

### **ESAT School Safeguarding Advisory Review**

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' 2021) 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

<b>Name of School</b>	The Grange School
<b>Date of Audit</b>	7 <sup>th</sup> April 2022

<b>Type of Audit</b>	First	Review	Other
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<b>Audit Participants</b>
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<b>Name</b>	<b>Role</b>
Sandra Barratt	Assistant Designated Officer
Bev Boswell	Head Teacher
Donna Duffy	Children & Families Officer

<b>Has the 175/157 Annual report been checked prior to Review</b>	Yes
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<b>Is your Chair of Governors/Safeguarding Governor aware of this Review visit</b>	Yes
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<b>This report must be shared with your Governing body</b>	
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**PART 1: Evidenced based**

<b>1.1 School Site Security</b>
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<b>Areas for Assessment</b>	<b>Yes/No</b>	<b>Evidence</b>
School gates are closed/locked.	Yes	-
Access points appropriately used and secured.	Yes	-
Clear signage for reception/entrance to building.	Yes	Viewed
Single point of entry.	Yes	Only one entrance through reception
There is a site risk assessment in place that addresses any potential safeguarding concerns.	Yes	Viewed
The site risk assessment is reviewed annually.	Yes	Due September 2022
There are procedures in place to limit access to school site.	Yes	Gates are always closed
The school has a lockdown policy in place.	Yes	Viewed
The lockdown policy has been practiced with staff and pupils.	Yes	Viewed log which records when it was practised. Several times a year.

1.2 Site Walk
<b>Areas of concern identified</b>
1. None
2.
3.
4.
5.

Comments/actions
<p>The site is very secure. The left-hand pedestrian gate is open for Chasewell Playgroup parents, but nobody can gain access to the main school site.</p> <p>School practice lockdown several times a year and keep a clear log with the date and time it took to lockdown.</p> <p>Bev advised that close board fencing is being placed between the field and the Oxford Road. The current fencing is 8ft but it is a wire fence so during the winter months pedestrians can see the children playing. The new fence will add another layer of security.</p> <p><u>No actions.</u></p>

1.3 Signing in Process
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Areas for Assessment	Yes/No	Evidence
Signing in process for visitors.	Yes	Electronic system
ID checked and recorded.	Yes	ID was in my bag – I was asked to show it and wear it
Visitor's badge provided.	Yes	Yellow lanyards for visitors with safeguarding information on the back
Leaflet on safeguarding provided for visitors.	Yes	Provided with on arrival
Posters in reception identifying DSL (and deputies).	Yes	Viewed – updated every year
Reception area is separate from the main school (holding area for example).	Yes	Holding area. Fob released door.
Reception area secure.	Yes	-

Comments/actions

School has colour coded lanyards. Staff – blue, Governors – Orange, visitors – yellow. The visitors badge has safeguarding information, including names of the schools DSL's on the back.

Good safeguarding leaflet provided on arrival.

No actions.

#### 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 the date on which each check was completed/certificate obtained.

**Identity check. (Identification checking guidelines can be found on the GOV.UK website)**

Barred list check.	Yes
Enhanced DBS check/certificate.	Yes
Prohibition from teaching check (for teachers).	Yes
Overseas check (where relevant)	Yes
Check of professional qualifications, where required	Yes
Check to establish the person's right to work in the United Kingdom.	Yes
Section 128 check (for management positions and governors)	Yes

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

The SCR is fully compliant. All headings in place and no gaps.

The school is not currently using volunteers.

No actions.

**1.5 Personnel records for staff hold the appropriate documentation including:**

	Initials of personnel file PS	Initials of personnel file DW	Initials of personnel file AB
Application form	Yes	Yes	Yes
References at least 2	Yes	Yes	Yes
1 <sup>st</sup> referee from previous employer (headteacher or a manager)	Yes	Yes	Yes
Copy of signed job description. (good practice)	Yes	Yes	Yes
Copy of signed contract	Yes	Yes	Yes
Copies of proof of identity	Yes	Yes	Yes
Copies of qualifications	N/A	Yes	Yes
Relevant checks that have been carried out for the staff member	Yes	Yes	Yes
Up to date risk assessments	N/A	N/A	N/A
Supervision/appraisal forms	N/A	N/A	Yes

