Education Safeguarding Advisory Team Safeguarding Check

School governing bodies are required to carry out an annual review of their school's safeguarding practice and to provide information to the LA about how the duties set out in the DfE guidance ('Keeping Children Safe in Education' 2019) have been discharged. This form enables schools to undertake a thorough review of safeguarding procedures and inform the annual report to Governors.

The audit will enable and support you to:

- Ensure safeguarding is embedded in your school
- Complete your school's annual safeguarding report to governors accurately, to then report to the LA
- Assess your school's safeguarding practice, highlighting patterns of strength and areas for development
- Develop an action plan to address any weaknesses or areas for development which have been identified.
- Ensure that key people (including the governing body) have access to information and evidence to enable them to make a
 judgment about the quality of safeguarding within the school.
- Assemble your evidence of impact of practice for any Ofsted inspection.

This form can be completed by a member of the Education Safeguarding Advisory Team (ESAT) or can be carried out internally by DSL's/headteachers/governing bodies.

The review is carried in 3 parts:

Part 1: Evidenced based

Part 2: Questions with Headteacher/DSL, this part will rely on the honest and integrity of the information provided by the

Headteacher/DSL

Part 3: Questions with staff and children

Please remember this review is to support you in embedding the best safeguarding process for your pupils, families and staff

Name of School	LVS School		
Date of Audit	10 th January 2020		
Type of Audit	First	Review	Other

Audit Participants		
Name	Role	
Tracy Lucas	Deputy Head	
Louisa Allinson-Bergin	Head of Centre	
Sandra Barratt	Assistant Designated Officer	
Nikki Annable	HR	

PART 1: Evidenced based

1.1 School Site Security		
Areas for Assessment	Yes/No	Evidence
School gates are closed/locked.	Yes	Electronic gates
Access points appropriately used and secured.	Yes	
Clear signage for reception/entrance to building.	Yes	Clear signage
Single point of entry.	Yes	Main entrance for all visitors in to reception
There is a site risk assessment in place that addresses any potential	Yes	Viewed. Various site risk assessments in place
safeguarding concerns.		
The site risk assessment is reviewed annually.	Yes	All reviewed annually
There are procedures in place to limit access to school site.	Yes	All visitors come through main gates
The school has a lockdown policy in place.	Yes	Viewed
The lockdown policy has been practiced with staff and pupils.	Yes	Practised Jan 2019 with staff and children. School are due
		another practice

Comments/actions

An official site walk is completed once a week with recorded findings, however the site is walked daily by site team.

Code one on the radios initiates a lockdown procedure.

No issues on the site.

Plans to put in a pedestrian access which is underway.

Excellent CCTV coverage of the site which can always be viewed by the site team and reception

Forest school area developed in the meadow. Risk assessment in place for forest school

Gate locked in to church grounds.

Pedestrian path/bridleway down the side of the fence – clearly signposted and separate form school.



1.2 Site Walk
Areas of concern identified
1.
2.
3.
4.
5.
Site walk completed with the site manager – no concerns

1.3 Signing in process		
Areas for Assessment	Yes/No	Evidence
Signing in process for visitors.	Yes	School have an electronic signing in process which I was asked
		to use
ID checked and recorded.	Yes	The receptionist asked to see my ID
Visitors badge provided.	Yes	Green visitor's lanyard was provided
Leaflet on safeguarding provided for visitors.	Yes	Really good leaflet provided on arrival
Posters in reception identifying DSL (and deputies).	Yes	Clear posters reception identifying DSLs and providing safeguarding information
Reception area is separate from the main school (holding area for example).	Yes	
Reception area secure.	No	Reception area has access to the rest of the school and is not secure. Reception is permanently manned.

