

# Welwyn St Mary's C of E Primary School

**Believe and Achieve**



***'With God, all things are possible' (Matthew 19:26)***

## **Safeguarding Policy**

<b>Frequency of review (unless there are changes to legislation)</b>	Annually
<b>Author</b>	Stuart Whiteland - Headteacher
<b>Reviewed by staff</b>	February 2026
<b>Approved by governors</b>	
<b>Date of next review</b>	March 2027

Signature S. Whiteland

Date **5<sup>th</sup> March 2025**

Head Teacher

Signature [Signature]

Date **5<sup>th</sup> March 2025**

Chair of Governors

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## ***Our Vision – Believe and Achieve: ‘With God, all things are possible’ (Matthew 19:26)***

At Welwyn St Mary’s our school vision is ‘Believe and Achieve’ taken from St Matthew’s gospel (Chapter 19, verse 26 – “With God, all things are possible”). By this, we aspire that all members of our community will flourish and be inspired to **be the best that we can be** by believing in ourselves, each other and in the teachings of Jesus. Believing in ourselves will give us the confidence to succeed. Believing in each other will empower others to do their best and by following the teaching of Jesus shows that His teaching drives all aspects of school life.

This vision is embodied and rooted in the Bible story of **‘The Miracle Catch of Fish’** (Luke 5: 4-11). It exemplifies our aspirations for our pupils and the importance our school places on believing in oneself (even when things may appear impossible or when solutions seem exhausted), in believing in each other and in putting one’s trust and faith in God to give us the spiritual support, encouragement and determination to continue trying our very best to achieve, what may first appear unreachable, aspirational goals.

### **1. INTRODUCTION**

Safeguarding is everyone’s responsibility. This policy sets out Welwyn St Mary’s responsibilities under the Children Act 2004 to ensure children, young people and adults at risk are kept safe from harm.

#### **Terminology:**

**Safeguarding** and promoting the welfare of children refers to:

- **protecting children from maltreatment**
- **preventing impairment of children’s health or development**
- **ensuring children are growing up in circumstances consistent with the provision of safe and effective care**

The aim of **safeguarding** is to enable children to have optimum life chances and to enter adulthood successfully.

#### **What’s the difference between Safeguarding and Child Protection?**

**Safeguarding** is an ‘umbrella’ term that incorporates child protection. **Child Protection** is the process and activities undertaken to fulfil statutory obligations to protect specific children who have been identified as suffering, or at risk of significant harm. All agencies and individuals should proactively **safeguard and promote** the welfare of children so that the need for action to protect children from harm is reduced.

**This policy is available on the school website and is given to all new staff. It should be read alongside the school’s Child Protection Policy.**

## 2. PRINCIPLES AND AIMS

Principles:

- The welfare of children, and their wishes and feelings are given every consideration when developing and carrying out school activities.
- All children will have equal rights to support and protection irrespective of protected characteristics (their race, age, ability, gender, language, religion, sexual orientation and culture).
- All staff and volunteers have a professional role to identify and respond to the needs of children and report any concerns immediately.

We aim:

- To provide all staff (employed, contracted and visiting) and governors with the necessary information/training to enable them to meet their statutory responsibilities to promote and safeguard the wellbeing of children.
- To provide parents carers and children with information about the school's arrangements to keep children safe.
- To ensure safe and consistent best practice across the school
- To demonstrate the school's commitment with regard to safeguarding children

### 3. FRAMEWORK

This policy has been devised in accordance with the following legislation and guidance:

