

Safeguarding at Helen Allison School

Safeguarding Statement

Helen Allison School is committed to safeguarding and promoting the welfare of children. To achieve our commitment, we will ensure continuous development and improvement of robust safeguarding processes and procedures that promote a culture of safeguarding amongst our governors, staff, volunteers, parents and visitors.

Policy and procedure

We will ensure all policies and procedures in respect of safeguarding children are up to date and in line with the latest Keeping Children Safe in Education guidance (KCSIE 2020). Policies and procedures are reviewed and revised by the local governing body and Board of Trustees on a regular basis.

Safer Recruitment

The safe recruitment of staff in schools is the first step to safeguarding and promoting the welfare of children in education. The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is recognised that this can only be achieved through sound procedures, good inter-agency cooperation and the recruitment and retention of competent, motivated employees who are suited to, and fulfilled in the roles they undertake.

Safer recruitment practice and pre-employment checks are undertaken before any appointment is confirmed. Every post in the school is subject to an enhanced Disclosure and Barring Service (DBS) check. In line with KCSIE 2020 the following other pre-employment checks will be undertaken:

- Receipt of at least two satisfactory references
- Verification of the candidate's identity
- A Children's Barred List check (when undertaking regulated activity)
- A satisfactory enhanced DBS disclosure
- A prohibition from teaching check
- Section 128 prohibition from management checks (senior leadership)
- Verification of the candidate's medical fitness
- Verification of qualifications
- Verification of professional status where required e.g. QTS status
- The production of evidence of the right to work in the UK (If the person has lived or worked outside the UK, make any further checks the school or college consider appropriate)

Auditing safeguarding

The school undertakes regular audits of its practice, which cover all aspects of safeguarding. The National Autistic Society Nominated Individual and Safeguarding Lead carries out audits. The school completed local authority audits as required. The Principal reports on such matters on a termly basis to the Governing Body. The Safeguarding governor undertakes safeguarding specific visits and carries out their own independent inspection of our Single Central Record. Helen Allison School records all safeguarding concerns on CPOMs to ensure quick and efficient recordings of safeguarding concerns are in place and reported to a DSL in a timely manner.

Training

All Designated safeguarding Leads hold an up to date Level 3 Safeguarding Qualification. All staff complete the following training in induction:

- **Safeguarding Children module** - NAS e learning site (updated annually)
- **Safeguarding Adults module** - NAS e learning site (updated annually)
- **Safeguarding and Child Protection the essentials** (The Key)
- **Preventing Radicalisation** (The Key)
- All staff attend the **Annual Safeguarding (face to face) Briefing** - delivered by school DSL.
- **Prevent online training** - HM Government