**Agencies, sub-contracted professionals etc**

<b>Areas for assessment</b>	
Evidence of photo ID	Yes
Appropriate Safeguarding training has been completed.	Yes
Appropriate Safeguarding training has been completed.	Yes
School have evidence (e.g., covering letter) that appropriate checks have been carried out on adults that they use to work with children from supply agencies, catering companies, sports companies etc including: Identity check. (Identification checking guidelines can be found on the GOV.UK website) Barred list check. Enhanced DBS check/certificate.	Yes

Prohibition from teaching check (for teachers) Overseas check (where relevant) 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)	
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<p><b>Comments/actions</b></p> <p>All staff files viewed are in excellent order with a front-page checklist.</p> <p>Viewed in staff files as good practice:          PS – Front page checklist, interview questions, induction checklist          DW – Front page checklist, interview questions, lesson plan, DBS risk assessment          AB – Front page checklist, interview questions, KCSIE questionnaire</p> <p>School has a file with separate tabs for every agency they use. Each agency has provided the school with all the necessary paperwork and letters of assurance. The following agency files viewed –          Clean Genie, The Lunch Company, Governors, Guitar Teacher, Dance Teacher, Karate Coach.</p> <p><u>No actions.</u></p>
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<b>1.6 Training</b>
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<b>Areas for Assessment</b>	<b>Yes/No</b>	<b>Certificates seen yes/no</b>
School has an up-to-date training log for staff	Yes - viewed	N/A

<b>1.6a Safer Recruitment Training:</b>	<b>Yes/No</b>	<b>Certificates seen yes/no</b>
The Headteacher and at least one governor has attended and passed safer recruitment training in the last 5 years	Yes	Bev Boswell – 18.12.2018 Angela Badger – 11.03.2021
Additional senior management staff and governors have attended and passed safer recruitment training in the last 5 years	Yes	Judith Barratt – 31.01.2022 Georgina Taylor – 21.10.2019

<b>1.6b Designated Lead Training</b>	<b>Yes/No</b>	<b>Certificates seen yes/no plus training details</b>
Designated lead/s have received specialist level training delivered by a LSCB in the last 2 years	Yes	Bev Boswell – 01.04.2022 Donna Duffy – 01.02.2022

		Amelia Bramall – 09.11.2020 Jude Barratt – 10.03.2022
A member of the governing has attended specialist level training delivered by a LSCB in the last 2 years	Yes	Angela Badger – 19.01.2022
The Designated lead/s have undergone additional training regarding specific safeguarding issues.	Yes	Bev – Child Exploitation, Neglect, FGM Donna – Neglect, Contextual Safeguarding, MH Pathway, Right Help at Right Time, PBW, FGM Amelia - Child Exploitation Jude – Child Exploitation

<b>1.6c Generalist Level Safeguarding Training:</b>	<b>Yes/No</b>	<b>Certificates seen yes/no plus training details</b>
All staff have undergone Generalist level Safeguarding Training in the last 3 years:	Yes	All staff in September 2021. All staff have annual safeguarding training.
All governors have undergone Generalist level Safeguarding Training in the last 3 years:	Yes	Rolling programme but all in date
All regular volunteers have undergone Generalist level Safeguarding Training in the last 3 years:	N/A	No volunteers in school currently
All staff have received training on Sexual Violence and Sexual harassment	Yes	Support staff Feb 22 & teaching staff Nov 21

<b>1.6d Lead Trainer Training:</b>	<b>Yes/No</b>	<b>Certificates seen yes/no plus training details</b>
School has 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	Donna Duffy - 2020

<b>1.6e PREVENT:</b>	<b>Yes/No</b>	<b>Certificates seen yes/no plus training details</b>
All staff have undergone the Channel General Awareness training	Yes	Rolling programme.
All volunteers have undergone the Channel General Awareness training	N/A	N/A
All governors have undergone the Channel General Awareness training	Yes	Rolling programme
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	Staff meetings, termly leaflet, KCSIE quiz, briefings at least once a week with a safeguarding update, SLT meetings, report to governors every term, meet with safeguarding governor termly.