Comments/actions	
None	



1.4 Single Central Record	
Areas for Assessment	Yes/No
The single central record must indicate whether the checks detailed above have been carried out or certificates obtained, and t each check was completed/certificate obtained.	he date on which
Identity check. (Identification checking guidelines can be found on the GOV.UK website)	Yes - viewed
Barred list check.	Yes -
Enhanced DBS check/certificate.	Yes - viewed
Prohibition from teaching check (for teachers).	Yes - viewed
Overseas check (where relevant)	Yes - viewed
European Economic Area (EEA) check (where relevant)	Yes - viewed
Check of professional qualifications, where required	Yes - viewed
Check to establish the person's right to work in the United Kingdom.	Yes - viewed
Section 128 check (for management positions and governors)	Yes - viewed

Please note:

MATs must maintain the single central record detailing checks carried out in each academy within the MAT. Whilst there is no requirement for the MAT to maintain an individual record for each academy, the information should be recorded in such a way that allows for details for each individual academy to be provided separately, and without delay, to those entitled to inspect that information, including by inspectors described at paragraph.

Comments/actions

New rule by HR that until all 48 pre appointment checks are completed, they will not let new staff start without these.

Checks on SCR are not initialled as the school have a separate pre appointment checklist which clearly documents these. This must be signed by HR and countersigned.

HR will request a medical declaration from staff but also send them to OH.



	Initials of	Initials of	Initials of
	personnel file: AP	personnel file: SP	personnel file CH
Application form	viewed	viewed	viewed
References at least 2	viewed	viewed	viewed
1st referee from previous employer (headteacher or a manager	viewed	viewed	viewed
Copy of signed job description. (good practice)	viewed	viewed	viewed
Copy of signed contract	viewed	viewed	viewed
Copies of proof of identity	viewed	viewed	viewed
Copies of qualifications	viewed	viewed	viewed
Relevant checks that have been carried out for the staff member	viewed	viewed	viewed
Up to date risk assessments	N/A	N/A	N/A
Supervision/appraisal forms	N/A	N/A	N/A
1.5b Agencies, sub-contracted professionals etc			
Areas for assessment			Yes/no
Evidence of photo ID			Yes – viewe in AW
Appropriate Safeguarding training has been completed.			Yes – viewe in AW
Evidence of PREVENT training			Yes – viewe in AW
School have evidence (e.g. covering letter) that appropriate checks have been carried from supply agencies, catering companies, sports companies etc including: Identity check. (Identification checking guidelines can be found on the GOV.UK websi Barred list check; Enhanced DBS check/certificate; Prohibition from teaching check (for teachers) Overseas check (where relevant) European Economic Area (EEA) check Check of professional qualifications, where required Check to establish the person's right to work in the United Kingdom. Section 128 check (for management roles)	•	k with children	Viewed in A\

Comments/actions

Excellent front page checklist and pre appointment checklist in all staff files

AW is contracted in from NHS due to having a child in school who has up to eleven epilepsy seizures a day – staff file viewed. This is a typical file for any external staff employed. All appropriate

Staff files checked:

- AP front page checklist and pre-appointment checklist, interview questions SP front page checklist and pre-appointment checklist, interview questions
- CH front page checklist and pre-appointment checklist, interview questions

1.6 Training			
Areas for Assessment	Yes/No	Certificates seen yes/no	
School have an up to date training log for staff	Yes - viewed	N/A	
1.6a Safer Recruitment Training:			
The Headteacher and at least one governor has attended and passed safer recruitment training in the last 5 years	Yes	Louisa Allinson-Bergin – 17th Oct 19. Online 17 th Dec 19 Pauline Ross – 17 th Oct 19	
Additional senior management staff and governors have attended and passed safer recruitment training in the last 5 years	Yes	Anita Adams – 17 th Oct 19 Tracy Lucas – 17 th Oct 19 Nicky – 17 th Oct 19 Jeannie Rickman – 17 th Oct 19	
1.6b Designated Lead Training			
Designated lead/s have received specialist level training delivered by a LSCB in the last 2 years	Yes	Louisa Allinson-Bergin – 26 th March 2019 Tracy Lucas – 30 th April 2019 Andrea West – 15 th Nov 2019 Natasha Tillyer – 5 th Dec 2019 Ali Farr – 9 th Dec 2019	
A member of the governing has attended specialist level training delivered by a LSCB in the last 2 years	Yes	Pauline Ross – SEN Governor Training – 2018 Anita Adams – Level 3 Safeguarding Training	
The Designated lead/s have undergone additional training regarding specific safeguarding issues.	Yes	Training details:	