<ul style="list-style-type: none"><li>• <b>Managing allegations against adults who work with children and young people</b> <a href="#">Managing Allegations Against People who work with...</a></li></ul>
<ul style="list-style-type: none"><li>• <b>Disqualification under the Childcare Act 2006</b> Statutory guidance for local authorities, maintained schools, independent schools, academies and free schools, DfE (February 2018) <a href="http://www.gov.uk/government/publications/disqualification-under-the-childcare-act-2006">www.gov.uk/government/publications/disqualification-under-the-childcare-act-2006</a></li></ul>
<ul style="list-style-type: none"><li>• <b>Education Act 2002</b> <b>Section 175</b> – requires local education authorities and the governors of maintained schools and further education (FE) colleges to make arrangements to ensure that their functions are carried out with a view of safeguarding and promoting the welfare of children. <b>Section 157</b> and the Education (Independent Schools Standards) (England) Regulations 2003 - require proprietors of independent schools (including academies and technology colleges) to have arrangements to safeguard and promote the welfare of children who are pupils at the school.</li></ul>
<ul style="list-style-type: none"><li>• <b>Guidance for Safer Working Practice</b>, Safer Recruitment Consortium (February 2022)</li></ul>
<ul style="list-style-type: none"><li>• <b>Information Sharing: Advice for practitioners</b>, DfE (July 2018)</li></ul>
<ul style="list-style-type: none"><li>• <b>Keeping Children Safe in Education</b>, DfE (2025) <a href="https://www.gov.uk/government/publications/keeping-children-safe-in-education--2">https://www.gov.uk/government/publications/keeping-children-safe-in-education--2</a></li></ul>
<ul style="list-style-type: none"><li>• <b>Sexual Offences Act</b>, HM Government (2003)</li></ul>
<ul style="list-style-type: none"><li>• <b>Teachers' Standards 2012</b>, DfE (2011) (Introduction updated June 2013) Latest terminology update December 2021 These standards set the minimum requirements for teachers' practice and conduct. Teachers, including Headteachers should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties.</li></ul>
<ul style="list-style-type: none"><li>• <b>What to do if you're worried a child is being abused</b>, DfE (March 2015) Non statutory advice which helps everyone who works with children to identify abuse and neglect and take appropriate action A copy can be obtained from the school office</li></ul>
<ul style="list-style-type: none"><li>• <b>Working Together to Safeguard Children 2023: A guide to multi-agency working to help, protect and promote the welfare of children</b>, DfE (Dec 2023)</li></ul>

## **RELEVANT ASSOCIATED POLICIES**

In order to safeguard and promote the welfare of children, this policy should also be read in conjunction with other associated policies to ensure the safety and wellbeing of children.

- Attendance
- CCTV
- Child Protection
- Complaints procedure
- Counter-Terrorism/Prevent
- GDPR
- Online Safety
- Harassment and discrimination including racial abuse
- Health and Safety including site security
- Intimate Care
- Positive Behaviour Policy including Anti-bullying
- Remote Learning
- Supporting Pupils with medical conditions
- Safer Recruitment procedures
- SEND
- Code of Conduct
- Whistleblowing

## 4. SAFEGUARDING

### Anti-Bullying

Welwyn St Mary's recognises the right of our children and young people to develop with confidence in an environment that is safe and free from the emotional and physical distress that can be seen as a result of bullying. It is the responsibility of Welwyn St Mary's to ensure that procedures are in place that will monitor and address anti-bullying issues. There is a more detailed Positive Behaviour Policy available on the school website and a hard copy is available from Welwyn St Mary's.

### Attendance

In accordance with the School's Attendance Policy, absences are rigorously pursued and recorded. The school, in partnership with the appropriate agencies, takes action to pursue and address all unauthorised absences in order to safeguard the welfare of children and young people in its care. We implement the statutory requirements in terms of monitoring and reporting children missing education (CME) and off-rolling and understand how important this practice is in safeguarding children and young people.

### Child Protection

There is a detailed Child Protection Policy operating within the school. A copy will be provided to parents on request and is available on the school website. It is the Governing Body's duty to ensure the policy is reviewed annually and any deficiencies within the policy addressed immediately.

All Child Protection concerns will be managed in accordance with the Hertfordshire Safeguarding Children Partnership Inter-Agency Child Protection Procedures. A copy of these procedures can be found at [Welcome to the Hertfordshire Safeguarding Children...](#)

Children's Services telephone number **0300 1234 043 (including out of hours)**

All staff receive training annually in house and externally every three years. In addition, all staff receive frequent and regular reminders and safeguarding is an item at all staff and governor meetings. All new members of staff receive a safeguarding induction and school volunteers are required to attend an inhouse safeguarding workshop.

### Complaints

The school has a Complaints Procedure available to parents, pupils and staff who wish to report concerns. This can be found on the school website.

All reported concerns will be taken seriously and considered within the relevant and appropriate process. Anything that constitutes an allegation against a member of staff or volunteer will be dealt with under the specific procedures for Managing Allegations Against Staff.

### Confidentiality

The School's GDPR Policy is available to parents on request at the school office.

All staff will understand that safeguarding issues warrant a high level of confidentiality, not only out of respect for the child and staff involved, but also to ensure that information being released into

the public domain does not compromise evidence.

