



St GREGORY'S CATHOLIC PRIMARY SAFEGUARDING STATEMENT

At St Gregory's 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.

The school has clear procedures and key personnel in place to ensure safeguarding in all aspects of school life.

The school specifically incorporates the teaching of health and keeping safe within the wider curriculum.

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 residentials

Online safety teaching, learning and procedures

Medical and first aid procedures

Behaviour, bullying and restraint

Equalities and discrimination including preventing radicalisation and extremism

Staff recruitment:

The school follows the safer recruitment procedures and the Headteacher and Chair of Governors have undertaken the Safer Recruitment training. Application forms and CVs 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. This is checked by the HT and CoG termly.

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 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, and ensures this is updated every three years. The Designated Teacher and Deputy receive central training at least every two years. There is 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 technician provides E-safety updates. A log of training is kept by the school.

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 CoG.

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

Volunteers and visitors:

All volunteers and visitors sign in and read the mini school information guide on Health and Safety. 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 here.

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.

Online safety – the school has separate Online 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 leader of Computing – e.g. sexting is a recent issue emerging on the national news, so staff need to be made aware. Online 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, 4 of these are paediatric first aiders.

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 Behaviour and Anti Bullying policy which staff need to be familiar with and apply. There is also a Restraint policy and key staff have been trained in positive behaviour handling.

We are a “Telling school” and 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, Radicalisation and Extremism:

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 DHT. All children and staff should be treated with care and respect. The school is vigilant re ensuring children and staff are protected from any form of extremism or indoctrination. In line with the Prevent duty staff and governors are trained and kept informed to recognise vulnerability and mitigate the risks. The school’s Catholic Values Education reinforces our commitment to equalities and includes the values of tolerance, respect, equality and kindness). It promotes reflective thinking and questioning, freedom and openness as well as respect and tolerance for all faiths, within a multicultural society.

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 SRE and drugs education in Y5 & Y6, learning about healthy diets, exercise in all year groups, learning about road, rail safety, stranger danger and how to deal with bullying. Our Come and See, (RE education programme) ensures pupils also learn about good character development and respect for diversity and for each other. E-safety forms an essential part of Computing lessons and discussions ensure that our 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 head teacher is the school’s first designated Child Protection and Safeguarding leader.

The Deputy head teacher is the second designated CP and Safeguarding leader.

The School business Manager, head teacher and school governors are responsible for all aspects of site health and safety, medical and first aid procedures, e-safety and risk assessments.

The Computing Subject Leader is responsible for advising on and providing updates on E-safety.

The school has a health and safety committee who meet half termly and report back to the GB.

The head teacher is the schools Education visits coordinator.

The head teacher has overall responsibility for all aspects of safeguarding within the school.