		Louisa – Digital Safeguarding, CSE Natasha – working with father Tracy – Child Exploitation & Violence, FGM
1.6c Generalist level Safeguarding Training:	1	
All staff have undergone Generalist level Safeguarding Training in the last 3 years:	Yes	September 2019
All governors have undergone Generalist level Safeguarding Training in the last 3 years:	Yes	Viewed
All regular volunteers have undergone Generalist level Safeguarding Training in the last 3 years:	Yes	School only has one volunteer – 10 th Dec 2019
1.6d Lead Trainer Training: School have an approved lead trainer to deliver training in house, this person has been approved by the safeguarding team and uses the PowerPoint that is provided.	Yes	Louisa – May 2019
1.6e PREVENT:		
All staff have undergone the Channel General Awareness training	Yes	January 2020 – certificates viewed
All volunteers have undergone the Channel General Awareness training	Yes	Louisa - awaiting
All governors have undergone the Channel General Awareness training	Yes	Certificates viewed
All staff and governors receive regular safeguarding updates from the Headteacher/DSL. Ideally through regular staff meetings but at least annually. (this includes updates from OSCB etc)	Yes	September every year, staff meetings, send Andrew Hall's newsletter weekly

Comments/actions

Safeguarding Training is carried out in school every September.

Prevent Training is carried out in school every January.

Seminars put on for staff on manipulating parents – abuse within affluent parents. This was opened to other schools. – called 'Affluent and Safeguarding Children's Workshop'.

Work has been completed with other schools on autism within girls.

Culture and Wellbeing training provided.

Restorative Practice is being channel through school.

CEOP recently attended school.

School are putting on a conference around Safeguarding Young Children around Autism.

All Sodexo staff have completed Prevent Training in January 2020.



1.7 Record Keeping			
Areas for Assessment:		Yes/no	
The school has a system for clear and accurate process for the recording of safeguarding and child protection concerns		Yes – still paper but going on to ISAMS in September 2020	
Safeguarding/CP files seen	initials: JD (CIN)	Initials: JE	Initials: Cl
All records of concern have actions and outcomes.	N/A	viewed	N/A
Records are kept of any consultations with other agencies, including appropriate referrals.	viewed	viewed	viewed
File in chronological order.	viewed	viewed	viewed
Front page chronologies are in place	viewed	viewed	viewed
File stored confidentially and securely, separate from main school records.	In Tracy's office, locked	In Tracy's office, locked	In Tracy's office, locked
	locked	Yes/no	locked
Only appropriate staff members can access the child protection record	Yes – Lo	uisa, Andrea a	and Tracy
Files are transferred securely when children move to new school.	to transfer t	Yes – only had one child who has left to transfer to another school, and he didn't have a cp file	
School have evidence of conformation that transferred information has been received from new school.	No as not hat a signed le come from	ad this. School etter with any on another school e of the proce	ol do request op files that ool and are
Files are regularly audited by DSL or Headteacher to ensure quality and consistency of recording and actions and outcomes.		Yes	
Staff received feedback of outcome of file audit, and any good practice or learning is shared.		Yes	
Individual records of concern seen	Initials: JD	Initials: JE	Initials: Cl
Individual records of concern have actions and outcomes	N/A	Yes	N/A

Comments/actions

- JD EHA viewed, Family Star, TAF Meeting Minutes
- JE Meeting minutes
- CI clear consultation with Claire Evans, Transport Safeguarding Team. Tracy advised that Claire is excellent, and the school receive really good communication and updates from her. School asked for this to be passed on.

PART 2: Information provided by Headteacher/DSL

2.1 Safeguarding policies Areas for Assessment	Yes/No	
The policy has been updated and ratified by the Governing Body within the last 12 months.	Yes – Sept 2019	
The up to date policy is available on the school website	Yes - viewed	
School can guarantee that everyone receives regular updates and details about any recent changes. This includes: staff/regular volunteer/governors/trustees etc	Yes – verbally told	
School have ensured that everyone has signed to say they have read and understood the CP policy. This includes: staff/regular volunteer/governors/trustees etc	Yes - viewed	
School have ensured that everyone has signed to say they have read and understood Keeping Children Safe in Education Part 1. This includes: staff/regular volunteer/governors/trustees etc	Yes - viewed	
All statutory safeguarding policies are up to date and in line with Local/National guidance and have been ratified by the Governing Body/board of trustees including: Attendance Anti-Bullying Behaviour Management – called Culture & Wellbeing Child Protection/Safeguarding Code of Conduct E-Safety Medication – First Aid Missing Children Safe Recruitment and Selection Social Media Policy for Staff (including an Acceptable Users Policy) Use of Physical Intervention Use of Photography/Video Whistleblowing Sexual Violence and Sexual Harassment between Children in Schools and Colleges (DFE Guidance available) – guidance in staff room	Yes – all sent out to staff after governors meeting	



