It remains essential that people who are unsuitable are not allowed to enter the children's workforce or gain access to children. Where schools are recruiting new staff, the principles of safer recruitment continue to be followed in line with Part 3 of Keeping Children Safe In Education (Sept 2019).

Where volunteers are utilised to support the school, the usual 'recruitment' procedures apply. Under no circumstances are volunteers, who have not been checked, left unsupervised with pupils/students.

### Checks completed on all staff and regular volunteers

- An enhanced DBS certificate, which includes barred list information, is required for any staff who will be engaging in regulated activity (working unsupervised with children). This is required for any staff employed since 2002. Prior to this staff were checked against List 99
- Identity checks are completed, together with proof of right to work in the UK, via a video link (see ['Changes to DBS ID checking guidelines'](#))
- The applicant will be required to produce the original documents above once they physically attend the school
- Qualifications are checked
- If an individual has lived or worked outside of the UK an overseas police check / certificate of good conduct may be required. A check of visa/work permit will also be required here.

### In addition, staff who have a teaching role will be checked, via the DfE Secure Access Website, for

- qualified teacher status
- prohibition check
- section 128 check (for any individual who has a managerial role, including Governors and Trustees in academies)
- completion of induction
- teacher not subject to a conditional offer/suspension
- European Economic Area sanctions

### Visitors and externally employed staff

Where staff from external organisations continue to work remotely with our pupil/students, we ensure that the letter of assurance received confirms that the relevant checks are in place, including a barred list check if the individual is working in regulated activity.

### Single Central Record

The school continues to maintain an up to date single central record of all safer recruitment checks. This is in line with the requirements as set out in Keeping Children Safe In Education (Sept 19).

### Induction of new staff

Where new staff and/or volunteers are recruited, they will continue to be provided with safeguarding induction. If a situation arises where the workforce moves between schools, the receiving school should judge on a case by case basis the level of safeguarding induction required. In most cases they will require information about the receiving school's safeguarding policy and procedures to follow if worried about a pupil/student and procedures to follow if worried about an adult working or volunteering with children.

## Training for Adults Working/Volunteering In Our School

We continue to be committed to ensuring staff and volunteers know and understand:

- the signs and symptoms of abuse;
- how to identify pupils/students who may be vulnerable or require additional support to stay safe;
- their responsibility for referring concerns to the designated safeguarding lead / deputy;
- the procedures for reporting safeguarding /child protection concerns about adults working with children (allegations)

### Training for Designated Safeguarding Leads and deputy DSLs

The statutory requirement for DSLs and deputy DSLs is to renew training every 2 years. However, face to face DSL training is unavailable during this period and whilst COVID-19 measures are in place, a DSL or deputy who has been trained previously to the required standard will continue to be classed as a trained DSL/deputy, even if they miss their refresher/update training.

As part of ongoing CPD in Safeguarding

- Members of the safeguarding team have access to The Safeguarding Network <https://safeguarding.network/dsl-control-panel/>
- All members of staff are receiving update training regularly from WHF – shared on Talent LMS

This update to the school's safeguarding policy (version 2 ) was compiled on **27.05.2020** and has been approved remotely by CoG and added to the school's website

Signed:.....(Head teacher/Principal)

Date:

Signed:.....(Chair of Governors)

Date

Version 2 Shared with all staff and regular volunteers on:-