

Safeguarding Statement

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Rokesly Junior School



Safeguarding Statement

At Rokesly Junior School we have a strong commitment to safeguard all our children, ensuring their health, safety and well being in all areas of our practice. To this end we aim to:

- ensure all our staff have a clear understanding of and commitment to their responsibilities towards children's safeguarding;
- ensure the school has clear procedures and key personnel in place to ensure safeguarding in all aspects of school life;
- ensure the school specifically incorporates the teaching of health and keeping safe within the wider curriculum;
- ensure the school audits its safeguarding practices on an annual basis to ensure we meet all statutory requirements and remain vigilant around all aspects of safeguarding.

Key areas of safeguarding responsibilities

Safeguarding encompasses the following:

- Staff recruitment, vetting, appointment and training
- Volunteers, trainees and visitors to the school
- All aspects of child protection
- Site security and safety, including fire procedures
- Risk assessment of all activities, trips and residential journeys
- E-safety teaching, learning and procedures
- Medical and first aid procedures
- Behaviour, bullying and restraint
- Equalities and discrimination

Staff recruitment

The school follows the safer recruitment procedures and the Headteacher, deputy headteacher and the chair of the governors personnel committee have undertaken Safer Recruitment training. Application forms are carefully scrutinised and any education or employment gaps are queried. References, medical checks and all necessary DBS checks are undertaken in line with recommended good practice and statutory requirements. The school maintains an up to date Single Central Record on all its employees.

Staff receive a clear induction which includes information on safeguarding and their responsibilities towards ensuring children and all who come into the school are kept safe. All staff should read and familiarise themselves with key policies including – Health and Safety, Child Protection, Behaviour and Bullying.

Staff Training

All staff receive in house training with regard to child protection prior to beginning work with children. The Designated Teacher keeps a record of when staff have been trained, so to ensure this is updated every three years. The Designated Teacher and Deputy receive central training at least every two years. Regular training and updates on all other aspects of safeguarding – for example several members of support staff receive annual training in emergency first aid and the IT subject leader provides E-safety updates.

Allegations against staff

Any allegations made are referred to the LADO for advice and relevant procedures followed. Should a member of staff leave or be dismissed as a result of safeguarding concerns the school has a legal duty to make a referral to the DBS and failure to do so would be a criminal offence. This referral would be made by the HT or in the case of an allegation against the HT, by the Chair of Governors.

The school has adopted the LA Whistle Blowing policy and all staff have a duty to ensure any safeguarding issues concerning staff are brought to the headteacher's immediate attention.

Volunteers and visitors

Volunteers/visitors may not be left unsupervised with any children at any time. Regular volunteers to the school are asked to complete a DBS check.

Child Protection – the school has a separate, detailed and up to date CP policy – this is read and a declaration signed by all staff as part of the in house child protection training.

Site safety – please see our Health and Safety policy for a comprehensive understanding of all procedures.

Risk Assessment – the school business manager maintains a risk assessment file for all school activities and trips, as well as for aspects of the site, and unexpected events such as a strike day or inclement weather plan.

E-safety – the school has separate E-safety guidelines for staff and children and also provides advice and support to parents. This is a constantly changing area and needs regular review. Updates on emerging issues are provided to staff by the IT subject leader – e.g. sexting is a recent issue emerging on the national news, so staff need to be made aware. E-safety teaching is incorporated regularly into IT and computing lessons.

Medical and first aid – the school has 14 named first aiders, who receive regular training. There is a key admin officer who oversees the maintenance of the medical room and orders all necessary first aid supplies.

Behaviour, Bullying and Restraint

All staff are expected to act as exemplary role models and ensure they create an environment with clear behaviour expectations which create security for the children. Children should feel safe and nurtured and be able to confide in adults in school if they are worried. The school has a clear Positive Behaviour and Anti Bullying policy which staff need to be familiar with and apply.

We encourage all pupils to ensure they inform a trusted adult if they feel unsafe or bullied in any way. All staff are made aware of the importance of listening to children's concerns.

Equalities and Discrimination

All staff need to have a clear commitment to equalities and adhere to our Equalities Policy. Children are explicitly taught that any form of discrimination on grounds of race, religion, sexuality, disability is wrong and there is a zero tolerance approach. A log of discriminatory incidents is maintained by the headteacher. All children and staff should be treated with care and respect. The school is aware of the "Trojan Horse" issue in Birmingham schools and is vigilant with regard to ensuring children and staff are protected from any form of extremism or indoctrination.

Teaching and Learning around Safety

The school teaches pupils to keep themselves safe and take responsibility for their own safety and well being. Our PHSE learning includes sex and relationships education and drugs education in Y5 and 6, learning about healthy diets, exercise in all year groups, learning about road, rail safety, stranger danger and how to deal with bullying. Our PSHCE curriculum ensures pupils also learn about good character development and respect for diversity and for each other. E-safety forms an essential part of IT lessons and P4C discussions ensure pupils understand about the British values of democracy etc. PE lessons teach pupils about safe use of apparatus, warm up and exercising safely. Food technology lessons also cover elements of food hygiene and safe use of utensils. The school reviews its teaching on keeping safe regularly and aims to incorporate any new essential elements as they become relevant or are highlighted from current affairs.

Staff with Key Responsibilities:

- The deputy headteacher **Ian Jones** is the school's first deputy designated Child Protection and Safeguarding Officer. He is also the school's Educational Visits Coordinator and IT subject leader. He is responsible for advising on and providing updates on E-safety.
- The assistant headteacher, **Jill Pughe**, is to undertake training to be the second deputy designated Child Protection and Safeguarding Officer.
- The School Business Manager, Harriet Luwum is responsible for all aspects of site health and safety and risk assessments.
- The Head Teacher has overall responsibility for all aspects of safeguarding within the school and is the designated teacher.
- **Nigel Leskin** is the governor responsible for Health and Safety and **Kerree Ahern** is the governor responsible for Safeguarding.