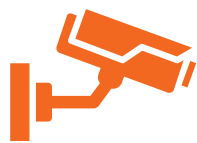




SAFER RECRUITMENT

- At least 1 interviewer Safer Recruitment trained at each interview held
- Only application forms accepted, not CVs
- Checking applications for discrepancies/gaps
- Standardised questions, with scoring, at interview
- Targeted Safeguarding questions at interview (approach/attitude and integrity)
- Comprehensive induction and Safeguarding training for new staff
- Maintenance and checking of the Single Central Record
- Volunteer application forms, references and DBS checks



SITE SECURITY

- Staff ID badges identify "Trusted Adults" and grant access to locked doors
- Visitor sign in and agree to abide by safeguarding procedures, wearing photo ID stickers
- CCTV covers all playgrounds
- High level of internet filtering and screening of emails



PROFESSIONAL CURIOSITY

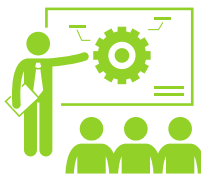
- Staff maintain the mindset of "IT COULD HAPPEN HERE"
- Nagging doubts and observations are logged on CPOMS to build a picture
- Safeguarding Review Meetings held monthly by DSLs to analyse CPOMS
- Governors receive Safeguarding reports at each full governor meeting
- Safeguarding is a standing item at each staff meeting to share concerns



GOVERNOR OVERSIGHT

- Named governor for Safeguarding, Child Protection, LAC and Attendance
- Named governor Online Safety and Cyber Security
- Named governor for RSHE and SEND
- Named governor for Equality
- Monthly Safeguarding data is collated
- Safeguarding numbers and concerns reported (anonymously) at each F.G. Meeting
- Policy review and adoption

Vigilance



SAFEGUARDING TRAINING

- Induction of new staff includes County Core Package Safeguarding Training
- Annual Safeguarding training for all staff
- Safeguarding Updates disseminated to staff to refresh knowledge
- Biannual DSL refresher training attended by all DSLs
- Multi-Agency training attended by DSLs at least triennially

HILLCREST'S SAFEGUARDING CULTURE

Safeguarding is EVERYONE'S responsibility



STAFF CONDUCT

- Induction of new staff heavily emphasises that "IT COULD HAPPEN HERE"
- Induction pack includes Whistle Blowing policy & procedure and Staff Code of Conduct
- Staff Code of Conduct very clear on expectations

Action



TELLING SCHOOL

- Pupils are taught that we are a "Telling School" and have the confidence to be open
- Staff know the importance of taking time to listen to pupils, gathering Pupil Voice
- 3 non-teaching members of the SLT are available to listen to children without the need to rush back to the classroom
- We have dedicated adults for pupils to speak about Bullying as well as LGBT+ issues



CURRICULUM

- Life Skills curriculum teaches about "Good and Bad Touch", knowing our bodies, the PANTS rule and the importance of consent in a variety of situations.
- Life Skills curriculum teaches about Staying Safe (Online, at Home; Secrets & Surprises; Digital Footprints)
- Life Skills curriculum teaches Understanding Risk (Fire, Dares, Medicines, Allergies, Fireworks, Emergencies, Wider World; Peer Pressure)
- Life skills curriculum teaches about Equality, Diversity & Inclusion alongside British Values
- Pupils are taught that "Secrets aren't safe" but "surprises" can be
- Pupils are taught who their trusted adults are (staff lanyards and ID badges)



SAFEGUARDING PROCEDURES

- Full Safeguarding training updated annually for all staff
- Safeguarding Updates released throughout the year
- Red Folders contain going home consent and arrangements
- Staff log nagging doubts on CPOMS but speak directly to DSLs with major concerns



STANDING AGAINST HARASSMENT

- Child-on-child abuse is not tolerated
- Instances of Child-on-child abuse is recorded on CPOMS
- We do not accept that there is "banter" and the notion of "Boys will be boys" is not tolerated at Hillcrest
- Hillcrest has signed up to the Bystander Intervention Program to teach pupils how to help those in need