

AFS and CHMS: Whole School Approach to Safeguarding

Our Vision

AFS and CHMS we believe that all pupils have a right to be safe, healthy and happy. Therefore, the safeguarding of our pupils is everyone's responsibility.

This belief drives and underpins all that we do in school.

We are in the privileged position to offer support, advice and care to the whole school community and commit to working with our families and support agencies to achieve this, ensuring our pupils can flourish and live life in its fullness.

How we provide visible senior leadership and oversight for Safeguarding & Child Protection:

What this looks like in our school

Principal: Angela Crawley

DSL: Charlotte Hughes

Senior DDSL: Rachel Evans

DDSLs: Oliver Cooke, Amy Crowe, Amy Terry, Laura Bird, Sarah Mills, Adele Davies, James Legg

Safeguarding Governor:

Senior Mental Health Lead: Amy Crowe

Online Safety lead:

Behaviour and Wellbeing Leads: Tash Dutton, Beth and Kate Bates

Mental Health First Aider for Children: Charlotte Hughes, Alison Kemp, Laura Bird

Mental Health First Aider for Staff: Meg Pitt

Vice Principal, Charlotte Hughes, is the DSL for the schools and Rachel Evans is the Senior Deputy DSL.

A further Vice Principal, Assistant Principal, Access and Inclusion Lead, Four Phase leaders and the Trauma Informed Specialist are also trained to the level of Designated Safeguarding Lead. This ensures that all senior and pastoral leaders understand the role and are able to support our pupils and families appropriately.

Safeguarding is a standing item on all SLT meetings where updates are given on recent concerns, referrals and safeguarding activity around school. There is a weekly safeguarding meeting where Phase Leaders, Senior DDSL, PP Lead, Access and Inclusion Lead, Attendance Officer input into the updates. It is also a standing item on all governors meeting agendas and the DSL meets regularly with the governor responsible for safeguarding to complete monitoring of school safeguarding provision.

The core safeguarding team of the Principal, Vice Principal, Heads of Schools, Access and Inclusion, PP Lead, Senior DSL meet weekly for date informed pupil level discussion.

We have a visitor leaflet detailing our safeguarding procedure and safeguarding team which is given to all visitors.

Annual safeguarding audits are carried out by an external company (Brightcore Consultancy) or the CRST safeguarding lead.

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	<p>Our schools use CPOMS to record all safeguarding concerns and incidents as well as other logs about pupils to create an overall picture of each pupil. These are monitored daily by the senior DSL.</p>
<p>How our culture, ethos and environment is focused on ensuring safeguarding and child protection is at the core of what we do:</p>	<p>What this looks like in our school</p>
<p>SLT Senior Mental Health Lead</p>	<p>We have a vision for our school where we strive to create a community where we all flourish and become the best versions of ourselves by being ambitious, courageous and kind. We teach our pupils the values of respect, honesty, perseverance, kindness, positivity, happiness, compassion, integrity, self-belief, community, aspiration.</p> <p>Building good relationships with our families through listening, communicating well and supporting when needed is something we are very proud of and ensures our culture is one of looking after each other.</p> <p>Pupils are taught that safeguarding is the most important thing we do in our school. Pupils, parents and staff know that any concerns should be reported immediately so that we can help people who need it and keep them safe. Pupils know that we respect each other's differences and that you should expect to feel safe in school. Staff maintain an attitude of 'it could happen here.'</p> <p>We have safeguarding team posters with the role and photograph of the member of staff on it displayed in every room in the school as well as in pupil planners, on the school website and in supply teacher packs.</p> <p>Safeguarding information boards are located around school.</p> <p>We hold regular safeguarding and mental health assemblies for all pupils these are agreed at pastoral meetings with Phase Leaders and PHSE/ RSHE Leads. CPOMS data and local police data are used to support developing the assembly program content to ensure it is relevant to our community and pupils.</p> <p>Pupils are reminded weekly about the safeguarding and pastoral teams in celebration assemblies. All pupils are encouraged to have 5 safe adults in school that they can talk to if they have a safeguarding concern.</p>

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The focus given within our curriculum to safeguarding:	What this looks like in our school
<p>Curriculum and Pedagogy Lead – Lucy Khan AFS, Amy Terry CHMS.</p> <p>PSHE and RSHE Lead – Adele Davies AFS, Charlie Bengier CHMS.</p>	<p>Our PSHE curriculum links with safeguarding as we design it to address issues that are pertinent to our pupils and community, such as negative relationships, categories of abuse and consent. We ensure that statutory RSHE content is taught and use pupil voice to assess the needs of our pupils. We use School Council as part of our pupil voice.</p> <p>Our Computing and PSHE curriculum have a focus on online safety and pupils are taught about: cyberbullying, communicating safely online and on social media, online scams, keeping personal data safe, sharing of images, managing risky situations and cybersecurity. These are further supported through assemblies that take place half termly with all pupils across both schools.</p> <p>Safeguarding is also taught through our wider curriculum, for example when focussing on relationships in texts in English such as Romeo and Juliet, or when looking at discrimination in history topics.</p> <p>Within assemblies we teach the values we want pupils to develop and also focuses on topics such as Anti-Bullying week and Black History Month.</p> <p>We use resources such as PANTS, PSHE Association, Islington Scheme and PIXL.</p>
How we ensure that all pupils/students have the opportunity to express their views and contribute to our safeguarding procedures and provision:	What this looks like in our school
<p>School Council Lead –</p> <p>Student Leadership Lead: Sarah Major, Assistant Principal</p> <p>Head Achievement Leaders are overseen by Sarah Major, Assistant Principal</p>	<p>At AFS and CHMS our who champion safeguarding across the school. They wrote the pupil version of the Anti-Bullying policy, run specific collective worship sessions and work with the safeguarding and BWL teams to give their voice to policy and decision making. They also receive anti-bullying training.</p> <p>Pupils are able to report a concern on Epraise and parents can do the same via the school website, so all are able to share worries or concerns with staff either in person or online. Pupils are able to give feedback and suggestions for their PSHE lessons.</p>