omments/actions	
one	

2.2 Managing Allegations	
Areas for Assessment	Yes/No
All members of staff are aware of the procedure for responding to and managing allegations against staff and are clear about how to report any	Yes –
concerns they may have.	told by staff
Details of the Designated Officers team (LADO) team are known by staff.	Yes –
	staff
Details of the Designated Officer's (LADO) team are visible within the school.	Yes –
	staff
School, where applicable, have dealt with allegations in line with the KCSIE	room
All staff are aware of the Whistleblowing policy for the setting.	Yes - viewed
Whistleblowing policy is displayed in school and is accessible for staff.	Yes –
	staff
Staff are aware that allegations must be reported to the Headteacher, even if Headteacher isn't the DSL, and allegations against Headteacher should be reported to Chair of Governors.	Yes
Headteacher is aware not to investigate an allegation before speaking to a member of the Designated Officer's (LADO) Team.	Yes - verbal

Comments/actions

No allegations about staff the last academic year. Louisa advised she is clear regarding the process and would contact the LADO team immediately.

2.3 School recruitment processes are compliant with Keeping Children Safe in Education 2019 and include:	
Areas for assessment	Yes/no
All adverts and related documentation contain a safeguarding statement	Yes -
	viewed
All job descriptions contain details regarding the staff members safeguarding responsibility	Yes -
	viewed
References are requested prior to interview (where possible)	Yes -
	viewed
At least 2 references are taken for successful candidates	Yes -
	viewed
There are at least 2 individuals involved in the entire recruitment process from shortlisting through to interview and selection	Yes –
	verbally
	told
All interviews are carried out face to face (may include skype)	Yes –
	verbally
	told
Any missing information or vague details are followed up at interview with candidate	Yes –
	verbally
	told
All interview panels contain a member who has up to date recognised safer recruitment	Yes -
	viewed
All successful candidates are subject to appropriate checks (see single central record requirements)	Yes –
	viewed
	on SCR
References are followed up and verified with a phone call to referee.	Yes –
	verbally
	told
Risk assessments where appropriate are in place, updated annually and shared with appropriate staff members	Yes

Comments/actions

LTC recruitment process viewed which has recently been implemented.



2.5 External groups/agencies/exchange visits	
Areas for Assessment	Yes/No
External Groups: If working with children school ensures the external group:	
Have an up to date and effective CP policy in place that is updated and reviewed annually.	N/A
Implements safer recruitment procedures	N/A
Provide evidence that appropriate checks have been carried out on adults that they use to work with children including:	N/A
DBS check	
Barred list check	
Proof of identity	
Overseas check (where applicable)	
References	
Provide evidence that their staff and volunteers have undergone the appropriate level of safeguarding training.	N/A
Have procedures are in place if they have concerns about a child.	N/A
Have provided evidence that they understand how to refer child protection concerns.	N/A
School have written conformation/agreements in place with these external groups guaranteeing that all the above safeguarding measures are	N/A
in place.	
Exchange Visits	
School undertakes appropriate DBS checks on members of host families where children will be staying if the schools has arranged the visit.	N/A
School undertakes gathering appropriate assurances from schools where their children may be staying with host families abroad.	N/A

Comments/actions

School do not have any external groups attend the school. The children at post 16 complete work experience and attend BCA college. The only other visitors to the school are OCC, CAMHS etc. Nobody is allowed on site without a DBS.