<b>Comments/actions</b>
Clear training log viewed. All training is in date.

No actions.

**1.7 Record Keeping**

<b>Areas for Assessment</b>	<b>Yes/No</b>
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<b>Safeguarding/CP files seen</b>	initials: JH	Initials: JM	Initials: DK
All records of concern have actions and outcomes.	Yes	Yes	Yes
Records are kept of any consultations with other agencies, including appropriate referrals.	Yes	Yes	Yes
File in chronological order.	Yes	Yes	Yes
Front page chronologies are in place	Yes	Yes	Yes
File stored confidentially and securely, separate from main school records.	Yes	Yes	Yes

Only appropriate staff members can access the child protection record	Yes
Files are transferred securely when children move to new school.	Yes
School has evidence of conformation that transferred information has been received from new school.	Yes
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

<b>Individual records of concern seen</b>	initials: JH	Initials: JM	Initials: DK
Individual records of concern have actions and outcomes	Yes	Yes	Yes

**Comments/actions**

Three children's files viewed on CPOMs. All have clear entries with actions and outcomes recorded. The three files I viewed were easy to navigate, had well written incidents and I felt I had a good understanding of the child's situation and how school are managing this and liaising with parents and professionals.

JH – Viewed pages 1 - 4 (last note viewed 25.09.20)  
 JM – Viewed all records  
 DK – Viewed pages 1 - 2 (last note viewed 25.03.21)



Transfer of files receipt is uploaded on to CPOMs.  
Bev and Donna regularly audit the files.

No actions.

**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 21
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
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

<p><b>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:</b></p> <ul style="list-style-type: none"> <li>Attendance</li> <li>Anti-Bullying</li> <li>Behaviour Management</li> <li>Child Protection/Safeguarding</li> <li>Code of Conduct</li> <li>E-Safety</li> <li>Medication</li> <li>Missing Children</li> <li>Safe Recruitment and Selection</li> <li>Social Media Policy for Staff (including an Acceptable Users Policy)</li> <li>Use of Physical Intervention</li> <li>Use of Photography/Video</li> <li>Whistleblowing</li> <li>Sexual Violence and Sexual Harassment between Children in Schools and Colleges (DFE Guidance available)</li> <li>Peer on Peer Policy (Child on Child)</li> </ul>	<p>Yes</p>
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<p><b>Comments/actions</b></p> <p>SB reviewed the school website and key policies prior to attending the school. All the key policies are in date and ratified.</p> <p><u>No actions.</u></p>
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<b>2.2 Managing Allegations</b>
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<b>Areas for Assessment</b>	<b>Yes/No</b>
<p>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 concerns they may have.</p>	<p>Yes – checked with staff questions</p>
<p>Details of the Designated Officers Team (LADO) team are known by staff.</p>	<p>Yes – checked</p>

	with staff questions
Details of the Designated Officer's (LADO) Team are visible within the school.	Yes – staff room
School, where applicable, have dealt with allegations in line with the KCSIE	Yes
All staff are aware of the Whistleblowing policy for the setting.	Yes – checked with staff questions
Whistleblowing policy is displayed in school and is accessible for staff.	Yes – staff room and website
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 the Chair of Governors.	Yes – checked with staff questions
Headteacher is aware not to investigate an allegation before speaking to a member of the Designated Officer's (LADO) Team.	Yes

<b>Comments/actions</b>
School had a recent allegation that SB oversaw. The school handled this well and the process was followed appropriately.  <u>No actions.</u>

**2.3 School recruitment processes are compliant with Keeping Children Safe in Education 2021 and include:**

<b>Areas for Assessment</b>	<b>Yes/No</b>
All adverts and related documentation contain a safeguarding statement	Yes – viewed HLTA advert

All job descriptions contain details regarding the staff members safeguarding responsibility	Yes – viewed HLTA JD
References are requested prior to interview (where possible)	Yes
At least 2 references are taken for successful candidates	Yes – viewed in files
There are at least 2 individuals involved in the entire recruitment process from shortlisting through to interview and selection	Yes
All interviews are carried out face to face (may include skype)	Yes
Any missing information or vague details are followed up at interview with candidate	Yes
All interview panels contain a member who has up to date recognised safer recruitment	Yes
All successful candidates are subject to appropriate checks (see single central record requirements)	Yes
References are followed up and verified with a phone call to referee.	Yes
Risk assessments where appropriate are in place, updated annually and shared with appropriate staff members	Yes

