

Designated safeguarding lead report to the governing body

School: Crofton Junior School

Designated safeguarding leads: Paul Birdsall, Kate Watson, Hayley Webster, Jenny Walker & Maxine Charles

Designated safeguarding governor: Iain Hadley

Date: December 2021

1. Management of safeguarding: colleague

1.1 Overall statement on the quality of safeguarding over the last 12 months, based on the Ofsted descriptors for inspecting safeguarding:

- How the school's safeguarding arrangements meet statutory and other government requirements;
 - Training requirements are up to date – Paul Birdsall, Kate Watson, Hayley Webster, Jenny Walker & Maxine Charles have all received DSL standard training and all other members of staff Basic Awareness training. DSL training was completed face to face and Basic Awareness via an LA training video.
 - Staff are also in the process of completing Safer Working Practices training, which is recommended every 2 years. This will be completed in the Spring term.
 - Senior safeguarding staff continue to attend online training as the LA DSL Forums are currently unavailable.
 - Safer Recruitment training is up to date for Paul Birdsall, Lorna Parton, David Lloyd and Stephanie Borman.
 - Paul Birdsall updated his Radicalisation training as part of the Prevent Duty on 21st January 2021.
 - Iain Hadley has attended governor safeguarding training.
 - All staff have been provided with Part 1 and Annex A of Keeping Children Safe in Education. Governors have been provided with Part 2. This is available on the governor section of the school website.
 - The Safeguarding Policy is up to date (November 2021), signed by all staff and available on the website. This reflects current high-profile issues including Sexual Harassment & Violence.
 - Stephanie Borman & David Lloyd have previously attended Child Looked After training on behalf of the Governing Body and Miss Walker is the names CLA teacher.
 - All other safeguarding policies have been reviewed this year to date and are available on the website: Whistleblowing Code of Practice, Code of Conduct Behaviour for Learning, Anti-bullying, Health, Safety and Welfare, Equal Opportunities and SEND. The E-Safety Policy needs to be updated.
 - The Single Central Record has historical gaps in it; Mrs Parton has liaised with the LA to ensure that these are completed in line with guidance. Mrs Parton presented to the Safeguarding Team and Mr Hadley the work she had completed and gaps that she is concerned about. As a result, school are exploring the use of an external company, which specialises in single central record compliance.
 - School works closely with outside agencies in order to follow safeguarding procedures correctly.
 - All safeguarding folders are kept securely through the CPOMS system and are discussed within safeguarding team meetings. Records are kept when folders are transferred along with the child to other schools.
 - Individual safeguarding conversations take place at the point of transition between professionals from both schools.
 - Elements of safeguarding are covered within the seen and hidden curriculum i.e. through lessons and assembly themes. The Jigsaw scheme of work has been particularly effective in providing a more comprehensive approach. This is being

supplemented to ensure all aspects are covered appropriately particularly in regard to the RSE curriculum and consent.

- School has an adequate number of staff who are appropriately trained in 1st aid. Mrs Cowan, Mrs Greatorex & Mrs Howell are named first aiders and Mrs Barratt, Mrs Busby, Mr Birdsall, Mrs Charles, Mrs Chivers, Mrs Cooper, Mrs Delamere, Mrs Johnston, Mrs Lugton, Mrs Scattergood and Miss Whitaker emergency first aid trained.
- Epilepsy training has been updated in October 2021. Asthma training needs to be updated by April 2022.
- Mr Birdsall, Kate Watson and Miss Walker are Team Teach trained (valid until November 2022).
- Mr Birdsall & Mrs Chivers have completed Fire Marshal training, which is in date until November 2022. The emergency fire drill procedure has been completed in the Autumn term; further drills are planned for the Spring & Summer terms.
- Lockdown drills are not planned whilst Covid-19 bubble restrictions are in place.