2.6 DSL/Headteacher responsibilities	
Areas for Assessment	Yes/No
The DSL attends all:	
Strategy meetings	Yes
Initial child protection conferences	Yes
Review child protection conferences	Yes
Core group meetings	Yes
Details of the MASH and other appropriate contact details are displayed	Yes –
	reception

	& staff
	room
DSL is aware of their allocated LCSS worker	Yes –
	Pippa
	Sinclair
DSL contacts LCSS for "no names consultations"	Yes –
	one took
	place
	whilst I
	was at
	the
	school
Child protection/safeguarding is a regular agenda meeting on all staff meetings and governing body meetings	Yes –
	minutes
	viewed
DSL is offered regular supervision	Yes
The annual safeguarding report to governors/trustees is completed, presented to Full governing body and returned to the LA	Yes
DSL/Headteacher ensures the ESAT have emergency contacts for CP concerns that may come to light out of term time	Yes

Comments/actions

The most appropriate DSL will attend the Conferences, CIN, TAF's etc. LCSS worker is Pippa Sinclair. Safeguarding is on the agenda for staff and governor's meetings. These are recorded.

2.7 Reintegration Timetables and Alternative Provisions Areas for Assessment	Yes/No
2.7a Reintegration Timetables	133333
How many children are on reintegration timetables?	4
Has this plan been reviewed with parents?	yes – use OCC form - viewed
The plan includes looking to reintegrate the student back to full time provision within 6 weeks.	yes
The reintegration timetables are reviewed every 2 weeks.	yes

Any children on a reintegration timetable have been referred to the OCC School Inclusion team.	No due to
	the nature
	of the
	children
2.7b Alternative Provision	
How many students are attending alternative provisions?	0
Have school visited the provision to ensure the quality of the education and care?	N/A
Is there an alternative provision agreement in place with the setting that includes?	N/A
Assurances around safeguarding arrangements.	
Assurances around safer recruitment.	
Evidence of appropriate recruitment checks have been obtained.	
Procedures in place around attendance.	
Procedures in place around missing children.	
Processes around sharing incident reports.	
Processes around sharing any concerns.	
Are daily attendance checks in place with the alternative provision?	N/A
School visit the provision regularly to ensure the provision meets the needs of the young person.	N/A

Comments/actions

None

2.8 Missing children		
Areas for Assessment	Yes/No	
School are aware of the statutory guidance in relation to Children Missing Education and Missing pupils.	Yes	
School understand the difference and know who to contact regarding Children Missing Education and Missing pupils.	Yes - verbally told	
School have a procedure in place to record and report students who are deemed as missing.	Yes – verbally told	
School understand, and where applicable have carried out, return interviews with students who have gone missing	No	

Comments/actions

Tracy was able to explain the difference between a child missing education and a child missing.

School have a procedure in place for any child who goes missing within the school day. Home visits are completed to the children that are not in school.

School have not had to complete a return interview with any child yet.

2.9 Children looked After	
Areas for Assessment	Yes/No
School have a Designated Lead to support Looked after Children. The lead will monitor the progress and identify areas of support.	Yes
School are aware of the Headteacher for the Virtual School.	Yes
School, where applicable, liaise regularly with staff from the Virtual School.	Yes
The designated person attends all CP conferences/core groups/LAC meetings.	Yes
School will contact the allocated social worker/team if young person is absent from school.	Yes

Comments/actions

School do not have any LAC children on roll. School have some adopted children. Tracy is the LAC lead if needed.

Part 3: Questions with staff and pupils

3.1 Questions/scenarios for staff		
Questions	Staff members name and role	Response
Tell me about your understanding of radicalisation?	Fiona Purvis, TA	Influencing people to take part in acts of terrorism. Extremism
How do you report a safeguarding concern about a child in your school?	Teresa Berridge, Housekeeping	Go to one of DSL's. There are five.
When did you carry out your safeguarding training?		



