



**Safeguarding
at Barley Lane:
What we do**

- Safer Recruitment**
- Single Central Record
 - SLT and Gov trained and refreshed
 - Practice adapted in all interviews - questions
 - DBS enhanced checks
 - Check references
 - ID checks
 - right to work
 - Application scrutiny – gaps in employment
 - Legal Advert
 - Accurate Job description
 - Interview
 - IMASS, Occupational health
 - KCSIE part 3

- Managing Allegations Against Staff**
- KCSIE 2021 part 4
 - LA guidance/LADO Referral
 - School Policies
 - Code of conduct
 - HR

Educational Visits that are safe, familiar and well planned; scrutinised by the team and LA

- Pupils**
- First Aid
 - Medical issues/medications
 - Personal care
 - Risk assessments
 - Individual Risk Management Plans
 - Individual Holding Plans
 - Pastoral Care
 - Positive role modelling
 - Relationships
 - Positive culture and climate
 - Healthy relationships

- Attendance**
- Good attendance
 - Transport management
 - Regular family updates
 - EWS collaborative working
 - Wider professional network
 - Twice daily register
 - Welfare checks at the door
 - MOS attends the property
 - Parental support

- Curriculum**
- A broad, diverse and relevant curriculum
 - Interest and fun
 - PSHE/SRE programme
 - British Values
 - Personal development
 - Pupil Risk assessment
 - Bespoke packages

- Child Protection**
- Apply the notion of ‘what we would want for our own children?’
 - Pupil welfare, happiness and wellbeing central to school life
 - Relationships education
 - Multi-agency working
 - Signage
 - CP3 Bi-annually
 - Online training providers
 - CPO/CP meetings
 - Clear guidance policy/procedures
 - E Safety/Cyberbullying
 - MASH
 - Social care liaison
 - RFC Early help
 - CIN, CP conferences
 - Attendance EWS
 - Twice daily briefings
 - Operational leadership
 - Code of conduct (displayed)
 - GDPR
 - Privacy notices
 - KCSIE
 - Website policy and guidance
 - Home visits

- Anti-Bullying**
- Policy in place
 - Healthy relationships
 - Raise awareness through curriculum (PSHE and lived experiences)
 - Vigilance and Supervision at all times
 - Peer on peer awareness

- Physical Intervention/Behaviour**
- High Expectation
 - ‘Good’ or better lessons
 - PRICE Training
 - Relational practice
 - Monitoring of incidents/Reports to GB/MASH/LADO /Parent
 - Behaviour policies
 - Well-being Policies
 - De-escalation
 - ELSA
 - Counselling
 - After school detention
 - FTE
 - Restraint reduction network 2021
 - Lawful, reasonable force
 - Pastoral support plan
 - Mentoring provision
 - Radio and mobile phone communication
 - 3rd party intervention
 - Restorative work/child family
 - Well-being check post incident

- Safeguarding**
- Awareness and rigour around...
 - School culture and climate, values and ethos
 - Address barriers to learning
 - Positive Role modelling
 - Personal development
 - Tackling prejudice and discrimination
 - Safe practices, routines and expectations
 - Radicalisation/extremist behaviour – Prevent Duty
 - Child sexual exploitation
 - Relationships education
 - Online safety
 - Prevent
 - Peer on peer abuse
 - DSL, DDSL – whole team approach
 - Parent communication
 - CPOMS
 - Multi agency working

- Providing a Safe Environment**
- Values and ethos
 - Culture, climate and belonging
 - Supervision
 - H&S audit
 - Programme of projects
 - Site security and maintenance
 - Clear displays
 - Safe processes for visitors
 - Closed doors and fobs
 - Cleaning rota twice daily
 - COVID protocols and safety

- Health & Safety**
- H&S audits/actions
 - Termly Meetings
 - Link to SG meeting/premises meeting
 - Training
 - H&S Governor
 - CHASM completion
 - Fire inspections
 - Operational leads

- Confidentiality of:**
- All stakeholders
 - Pupils
 - Staff
 - Governors
 - Families
 - GDPR
 - Privacy notice
 - DPIA

- Staff Conduct**
- Policy
 - Induction
 - Training
 - PM/CPD
 - Code of conduct
 - Interview
 - Team scrutiny and rigor
 - Whole school policies
 - Twice daily meetings
 - Professional guidance/escalation
 - HR support
 - Hard work, humility kindness
 - Friendship, Optimism
 - Integrity

- Whistle blowing**
- Complaints procedures LA/HR guidance
 - Policy known and followed on school website