• How the school works to raise awareness and keep pupils safe from the dangers of sexual violence & harassment, abuse, sexual exploitation, radicalisation and extremism and what the school does when it suspects pupils are vulnerable to these issues;

- School has allocated the role of Mental Health Lead, RE & PSHE Co-ordinator to Mrs Henwood.
- Mrs Henwood has completed accredited mental health lead CPD.
- Mrs Henwood is taking part in on-going CPD in relation to the Relationships and Sex Education element of the PSHE curriculum. In the Spring term she will consult with parents deliver a governor presentation and lead staff CPD so that the SRE programme is fully compliant and comprehensive.
- Staff have received CPD through updated DSL and Basic Awareness training.
- School raises awareness through the Jigsaw PSHE, assembly themes and the role of Mrs Charles.
- All staff are aware of the CPOMS and yellow Cause for Concerns forms and the procedures involved.
- All staff have received E-safety training (April 2020), this is being updated for teachers and HLTA's who deliver the Computing curriculum in the Spring term.
- School follows the procedures laid out in the Safeguarding Policy and Keeping Children Safe in Education 2021.
- School are in the process of implementing worry boxes so that children can share any concerns they may have anonymously if they wish. Boxes will be checked regularly by staff and issues discussed with the DSL Team if appropriate before addressing.

• How the school ensures staff have an understanding of issues including radicalisation and extremism, sexual exploitation, domestic violence, female genital mutilation (FGM), forced marriage, substance misuse and gang activity

- All elements are covered in the Basic Awareness and DSL training.
- School has had a focus on domestic violence incidents and are part of the Operation Encompass training programme.
- Incidents previously increased during the lockdown period and we continue to receive information re regular incidents via Operation Encompass, which now include when the child is both present and not present.

1.2 Outcomes of the school's priorities for safeguarding:

- What progress has been made in terms of actions/developments identified over the last 12 months?

Good progress has been made in the following key areas:

- Creating more capacity within our Safeguarding Team.
- Creating opportunities for a greater level of communication between members of the Safeguarding Team.
- Updating training for all staff.

1.3 The role of the designated safeguarding lead:

- How the designated safeguarding lead has contributed to multi-agency processes in the last 12 months

- Provided information via Social Care Direct, Children's First Hub and MASH team re any safeguarding concerns.

- Number of child protection conferences attended

- Four (2 for one child and 1 for another two children). Reports were provided for all conferences. All cases have been stepped down and cases closed.

1.4 Staffing and resources:

- Time, support and resources allocated to fulfil the designated safeguarding lead role

- Designated Safeguarding Lead: Paul Birdsall.
- Designated Safeguarding Leads: Kate Watson, Hayley Webster, Jenny Walker and Maxine Charles.
- Fortnightly meetings take place for all DSL's to attend.
- Time is built into Mrs Charles' timetable to address any safeguarding concerns.

1.5 Complaints:

- Briefly describe any complaints relating to safeguarding and the outcomes.

- 2 pupils within the same family were allowed to be collected by Dad even though there was a historic court order in place not allowing him unsupervised access. This complaint was dealt with by a committee of the governing body. School accepted responsibility that this should not have happened; however, it was at the request of Mum who had initiated the court order in the first instance. The social worker stated in a following meeting that Dad should be able to have unsupervised contact; however, Mum should inform school if this was going to happen.
- Following the incident, school have:
 - Put guards in place so that all Year 3 transition records are checked so we are aware if there are any current court orders in place.
 - Created an up to date pupil category document, which is stored securely, and all relevant information shared with key staff i.e. office staff and teachers.

2. Pupil Profile (do not give individual pupil details)

2.1 Child Protection Profile:

- Concern forms are completed or incidents added to CPOMS in order to ensure concerns are shared in a timely manner and the appropriate action taken.

- Number of child protection concerns referred to the local authority by the designated safeguarding lead

- 1 referral has been referred to the LA through Social Care Direct.
 - School has liaised with external professionals as a result of 2 external referrals being made about the same pupil.
- A brief description of outcomes of the above referrals
 - The referral school made was closed following the social care screening process. It was deemed that a false allegation had been made and no danger was present.
 - The external referral was allocated to the Children's First Hub; however, the parent has refused to engage. A parent support worker was allocated and the parent is engaging to some extent. School are liaising with the parent support worker and SEND professionals and have referred to the EWO for further support.

