

## **Our safeguarding position statement**

There is a strong safeguarding culture at the school – **everyone** is responsible for safeguarding our children with a zero tolerance approach.

We have policies and clear procedures in place so that pupils, parents, staff and visitors can report any safeguarding concerns. We follow the following key documents with an *'Identify, Respond, Reflect'* approach:

- Keeping Children Safe in Education.
- Working Together to safeguard Children.
- What to do if you are worried a child is being abused.
- Ofsted review of sexual abuse in schools and colleges.
- Guidance on safer working practice.

The school DSL is Hannah Holmes, Headteacher. The DSL attends half-termly Trust Inclusion Network meetings where best practice is shared and safeguarding discussed; this is then implemented in school.

The school has two Deputy DSLs (Rebecca Rimmer and Beth Prihar) who support the DSL.

The safeguarding team has undertaken DSL training to make sure that everyone in the team has a good knowledge and understanding of safeguarding.

Safeguarding training is at the heart of school life. Training is delivered to staff through:

- Termly safeguarding training.
- Half termly training responding to contextual needs.
- Face to Face weekly safeguarding training.
- A school based safeguarding google website.
- Regular safeguarding quizzes.

### **Pupils can report any safeguarding or pastoral concerns by:**

- Speaking to any member of staff. Students are clear on who the DSL / DDSL are.
- Writing in our school 'worry box'.
- During weekly PSHE lessons, children are welcome to speak to any adult in school about concerns.
- Church ambassadors are trained in school who wear badges and can be approached by the children.
- The Headteacher has weekly Hot Chocolate / Treats meetings with nominated students who have the opportunity to raise issues.
- Through regular safeguarding pupil voice/google forms.
- The Headteacher regularly eats lunch with the children where they have the opportunity to raise any worries.
- The whole school has an open door policy. Children feel secure to speak to any member of staff about their concerns or worries.
- The school works closely with external Safeguarding agencies

### **Parents can report any safeguarding or pastoral concerns by:**

- Contacting school – there is an email address which is checked daily (hello@fog.hslt.academy).
- Liaising with members of staff. This happens regularly whether by email, phone, Google Classroom or face to face meetings.

- Complaints can be logged via the website directly to the Trust / Chair of LGC.
- Contacting the Head teacher directly.
- Parents' evenings are held across the year. These meetings are ideal opportunities to discuss progress and pastoral issues.
- The Attendance Team makes daily contact with the families of non-attenders.
- The Headteacher is present on the gate at morning drop off and afternoon pick up.

Visitors (including supply staff) to the school receive safeguarding information on arrival with full contact details for DSL / Deputy DSL. Coloured lanyards are issued in line with DBS checks. The children are aware of and understand the different coloured lanyards.

CPOMs is used to record and track safeguarding and behaviour. This is reviewed fortnightly with the Senior Leadership team. A 'watch list' to ensure a proactive approach to safeguarding is also monitored by SLT. This ensures any concerns are logged and as a school, know the agencies that can support us if required.

Safeguarding updates are delivered to staff throughout the year (weekly and monthly updates) whenever appropriate, to reinforce the culture of safeguarding and reporting procedures. The school has a personalised Safeguarding website for all staff to access with updates.

Safeguarding updates are covered in fortnightly meetings held by the CEO for Principals, which the school respond to accordingly. Most recently, these updates have focussed on sexual harassment/sexual assault. Following the Everyone's Invited announcements in the media, the school sent out a letter to parents/carers reinforcing reporting procedures.

All cases of racist incidents and sexual harassment/sexual assault are reported to the Trust Inclusion Lead.

We have a whistleblowing governor, in line with Trust Whistleblowing Policy, and a safeguarding governor in place. We report on safeguarding to our Local Governing Committee at each meeting. Safeguarding updates have recently been delivered to our governors through Trust governor training delivered by the Trust Inclusion Lead and the CEO. The Safeguarding Governor and Headteacher meet regularly.

The Trust carry out SCR checks, which are completed regularly by the Head teacher with involvement from the Safeguarding Governor at different points of the year. SCR reports are closely monitored

The school has an annual external audit, which is carried out by an external consultant. Following the audit, the school works closely with the Trust Inclusion Lead to address the outcomes of the audit.

The school works closely with North Yorkshire and City of York Council external agencies – Safeguarding Hub, CSC, CAMHS, and MASH to whom we make referrals as necessary. We have strong relationships with social workers and other external agencies and liaise with them directly to support young people. We have positive working relationships with North Yorkshire police.

There are strong wellbeing programmes in place for our pupils delivered through PSHE/RSE curriculum, assemblies and other activities. This is a strength of the school. The school participates actively in LA and Trust networks. Pupils are encouraged to discuss and explore issues which affect them directly and indirectly including online safety.

The school engages fully with external agencies to support curriculum development, including online safety. These will complement the PSHE/RSE curriculum.