<b>Comments/actions</b>
<p>HLTA &amp; SEN job advert and job description viewed. School have inserted that safeguarding statement to the top of the job description which is excellent practice.</p> <p>Bev advised that the school took three references during covid as couldn't do face to face interviews. Bev felt this was an extra layer of security.</p> <p>Staff file viewed – candidate had St Leonards School mentioned in his personal statement, possibly because he'd applied for a job at St Leonards previously. Bev picked this up (circled) and questioned the candidate about it at interview. Bev advised she sifts through all applications then takes them to SLT to get another viewpoint plus pick out any gaps etc</p> <p>DBS RA viewed in a staff file.</p> <p><u>No actions.</u></p>

**2.4 Induction**
**Areas for Assessment**
**Yes/No**

The induction process includes:

All new staff and regular volunteers undergo an induction process	Yes - viewed
Ensuring the individual has read and understood Keeping Children Safe in Education 2021 Part 1	Yes
Ensuring the individual has read and understood schools C.P/Safeguarding policy	Yes
Code of Conduct Policy	Yes
Ensuring understanding of confidentiality	Yes
Whistleblowing Policy	Yes
Allegations management	Yes
School has a record to show staff have signed to state they have read and understood the above.	Yes
As part of the induction process everyone who is new has undergone Generalist Level Safeguarding Training.	Yes

School has a comprehensive safeguarding section of their induction process which includes:

What to do if they are concerned about a child	Yes
Who the designated lead/s for the school are	Yes
How to access and where to record concerns about a pupil or family	Yes
Being made aware of how to access Child Protection information (e.g.safeguarding notice board, specific shared drive on computer etc.)	Yes

**Comments/actions**

Good induction pack viewed. The induction runs over a week. By the end of the week the full induction should be completed. A copy of the completed induction pack is kept in the staff member's file.

Bev and Donna advised that all new starters should sign key policies, complete Prevent and Safeguarding Training before setting foot in a classroom.

No actions.

**2.5 Hire of premises/exchange visits**
**Areas for Assessment**
**Yes/No**
**Hire of premises 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	
Provide evidence that appropriate checks have been carried out on adults that they use to work with children including: 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.	
Have procedures are in place if they have concerns about a child.	
Have provided evidence that they understand how to refer child protection concerns.	
School have written conformation/agreements in place with these external groups guaranteeing that all the above safeguarding measures are in place.	
<b>Exchange Visits</b>	
School undertakes appropriate DBS checks on members of host families where children will be staying if the schools has arranged the visit.	
School undertakes gathering appropriate assurances from schools where their children may be staying with host families abroad.	

**Comments/actions**

School do not hire out the school to any outside agencies.

School offer a holiday club, but this is run by the school.

No actions.

**2.6 DSL/Headteacher responsibilities**

Areas for Assessment	Yes/No
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**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
DSL is aware of their allocated LCSS worker	Yes
DSL contacts LCSS for “no names consultations”	Yes
Child protection/safeguarding is a regular agenda meeting on all staff meetings and governing body meetings	Yes – as above
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**

School has an emergency rota for over the school holidays. Bev and Donna are on call over the holidays. Donna will attend any meetings over the holidays (Bev 2<sup>nd</sup>).

The schools link LCSS worker is Cary Johnson. Carey came in yesterday to audit cases with Donna. Donna uses the LCSS NNC service when necessary.

The DSL team meet once a term with an agenda. This is also an opportunity to have peer supervision. Bev and Donna have informal and formal supervision. Bev has supervision from the Chair of Governors – talk at least three times a week on the phone. Donna and Bev also support each other so Bev feels supported by Donna.

No actions.

