



**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**
- LA guidance/LADO Referral
  - Policies
  - HR

Educational Visits that are scrutinised by the team and LA

- Pupils**
- First Aid
  - Medical issues
  - Personal care
  - Risk assessments
  - Individual Risk Management Plans
  - Individual Holding Plans
  - Pastoral Care
  - Positive role modelling

- 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 curriculum
  - Teaching that is ‘good’ or better
  - PSHE/SRE programme
  - British Values
  - Personal development
  - Pupil Risk assessment
  - Bespoke packages

- Child Protection**
- We benchmark against what we would want for our own children, friends and family
  - Pupil welfare, happiness and wellbeing at the heart of all we do
  - 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
  - Raise awareness through curriculum
  - Vigilance and Supervision at all times

- Safeguarding**
- Racist, disability, homophobic, misogynistic abuse
  - Radicalisation/extremist behaviour – Prevent Duty
  - Child sexual exploitation
  - Online safety
  - Prevent
  - Peer on peer abuse
  - CP level 2 and 3 annually and Bi annually
  - DSL, DDSL – whole team approach
  - Parent communication
  - CPOMS
  - Multi agency working
  - Pete’s Dragons
  - Balloons

- Safe Environment**
- 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

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

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

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

- 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
  - Pastoral support plan
  - Mentoring provision
  - Radio and mobile phone communication
  - 3<sup>rd</sup> party intervention
  - Restorative work/child family
  - Well-being check post incident