2.2 Early Identification of vulnerable pupils:

- Number of referrals made for early help in line with local procedures
 - School currently has 2 pupils receiving support via the Children's First Hub. This came about via an NSPCC referral and a self-referral.
 - School have made 1 referral to the Children's First Hub; however, the parent refused to engage and refused to allow a Team Around a School meeting to take place.
 - School liaises with its Single Point of Contact (Leah Parr) to discuss any concerns anonymously before agreeing the appropriate course of action.

2.3 Provision for pupils where there are safeguarding concerns:

- The Safeguarding Team have completed a 'Pupil Category' document, which highlights each of the different safeguarding, SEND, pupil premium or welfare categories that they are currently or historically have been involved with.

The document is updated on an on-going basis as well as within Safeguarding Team meetings. Currently we have:

- 0 children at Child Protection
- 0 children at Child in Need
- 2 children receiving support via the Children's First Hub
- 7 children currently or have recently accessed support via Future in Minds
- 1 child is receiving support via CAMHS with another on the waiting list and a referral being completed for another.

This document allows all members of the Safeguarding Team to be fully aware of the individual circumstances of each pupil and the resulting actions including liaising with external professionals or involving appropriate agencies. It also ensures that school is able to act appropriately if a member of the Safeguarding Team is absent. A development will be to allocate particular areas of safeguarding to members of staff who will then be able to oversee the work more closely and report back Safeguarding Team meetings.

3. Training:

3.1 Designated safeguarding lead training:

- Details of training attended by designated safeguarding lead in the last 12 months
 - Paul Birdsall - Gang Related Issues & County Lines 2nd February 2021.
 - Paul Birdsall - Suicidal Thoughts 1st February 2021.
 - Paul Birdsall - Awareness of Domestic Violence & Abuse 25th January 2021.

- Paul Birdsell - Radicalisation & Extremism online training 21st January 2021.
- Paul Birdsell – DSL Refresher 22nd April 2021.
- Kate Watson – DSL Refresher 16th September 2021.
- Hayley Webster & Jenny Walker – New to DSL 25th & 26th November 2021.
- Mrs Charles is due to take DSL Refresher Training before 22nd September 2022. This has been booked for 14th July 2022.

3.2 Staff training:

- Safeguarding training attended by staff or provided to staff in the last 12 months. Include any online training.

- Basic Awareness September 2021.
- Safer Working Practices September 2021.
- Operation Encompass (Domestic Violence) September 2021.
- Working with Children with Learning Difficulties & Disabilities February 2021 (Teaching Assistants).

3.3 Governor training:

- Iain Hadley – Child Protection for School Governors 20th January 2021.

- Details of any identified safeguarding training needs or opportunities

- Lunchtime Supervisors & cleaning staff to complete Safer Working Practices training.
- SRE training for teachers.
- E-Safety training update for staff delivering the Computing curriculum.
- Update governor safeguarding training.

4. Future priorities:

- The school's priorities in safeguarding over the coming 12 months
 - Complete the Safeguarding Audit with the Safeguarding Team.
 - Allocate Safeguarding Team members with oversight of key areas and liaise with relevant staff – sexual violence & harassment, SEND, mental health & wellbeing and E-Safety.
 - Ensure that all staff are proactive in recognising and acting upon signs of sexual violence & harassment.
 - Provide pupils with a greater opportunity to share any concerns i.e. worry boxes.
 - Complete Safer Working Practices training.
 - SCR.
- Any initiatives to improve safeguarding over the next 12 months
 - See above.
- Any incidents in the previous 12 months, which necessitate a change on policy or procedure
 - No, the policy is in line with the latest LA document.
- Date of the next planned review of the safeguarding policy.
 - November 2022.