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<p>Prefects: Sarah Mills -Phase Leader, Amy Crowe – Phase Leader</p>	<p>Pupils complete a school designed pupil survey each year. Actions are taken from this and then shared with pupils in a ‘You said...we did’ format.</p> <p>CHMS pupils complete the PASS survey and this data allows us to support pupils individually but also to look at specific cohort data around curriculum opinion and issues.</p> <p>There are regular pupil voice sessions throughout the school year – informally, formally and with external reviewers.</p>
<p>How our staff are supported and developed in relation to their knowledge of how to safeguard and protect children to the best of their ability:</p>	<p>What this looks like in our school</p>
	<p>All staff and the Governing Body are given annual safeguarding training at the start of every academic year, using training provided by the Trust, which includes local safeguarding updates and procedures.</p> <p>We ensure we follow the Trust’s robust training 3 year cycle and staff are asked to complete a safeguarding declaration and provide relevant certification of training completed.</p> <p>If staff or governors arrive mid-year then we have a robust induction package in place which includes all aspects of the safeguarding training, both in person with the DSL or Senior DDSL and also online. New staff are then asked to complete a safeguarding declaration and provide relevant certification of training completed, alongside their signed Induction form.</p> <p>No member of staff or volunteers can be left alone if full safeguarding checks have not been completed. This includes our school induction package, mid-year school Safeguarding training lead by DSL or Senior DSL. Rigorous Safer Recruitment processes are completed before any new member of staff can have contact with our pupils.</p> <p>All office staff undertake half termly checks on their safeguarding procedures and gain weekly safeguarding updates from staff briefing.</p> <p>The DSL ensures that any safeguarding updates throughout the year provided by the Trust or the Local Authority are shared with staff via email or CPD.</p>

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<p>How we ensure our policies, procedures and practices are up to date and in line with the latest statutory guidance</p>	<p>What this looks like in our school</p>
<p>Trust DSL Lead: Scott Crane DSL: Charlotte Hughes</p>	<p>The Safeguarding and Child Protection policy is renewed and redrafted each academic year, in line with the changes made in KCSIE and other relevant documentation.</p> <p>We review the Online Safety (local arrangements) and Behaviour and Relationships policy on a yearly basis to ensure they are in line with the latest statutory guidance.</p> <p>The DSL attends the Central Region Schools Trust strategic group meetings each half term where expertise, knowledge and experience are shared. DSLs receive CPD on safeguarding issues such as Domestic Abuse and collaborate on the development of policies and procedures. DSLs share good practice and provide supervision for each other.</p> <p>The DSL or a member of the safeguarding team also attends local authority safeguarding updates each term. All Trust or local authority meeting updates are shared with the core safeguarding team. Central Region Schools Trust also ensure that external and peer safeguarding reviews take place each year to support with ensuring that procedures and practice are being implemented and followed correctly.</p>
<p>How we work in partnership with parents and carers to promote safeguarding and child protection:</p>	<p>What this looks like in our school</p>
	<p>We pride ourselves on developing professionally trusting relationships with our parents and carers, meaning we can carefully discuss, challenge, or hold to account for safeguarding concerns raised about their children.</p> <p>Parents and carers can come into school to discuss concerns, leading to early identification of need and therefore families being referred for the right support quickly. Parents and carers can also phone, email and use our online form to contact us.</p> <p>Our Early Help support offer for parents and carers can be found on the website.</p>

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	<p>Some families are invited into our schools for meetings to discuss our Early Help support as they have been identified as at risk due to attendance figures.</p> <p>Safeguarding information is regularly shared in the weekly newsletter and on school social media accounts.</p> <p>We run a Community Café twice a year where local services such as PCSOs, bereavement support, SENDIASS, mental health support, health agencies and many more are able to meet with the school community and share their support offers. We also invite our partnership links to our annual Summer Fair.</p>
<p>How we contribute to the work of the Local Safeguarding Partners by working with other agencies to provide targeted support and ensure that we make appropriate referral to Children’s services and other agencies for pupils/students where necessary:</p>	<p>What this looks like in our school</p>
	<p>Our safeguarding and BWL teams regularly work with outside agencies to support our families and Local Safeguarding Partners. We also hold these agencies to account around the support they offer pupils.</p> <p>We regularly work with:</p> <ul style="list-style-type: none"> WEST CAMHS WRASAC Young Carers Papyrus Branch project (Get Safe) Drive (Domestic abuse support) PCSO local team REACH CIC