

Safeguarding Policy

Lead designated person for Safeguarding and deputies

Named Governor for Safeguarding

All staff have annual training

Clear procedures are in place to ensure any suspicions are reported to the relevant agencies

Note of concern are raised via MyConcern

Dedicated area on school website

Secure file transfers

Inter-agency working

Education Psychology Service
Autism Team
CAMHS
Social Services
Health Visitors
School Nursing Team
NSPCC
Behaviour Support Team
Special and Language Therapists
Inclusion Team
Virtual School
Other schools/academies
Occupational Therapists

Policies

Safeguarding
Whistleblowing
Behaviour
Intimate Care
Medical Conditions
Data Protection
SEND
Positive Handling
Code of Conduct
Recruitment and Selection

Volunteers

Volunteer policy and application procedures in place

All volunteers in regulated activity are DBS checked

All volunteers not in regulated activity are supervised

Safeguarding policy shared with volunteers

Visitors

All visitors report to front desk to sign in electronically

All visitors wear an ID badge

All visitors receive safeguarding information upon signing in

Attendance

Attendance team contact families of absent children

Persistent absentees and lateness tracked by attendance team

Home visits undertaken

100% attendance celebrated for individuals

Good attendance celebrated weekly for classes (display boards)

Attendance team have regular contact with EWO

Pastoral Support

Team around the Children office

Lego Therapy groups

Time to Talk Lunchtime Drop-Ins

Family Support Worker based in school

School Counsellor

Therapy Dog

Breakfast Club

We signpost families to other agencies for support

Nurture groups (KS1 and KS2)

Proactive approach to early intervention

Parenting courses



Safeguarding at Windmill L.E.A.D. Academy

Actions we put in place to keep all pupils safe.

Internet Safety

E-Safety Policy

E-Safety Lead

E-Safety resources on website

Parental permission for use of photographs on our website

All pupils taught how to keep themselves safe on the internet

Internet safety day

Workshops offered to parents

Acceptable use policy

Internet filtering and network monitoring

Medical Needs

Clear policy

Teaching Assistants, Middays are trained in First Aid

7 members of staff are trained paediatric first aid

Staff trained in epi-pen management

Anti Bullying

Clear procedures for pupils to report bullying incidents

'Anti-bullying week' to supplement PSHE curriculum

Anti-bullying posters in all classrooms

'Worry Monster' in TAC Office

Curriculum

PSHE/safeguarding curriculum

GREAT project for Year 5

D.A.R.E project for Year 6

Street Aware Workshops for Year 6

Living and Growing Curriculum

First Aid workshops for Year 6

Road Safety workshops Year 1-6

NSPCC 'Pants' campaign

Road/Rail/Fire safety

Health and Safety

Regular fire risk assessments

Regular fire evacuation and lock down drills

Clearly labelled exits

Fire warden training completed for key members of staff

Regular H&S checks carried out

Risk assessments for all off-site visits

Risk Assessments for pupils with medical, behaviour or SEND needs

Individual evacuation plans

Recruitment and Vetting

All adults working with pupils in school have enhanced DBS checks. This includes any adult who comes into school on a regular basis

Headteacher and Deputy Headteachers are trained in ensuring that Safeguarding is a priority when interviewing new applicants

Safer recruitment procedures are always followed.

Training

All Designated Leads attend training at least bi-annually

Governors have regular safeguarding training

All staff attend safeguarding training (Linked to KCSIE and SWP)

All Staff have completed Prevent/FGM training

Designated Leads attend relevant training on specific issues (e.g. CSE, DV, substance abuse)

First Aid training (see medical needs)

Behaviour

Clear policy, based on choice, knowing self and clear rewards and consequences

System and reporting followed by all members of staff

Half-termly monitoring, analysis and reporting

Referral to other agencies when needed