

Culture of Safeguarding at Swaffham Bulbeck Church of England Primary School



Identifying	Responding	Recruiting	Managing Allegations / Whistleblowing
<ul style="list-style-type: none"> • All adults are trained annually in signs/indicators of abuse • Step On training means we all look at the causes/triggers for poor behaviour • We always have time to discuss concerns • Safeguarding is always a standing agenda item for all staff/SLT meetings • Posters encourage children/staff to share concerns • Clear and firm procedures for reporting concerns • Proactive engagement with families through Cafes, chats on the playground and meetings using our AMP forms mean we work with families to identify emerging concerns before they grow • Proactive engagement with family workers, early help and our therapists means we engage more fully with children and their families to identify and support emerging concerns before they grow 	<ul style="list-style-type: none"> • Robust attendance procedures, monitoring of behaviour and the strengths outline in the 'identifying' column all allow for early engagement of families by SLT. • Early Intervention Family Workers used well • EHAs used well to get as much support for families as we can • In-house therapy provided • Responsive, well-trained staff make nurture and the wishes and feelings of children a priority • DSLs engage with families when referrals to social care are needed • Clear referral processes and threshold guidance in place in the 'To-Hand Guidance' file and in the safeguarding file in head teacher's office • DSL attend CPIN; training is kept up-to-date • Filing is well-kept and value the DSLs have a system of communicating all concerns and have time each week to discuss arising concerns • Teachers value light-touch dialogue with parents on playground which allows us to support informally and get early help in early if needed 	<ul style="list-style-type: none"> • Safer recruitment trained person is present on every panel • Shortlisting is rigorous and completed separately by at least two appropriate staff with continuity of dates always checked fully, references being followed up if ambiguous and any outstanding issues/concerns are addressed at interview • Adverts make clear out commitment to safeguarding and include safeguarding policy and code of conduct in the application pack • Safeguarding questions always asked at interview and given weighting over all other aspects • Pupil voice is core to recruitment via school council involvement and surveys. Children were surveyed as to how safe they felt with each candidate when we interviewed in June 2019 • Safeguarding is part of induction with a core focus on code of conduct • SCR is detailed and regularly audited 	<ul style="list-style-type: none"> • Clear DEMAT policies and support in place now, for example, DEMAT whistleblowing hotline • Code of conduct and related guidance is clear and we have worked hard to make this central to school values • Staff are encouraged and supported to speak out • Serious Case Reviews are always discussed in annual update training for all staff to allow us to explore the importance of maintaining an attitude of 'it could happen here' when it comes to speaking out • Allegations and whistleblowing are always covered in annual update training