



## Annual Report to Governing Body on Safeguarding Children

<b>Name of School</b>	Stoke Bishop Church of England Primary School
<b>Date:</b>	1 <sup>st</sup> July 2022
<b>This report is for the period:</b>	Date: September 1 <sup>st</sup> 2021 – 25 <sup>th</sup> June 2022

<b>Authors:</b>	David Forrester
<b>Name of Designated Safeguarding Lead:</b>	Vickie Melton
<b>Name of Deputy DSL :</b>	David Forrester/ Irene Harrison/ Anna Beach
<b>Nominated Safeguarding Governor :</b>	Sophie Summers

### 1) Summary of Safeguarding Training (monitored by Ofsted)

- *All staff have read and understood part one of Keeping Children Safe in Education 2021 – this information is kept in on File (H Drive / Management / WP/ HS&W/ Academy/ H&S training) David Forrester (Head Teacher) Safeguarding in Education Team*
- *Darren Hunt (Deputy Head) / Heather Whittard-Jones (SENDSCO) have undertaken Safer Recruitment Training in line with DfE model.*
- *Below follows a list of training completed during this academic year:*

Date	Personnel involved	Training	Lead / Provider
2 <sup>nd</sup> September 2021	Class Teachers/ TAS, SEN TAs / PPA Team / Admin staff/ SMSAs	INSET – KCSIE / Safeguarding Policy	David Forrester / Vickie Melton/ Irene Harrison
27 <sup>th</sup> September 2021	Governors	INSET – KCSIE / Safeguarding Policy	David Forrester/ Vickie Melton
13 <sup>th</sup> October 2021	Teaching Staff	CAPO training/ Safeguarding in the Curriculum	Claire Woodman-Smith / Vickie Melton
8 <sup>th</sup> December 2021	Teaching Staff	Understanding Developmental Trauma	David Forrester

12 <sup>th</sup> January 2022	Teaching Staff	Vulnerable groups overview	Vickie Melton / Heather Whittard-Jones
9 <sup>th</sup> February 2022	Teaching Staff	Online Safety – Policy & Practice	Vickie Melton / Helen Cockings
6 <sup>th</sup> April 2022	Teaching Staff	CCE / CSE	Vickie Melton / Irene Harrison
18 <sup>th</sup> May 2022	Teaching Staff	SiET Update	Vickie Melton / Irene Harrison
8 <sup>th</sup> October 2021 8 <sup>th</sup> March 2022 3 <sup>rd</sup> May 2022	Darren Hunt Heather Whittard-Jones Vickie Melton	Safer Recruitment Training (L2)	EPM
18 <sup>th</sup> June	Irene Harrison	Tackling FGM in Education	Safeguarding in Education Team

**2) Evidence of additional training or updates undertaken by DSL (e.g. KSCB courses, Conferences, Newsletters or Refresher Training Events provided by Education Safeguarding Team).**

Vickie Melton / Irene Harrison:

Safeguarding Network Meetings (updates):

October 2021

January 2022

May 2022

**3) Evidence of additional training or updates undertaken by staff (e.g. KSCB courses, Conferences, Training Events provided by Education Safeguarding Team, Staff Meetings).**

N/A

**4) Report on induction of new staff in safeguarding policy and procedures:**

Staff	Overall Numbers in school	Safeguarding induction given (DD MM YY)	Initial training (DD MM YY)
<b>Teachers</b>	1	04/01/2022	04/01/2022
<b>Governors</b>	1	04/07/2022	04/07/2022
<b>Support</b>	6	MA – 5/10/2021 EB – 01/11/2021 LP – 22/11/2021 CM – 29/11/2021 EHS – 14/02/2022 CB – 28/02/2022	MA – 05/10/2021 EB – 01/11/2021 LP – 22/11/2021 CM – 29/11/2021 EHS – 14/02/2022 CB – 28/02/2022
<b>Other (e.g. Visitors, Work Placements, Contractors)</b>	0		

- 5) **Number of referrals made to LA during Academic year: 1**
- 6) **Number of referrals made to First Response during Academic year: 2**
- 7) **Number of pupils subject of a Child Protection Plan: 0**  
(at end of Summer term)

Category	Number	No. Case conferences	No. attended	No. reports submitted
Physical				
Sexual				
Emotional				
Neglect				

- 8) **Number of children with Education Health Care plan EHCP: 5**  
(at end of academic year)
- 9) **Number of Children in Care: 2**  
(at end of Summer term)
- 10) **Number of allegations made against staff: 0**  
(during Academic year)
- 11) **Number of exclusions (fixed term and permanent): 0**  
(during Academic year)
- 12) **Number of reported bullying incidents (including friendship issues): 23**  
(during Academic year)
- 13) **Number of reported racist incidents: 1**  
(during Academic year)
- 14) **Number of reported online safety incidents: 5**  
(during Academic year)
- 15) **Overall attendance % for academic year: Whole School 97% / FSM children 91%**
- 16) **Other comments on safeguarding issues:**  
 Individual cases for CIN have taken a significant amount of time to pursue and respond. The concern is that the ever-decreasing capacity of external agencies – Social Care and SiET in particular – to respond appropriately, leaves the school with a much greater workload of actions.  
 Some evaluation of cases will be required by the team to make decisions on what we feel are appropriate boundaries. There is a dilemma based on practical and ethical considerations. As a school we have a much greater capacity than many but it is also limited from the perspective of our legal role/duty as against what we see happening to children and families. Even with our capacity, the workload that is being put on top of teaching and school leadership is becoming unreasonable – and yet the concern for children cannot always be prioritised off the ‘must do’ list. There are no immediate answers but it is an issue that must be kept in view.