If you saw your headteacher hit a child what would you do?	Louise Bar, Teacher	Needs to go to governor or senior LVS. Not a staff member in school.
If your thought a student was texting one of your	Fiona Purvis, TA	Would go to DSL and CP alert
colleagues what would you do?		
A child tells you their mum hit them last night what would		
you do?		
What are the indicators of neglect?		
What is PREVENT?		
What do you do if a parent tells you another parent is	Teresa Berridge, Housekeeping	Take to a DSL who is an expert at dealing. They would get
living with a registered sex offender?		the appropriate help.
What is your understanding of whistleblowing?	Louise Bar, Teacher	Someone within the organisation have seen something needs to let someone know outside so it can be dealt with.
What are indicators of potential Radicalisation?		
Child is very upset and saying that they don't want to go		
home because they are scared and get hit by parents.		
DSL not available so what would your next steps be?		
You see a parent dragging their child aggressively	Fiona Purvis, TA	Approach the parent. Would also report and CP alert it.
outside school grounds what would you do?		
What is the MASH?		
If you didn't feel a safeguarding concern was being		
acted upon what would you do?		
You are concerned about the actions of a colleague but	Louise Bar, Teacher	May not be privy to share information. Would go to LADO. If
don't believe the head or governing body are acting		urgent and concerned about safety of child would get in
upon your concerns, what can you do?		touch with MASH
What is your understanding of FGM?		
What is your understanding of CSE?		
What is your understanding of CDE?		
What is your understanding of Honour Based Violence?		
What are some indicators of Emotional abuse?		
What are some indicators of Physical abuse?		
What are some indicators of Sexual abuse?		
If you were arrested what would you do regarding work?	Teresa Berridge, Housekeeping	Report to work regardless of what I had been arrested for as could affect work
If your own child had to go on a child protection plan		
what would you do regarding work?		
What is your understanding around staff suitability?		
What is a LADO?		



Tell me about the updates to KCSIE 2019		
What is KCSIE?	Fiona Purvis, TA	Keeping Children Safe in Education. Wanted to add Upskirting
What is neglect?		
What is contextual safeguarding?		
What is whistleblowing?		
Where would you find contact details of LADO?		
Where would you find contact details of MASH?	Teresa Berridge, Housekeeping	On safeguarding board in staff room or in line managers office
What would you do if a child had an injury but didn't say what they had done?		
Whose responsibility is it to keep children safeguarded from harm		
You passed information to your DSL regarding potential abuse and you feel she didn't take it seriously. What should you do?		
How does KCSiE 2019 define a child?		
Who can contact Childrens Social Care if they have a		
concern?		
When should you report concerns?		
When should you share information without consent?	Louise Bar, Teacher	Unsure
Is sexual abuse only committed by adults?	Teresa Berridge, Housekeeping	No. Can be committed by peers as well.
Which part of "Keeping Children Safe in Education" must all staff have read?		
Who is allowed to contact Social Services directly?		
What does "early help" mean?		
What is the name of the strategy that aims to help stop students being drawn into terrorism?		
What is grooming?	Fiona Purvis, TA	Someone influencing and persuading and edging someone towards sexual exploitation with devious means. Picking on someone vulnerable.
If a student discloses information about abuse to you, what should you do?		
What would you do if you received a text from a student?	Louise Bar, Teacher	Let someone know. Tell DSL. Screenshot message.
When was your child protection policy last updated?		

Childs Voice				
	Child 1 Agnus – head girl, yr 12	Child 2 Morgan – head boy, yr 14	Child 3	
Do you feel safe in school?	Yes definitely. Know that I can't get	Yes. Do feel safe. Protocol for		
	off site and no one can get on site as	everything. Routine. Signing in,		
	measures in place. No one random	picture taken. Are in a secluded area		
	can walk on site.	but have freedom.		
Who can you speak to if you have a	Teachers are really good, but TA's	Anyone. Teacher recently left that I		
worry/concern in school?	are amazing.	would talk too. Talk to Gail, TA.		
What does school do to make you	General atmosphere that helps me	Routines for everything that could		
feel safe?	feel safe and comfortable. Staff have	possibly happen, e.g. a child that		
	walkie talkies.	goes missing. Protocols for		
	Did a lockdown in previous school.	everything. Fire alarm. Haven't had		
		a lockdown drill.		
	Fobs on lanyards that staff use to			
	have – changed to walkie talkies			
	which is better.			

A Role

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S. L. Barrell

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Alison Beasley Local Authority Designated Officer Donna Crozier
Assistant Designated
Officer

Sandra Barratt Assistant Designated Officer Charlotte Allen Assistant Designated Officer