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| **Phase:**  | **Led by:** |
| **Safeguarding** | **Sandra Senior** |

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| **Context Statement:**  |
| Safeguarding children is at the heart of everything we do, ensuring all children can thrive and reach their full potential. At Low Road and Windmill Music Federation we recognise that nothing is more important than children’s welfare and that Safeguarding is most successful when all aspects are integrated together. Three key elements include a clear safeguarding ethos, a policy that sets out clear expectations and processes, and high-quality training that ensures all staff know what to do and do it consistently across the school. The Federation Safeguarding Team is led by Sandra Senior, supported by other trained Designated Safeguarding Leads: Anne Platts, Vanessa Lincoln, Lisa Lockey, Caroline Harvison and Emma Wealleans in Windmill Daycare. The Executive Headteacher and Federation Headteacher, both DSL trained, form part of our regular Safeguarding Supervision timetable, the planned, accountable two-way process offering emotional support and developing the knowledge, skills and values of an individual or team.The Federation Safeguarding Lead ensures that all staff are provided with relevant safeguarding information/training on a regular basis, that they know who the designated staff in school are and how to respond to any concern that they have about a child. The safeguarding training plan takes into account issues relevant to the local community and staff have weekly reminders and updates on current safeguarding issues.We operate a system that responds to the needs and interests of children and families and not the other way around, and as such, any child or family identified as needing help and protection are given high quality and effective support as soon as a need is identified. As part of our safeguarding responsibilities, we also teach children how to protect themselves through the delivery of a comprehensive PSHE scheme of work and recognise the importance that children feel heard and understood. The Music Federation uses the CPOMS (Child Protection Online Management System) to keep detailed, accurate and secure written records of concerns and referrals securely and shares information effectively with other agencies to support our children and families. We have an e-Safeguarding information tool that all visitors are required to read on entering the main building and Statutory policies are published on our website and updated as required. There are also links to other agencies for wider family support.  |

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| **Overview of Key Priorities: 2023 - 2024** |
| * To continue to improve and develop staff knowledge and understanding of their Safeguarding obligations through the provision of regular training and update
* To ensure that the systems of reporting, recording, and filing are consistent throughout the Federation using CPOMS (Child Protection and Online Management of Safeguarding)
* To implement a more robust and meaningful system of Supervision as part of the Safeguarding Supervision process
* To ensure that appropriate filtering and monitoring systems are in place and that all staff understand their roles and responsibilities
* To develop, maintain and monitor portfolios of evidence of safeguarding and the procedures followed.
* Staff wellbeing is actively considered and supported
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| **Proposed Outcomes** |
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| **Priority Developments** | **Actions** | **Resources & Costs** | **Personnel** | **Timescale** |
| **Quality of Education** | * Curriculum, teaching and learning to promote resilience and social and emotional learning and is embedded and weaved through all lessons. Planning across the year groups reflects this.
* Teaching promotes the development of health and wellbeing through the ‘You, me and PSHE’ scheme of work, which reflects modern times. Lessons have practical guidance and ideas to enable all children to be safer in an ever – changing world.
* School has an effective culture of safeguarding which is embedded into all aspects of learning.
* Pupils’ spiritual, moral, social and cultural development, along with the promotion of fundamental British values is clearly at the heart of the school’s work
 | Release cover for M Fraser | Sandra SeniorFederation Safeguarding LeadAnne Platts Pastoral LeadV LincolnL LockeyandC HarvisonDeputy DSLsMilly FraserPSHE Lead |  |
| **Behaviour and Attitudes**  | * Pupils feel safe to talk to adults in school if they have worries or concerns and know that they will be listened to.
* Understanding local issues and recognising the risks
* Anti-bullying, discrimination, and child on child abuse dealt with in a timely manner and effectively whenever they occur.
* Pupils are confident in the school’s ability to tackle these issues
* School is aware of the need to support and evidence the needs of looked after children and the role of the virtual school in that support. The Designated Teacher (DT) submits reports for meetings and attends as the child’s representative. They liaise with the child/children’s class teacher to monitor and support CLA to meet their targets. The DT provides data to the virtual school as requested
 |  | S SeniorA PlattsV LincolnL LockeyC Harvison |  |
| **Personal Development** | * Enable pupils to develop their ability to recognise online and offline risks (including use of social media) to their wellbeing through discrete teaching and during PSHE lessons.
* All pupils understand how to access the support available to them. They know the names of Safeguarding and Pastoral Leads and where to find them. The Safeguarding Team members make themselves visible to all children through regular walk through schools.
* Develop an age-appropriate understanding of health and relationships using the ‘You, me and PSHE’ scheme of work.

Lessons taught throughout school follow the LTP which has a spiralling development of content. | From existing budget | Sandra SeniorJunior Jam |  |
| **Leadership and Management** | * The Federation Safeguarding Lead completes the annual S175 and acts upon areas identified for development, that this is also presented to the Governing Body annually.
* A record of staff training kept by the DSL. When new policies are published or changes to existing ones, appropriate training is arranged or delivered.
* The Federation Safeguarding Lead will ensure that all new staff receive training on the use of CPOMS to record incidents
* Staff wellbeing is actively considered and supported. The Strategic Leadership and Safeguarding Team operates an ‘open door’ policy, will signpost any staff to other agencies and support them in accessing appropriate services.
* All staff trained to identify when a pupil may be at risk of neglect, abuse or exploitation and know how to report their concerns
* Safeguarding Team to continue to liaise with external partners to support pupils at risk and to deliver personalised programmes of support where identified
 | CPOMS initial cost for Low Road and Windmill school£2000followed by an annual subscription | S SeniorAll staff trained to use CPOMS |  |