## Strengths

1. *The school has a strong Safeguarding Team (7 members) that now has a deeper strategic picture of the agenda in school and nationally.*
2. *Participation and analysis of the Audit led to a clear Action Plan set out over the calendar year, with a focus on achieving priority aspects of the safeguarding agenda in respect of training for staff, curriculum development for pupils and communication of key information to the school community and visitors.*
3. *The range of experience and knowledge of the setting has significantly increased over the last 18 months and the contribution to staff training, general practice and monitoring of provision has become much more evenly spread across the team over 21-22. This means that the profile of training is increasingly focused on the expanding areas of the Safeguarding agenda, without the burden being held by one person.*
4. *VM has taken on the DSL role amongst a number of significant issues in the first half of the year and has worked extremely diligently alongside DF to develop a good working understanding of how to balance caseload and strategic priorities. She has engaged positively and, where necessary, forcefully with external agencies to ensure that concerns are addressed with actions. As a DSL she has become respected by the staff team and has developed a capacity for dealing with issues in a timely and relevant manner, drawing on team support where needed.*
5. *Discussion of individual cases between members of the team has given a consistently appropriate level of response and decision making around individual events, engagement with families and communication / action with external agencies.*
6. *Staff have received Annual overview training and supplementary termly training on a consistent basis throughout the year. Relevant training themes have also been shared with governors on a termly basis at FGB and they engage in these with questioning.*
7. *The issue of Online Safety has been fully reviewed, including policy and curriculum for children, information and opportunities for parents to access input. This will be built on over the coming year.*
8. *VM and IH have attended termly update training from the Bristol Safeguarding in Education Team (SiET). This is cascaded as necessary to the team, staff and governors.*
9. *Information regarding our team has been updated and put on the website to support parental access to information / guidance. Information is now available through the website and through leaflets for guidance / signposting in the foyer.*
10. *Policy and practice review has been thorough in response to the new areas of concern identified by KCSIE 21. The Action Plan has enabled the team to keep a good overview of the priority areas throughout the year. The team has dealt flexibly with key actions in response to issues, such as staff absence limiting capacity, arising from Covid-19.*
11. *Data practice in terms of recording and reporting from CPOMs has improved in it's frequency and use – although there are still key areas that we wish to improve in respect of the technical reporting possibilities and the potential for improving reporting formats as a result.*
12. *The team continues to meet on a termly basis through the year to review identified actions arising from the school audit. This work is set out on the Action Plan. The Action Plan has been reviewed by the team and this will form the basis for a revised 22-23 Action Plan, in light of the LA audit not being in place for this year. This will also be based on the updates from KCSIE 22.*
13. *Ofsted stated:*
  - *The arrangements for safeguarding are effective.*
  - *Administrative staff check recruitment processes efficiently. Several leaders, including governors, are trained in safer recruitment.*
  - *Leaders work well with external agencies so that pupils with emotional and welfare issues receive more targeted help.*
  - *Staff receive regular safeguarding training and are mindful of any updates from the DfE.*
14. *Our Safeguarding Governor, Sophie Summers, is part of the Safeguarding Team, attends termly meetings and also attends the Safeguarding governor network led by SiET.*

Areas to develop	Actions to achieve this
<ol style="list-style-type: none"> <li>1. <i>Implement a revised strategy for completion of the new Audit process</i></li> <li>2. <i>The ongoing Action Plan will have areas for us to focus on for maintaining impact:</i> <ul style="list-style-type: none"> <li>- <i>Staff training – Termly focus</i></li> <li>- <i>Curriculum development for specific areas of coverage eg FGM</i></li> <li>- <i>Revisiting aspects of 21-22 training for consolidation</i></li> </ul> </li> <li>3. <i>Increasing advice / information for parents around specific safeguarding issues – Online safety/ CCE &amp; CSE / Attendance</i></li> <li>4. <i>Training for thorough understanding and use of CPOMs as a categorising, recording and reporting format.</i></li> <li>5. <i>Improved induction / information procedures for staff arriving in-year / contractors &amp; visitors/ volunteers</i></li> </ol>	<ol style="list-style-type: none"> <li>1. <i>SiET to initiate a revised audit format and procedure for effective, achievable improvement</i></li> <li>2. <ol style="list-style-type: none"> <li>a) <i>SLT to set termly agendas in line with Action Plan. DF to complete AP with relevant</i></li> <li>b) <i>Set Safeguarding sessions to be put into the staff training overview - 1 per term across the year.</i></li> <li>c) <i>Staff training will be used to review curriculum elements and give direct information &amp; guidance on relevant issues.</i></li> </ol> </li> <li>3. <i>Team to promote accessible, standing information to parents through the website, workshops and presentations</i></li> <li>4. <i>VM / DF to organise / attend training on CPOMs (tbc). This to be used to improve school categorizing / reporting procedures. Cascaded to staff to improve inputting / recording of incidents.</i></li> <li>5. <i>Team to review procedures behind induction for new arrivals, to revise literature/ information and to evaluate impact.</i></li> </ol>

#### **17) Action Plan (See separate Safeguarding Action Plan)**

Final Action Plan Calendar will be RAG rated with notes for key actions / focus areas for 2021-22 (July 21).

New Action Plan Calendar will be created for 2021-22 based on feedback from Review, outstanding actions from 2021-22 and KCSIE update information.