**2.7 Reintegration Timetables and Alternative Provisions**
**Areas for Assessment**
**Yes/No**
**2.7a Reintegration Timetables**

How many children are on reintegration timetables?	0
Has this plan been reviewed with parents?	
Does the plan included looking to reintegrate the student back to full time provision within 6 weeks.	
The reintegration timetables are reviewed every 2 weeks.	
Any children on a reintegration timetable have been referred to the OCC School Inclusion Team.	

**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?	
Is there an alternative provision agreement in place with the setting that includes? <ul style="list-style-type: none"> <li>• Assurances around safeguarding arrangements.</li> <li>• Assurances around safer recruitment.</li> <li>• Evidence of appropriate recruitment checks have been obtained.</li> <li>• Procedures in place around attendance.</li> <li>• Procedures in place around missing children.</li> <li>• Processes around sharing incident reports.</li> </ul> Processes around sharing any concerns.	
Are daily attendance checks in place with the alternative provision?	
Does school visit the provision regularly to ensure the provision meets the needs of the young person?	

**Comments/actions**

N/A



**2.8 Missing children**

<b>Areas for Assessment</b>	<b>Yes/No</b>
Are school aware of the statutory guidance in relation to Children Missing Education and Missing pupils?	Yes
Do school understand the difference and know who to contact regarding Children Missing Education and Missing pupils?	Yes
School has a procedure in place to record and report students who are deemed as missing.	Yes
School understands, and where applicable have carried out, return interviews with students who have gone missing	Yes

**Comments/actions**

School is fully aware of the process if a child goes missing from the school site or is missing education. School has a procedure/flow chart in place.  
School will contact the Police or attendance team when appropriate.  
Missing Children Policy in place.

No actions.

**2.9 Sexual Violence and Sexual Harassment**

<b>Areas for Assessment</b>	<b>Number</b>
How many allegations of Sexual Violence and Sexual Harassment have you had?	2
How many of these were Sexual Violence?	0
How many of these were Sexual Harassment?	2
How many have resulted in police involvement?	1
How many required Social Care involvement?	1

**Comments/actions**

School have had a complex incident which they dealt with appropriately. This was viewed by SB on CPOMs. Following this the school spoke to parents and invited the PCSO into the school.

All staff have complete Sexual Violence & Sexual Harassment training and on talking to staff they verbalised good knowledge of the subject.

No actions.

### 2.10 Children We Care For

Areas for Assessment	Yes/No
School has a Designated Lead to support Cared for Children. The lead will monitor the progress and identify areas of support.	Yes
School is 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

Amelia Bramall is the CWCF lead at the school. Donna will also attend PEPs and CWCF reviews, so the work is shared.

School only one CWCF child on role currently and Donna advised the Social Worker calls every day to confirm the child is in school

No actions.

<b>True reflection of Annual 175/157 report</b>	<b>Fully met</b>	<b>Partially met</b>	<b>Not met</b>
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#### Comments/actions

An excellent review with no actions. I am confident that safeguarding is effective, and it is apparent that the staff work hard to maintain that. The review is a true reflection of the Annual report submitted in December 2021. Well done.

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<b>Section</b>	<b>Yes/No</b>
School Site Security	Yes
Signing in process	Yes
Single Central Record	Yes
Personnel records for staff/agencies/contractors	Yes
Training	Yes
Record Keeping	Yes
Safeguarding policies	Yes
Managing Allegations	Yes
School recruitment processes	Yes
Induction	Yes
External groups/agencies/exchange visits	Yes
DSL/Headteacher responsibilities	Yes
Reintegration Timetables and Alternative Provisions	Yes
Missing children	Yes
Children We Care For	Yes

**Part 3: Questions with staff and pupils**

<b>Questions</b>	<b>Staff name and response: Amelia Bramall</b>	<b>Staff name and response: Zoe Rann</b>	<b>Staff name and response: Angie Bengerfield</b>
What is PREVENT?	Linked to radicalisation. Any concerns.	Early help to prevent radicalisation from anyone.	To do with radicalisation. If feel a child is in danger or being radicalised. Speak to DSL, make a Prevent referral. Keep child safe.

How do you report a safeguarding concern about a child in your school?	System called CPOMs. Report on CPOMs. Immediate concern would go to Donna Duffy. Major concern MASH.	Put it on CPOMS. Tell Donna Duffy, DSL. May have follow up actions.	Report to DSL. Use CPOMS. If DSLs not around would referral to MASH.
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?	Would want to speak to child. Would contact MASH. DSL's always on site.	Keep the child at school, not let the child go home. Contact MASH. Police may be informed.	If no one around, make own referral to MASH. And put it on CPOMS straight away.
What are the indicators of neglect?	Change in behaviour, withdrawn, emotional, appearance, physical harm, unexplained marks	Lack of food in lunchbox, aroma, appearing unclean, not prepared for day, reading journal not filled in by parent, unclean nails.	Poor hygiene, feeling withdrawn, behaviour issues, presentation poor.
What is the MASH? Where would you find contact details of MASH and who can contact the MASH?	Multi Agency Support Hub. Number in staff room. Anyone.	Multi Agency Safeguarding Hub, on safeguarding board or google. Anybody	Multi Agency Safeguarding Hub. In staff room on safeguarding board with policies. Anybody.
You passed information to your DSL regarding concerns about a child potential and you don't feel he/she has taken it seriously. What should you do?	Whistleblowing policy. Approach policy. Concerned about how it could escalate.	Go back and speak to them again. Make HT aware. Contact MASH myself and discuss staff member with LADO	Go to LADO and CofG. Or Head Teacher.
If you had concerns about the way the headteacher was interacting with a child what would you do?	Contact CofG and LADO	Inform governors and inform LADO if governors not acting on it	Go to LADO or CofG.
What is your understanding of whistleblowing? Can you give me an example of when you would raise concerns?	When a professional working with a child is working inappropriately, Putting them at harm. Reporting.	Bringing attention behaviour or actions by a staff member who is not appropriate. If a MOS was acting abusively towards a child.	If I see a MOS not being very kind to a child or knew any messaging was happening between adult and child. Would go straight to HT.
What is a LADO? What is your understanding of the LADO role and where can you find contact details?	Lead Authority Designated Officer. Concern re professionals. Would gain advice and next steps. In staff room.	Local Authority Designated Officer – Jo Lloyd. Advisory team if any issues or worries re staff members. On sg board - google	Local Authority Designated Officer. If an allegation is made against a MOS who would support. ESAT – advice and dealing with concerns. On safeguarding board – google.
Tell me what the topical safeguarding concerns are at present?	Peer on peer – a lot at school recently. Cybercrime, contextual safeguarding.	Peer on peer, cyberbullying, contextual safeguarding	Peer on peer, cyberbullying, contextual safeguarding.
Tell me what is your understanding of Sexual Violence and Sexual	Something happening at home re sexual contact. Would MASH	Harassment is ongoing unwanted sexual comments, messaging.	SH could be sending nasty texts, sexual texts. Violence could be

Harassment? Describe some indicators?	immediately. Could be in any context.	Sexual violence is a violent act. Child on child, child on adult, adult on adult. Any combination.	rape, without consent. Could be children.
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<b>Childs Voice</b>
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	<b>Child 1 (CWCF/CP/CIN):</b> [REDACTED]	<b>Child 2:</b> [REDACTED]	<b>Child 3:</b> [REDACTED]
Do you feel safe in school?	Yes. Because a safe community. School keeps you safe.	Yes. Teachers are everywhere. Can tell someone.	Most definitely yes. Because all of the teachers try there best to help you. For secondary. Buddy benches.
Who can you speak to if you have a worry/concern in school?	Teacher. Miss Boswell. Miss Duffy. A Social Worker. Friends.	Teachers. Parents. Friends	Definitely Miss Duffy and Head Teacher. Basically, any staff and even your classmates. If sit on the bully bench the MH ambassadors and anti-bullying ambassadors. I am one of the anti-bullying ambassadors. Love everything about school.
What does school do to make you feel safe?	Lanyards – access to doors. Gates locked. Lockdown bell.	Gates locked. Lockdown alarms. Fire Alarms. Anti-bullying Ambassador.	All the gates made you feel secure. No one can come in. Fire alarm and lockdown bell if someone is inside or outside. All the staff during breaks are outside during break and lunchtimes. Doors locked whilst inside.

## LADO/ESAT TEAM