Safeguarding information will be stored and handled in line with the Data Protection Act 2018/GDPR. The DSL will normally obtain consent from the child/parent to share sensitive information with outside agencies. Where there is good reason to do so (e.g. to help to protect a child), the DSL may share information without consent and will record the reason for this. Safeguarding records are normally exempt from the disclosure provisions of the Data Protection Act, which means that children and parents do not have an automatic right to see them. The School will retain this information on the pupil file and transfer to the next school/archive the information in line with The Education (Pupil Information) (England) Regulations 2005 and The Information and Records Management Society. The school will only share information about children with adults who have parental responsibility for a pupil. Please see Hertfordshire's Pupil Safeguarding Records Guidance at [www.thegrid.org.uk/info/welfare/child\\_protection/policy/local.shtml#pupilsafe](http://www.thegrid.org.uk/info/welfare/child_protection/policy/local.shtml#pupilsafe) for further information.

## Curriculum

Children are taught to understand and manage risk through our PSHE education and sex and relationships lessons and through all aspects of school life.

Our school is committed to ensuring that children are aware of behaviour towards them that is not acceptable and how they can keep themselves safe. All children are aware that they can speak to any member of staff regarding any thing that is concerning them. We inform children of whom they might talk to, both in and out of school, their right to be listened to and heard and what steps can be taken to protect them from harm.

Subjects such as PSHE and SRE discuss relevant safeguarding issues with the children.

## E-Safety

Our Online safety policy is on the school website.

This policy includes how we teach children to stay safe when online and out of school – including the risks of sharing content and images online and tackling bullying, including cyber-bullying. Cyber-bullying by children, via social media, texts and emails, will be treated as seriously as any other type of bullying and will be managed through our anti-bullying procedures. The online safety policy also provides guidance on the use of mobile phones and digital devices for staff, parents and pupils.

Our School ensures that appropriate IT filtering and monitoring methods are in place to ensure that children are safe from all types of inappropriate and unacceptable materials, including terrorist and extremist material.

### Digital images:

Within our Online Safety and GDPR policies, our school has a clear and sufficiently detailed policy which covers the taking and use of digital images and video of children and takes steps to ensure that it is understood and enforced.

Our school recognises the importance and usefulness of including the children's use of technology within the classroom. This brings lots of opportunities for children across all age ranges and can also present risks if children are left to use the equipment in an unsupervised environment. It is

therefore understood that the school will ensure that all usage of devices within the school will be supervised by an adult at all times.

Staff and children sign ICT Acceptable Use Agreements. For staff this includes a section on the use of digital images and clarification about the position regarding the use of personal mobile phones/digital devices/cameras for taking pictures. Where volunteers are supporting school staff, they follow the same rules as school staff as far as is reasonable, all visitors are given a safeguarding and security information document which reinforces safe procedures and use of mobile phones. We also have a Remote Learning policy which outlines the provision, use of Google Classroom and remote learning protocols.

Parents are given frequent reminders and advice about how to keep their children safe online.

## **Health and Safety**

Our Health and Safety Policy demonstrates the consideration we give to minimising any risk to the children when on the school premises and when undertaking activities out of school under the supervision of our staff. At all times, there are appropriate staffing levels and when off-site, appropriate and agreed pupil / adult ratios are maintained. The lead adult always assesses visits/trips as to the level of risk and all trips are finally authorised by the headteacher.

Our school has lone working risk assessments in place and procedures for staff where there is a security risk, due to the need to work alone; staff at high risk will receive appropriate training.

A copy of the Health and Safety Policy is available on our school website.

## **Road Safety**

Welwyn St Mary's takes road safety very seriously, educating both pupils and adults in the safe use of the roads whilst travelling by car, on foot, by bike or scooter. Our school campaigns for local road safety measures.

## **Inclusion and Diversity**

Some children may be at increased risk of neglect and or abuse. Many factors can contribute to an increase in risk, including prejudice and discrimination, isolation, social exclusion, communication issues and reluctance on the part of some adults to accept that abuse can occur.

Our school ethos promotes and accepts the differences between all children and adults. In practice, this is about ensuring inclusion of individuals and treating them fairly and equally, no matter the diversity of their protected characteristics (their race, gender, age, disability, religion or sexual orientation)

Promoting equality and diversity in education is essential for both teachers and children. The aim is to create a classroom environment where all children can thrive together and understand that individual characteristics make people unique and not 'different' in a negative way.

In line with Keeping Children Safe in Education (DfE 2024), to ensure that all of our pupils receive equal protection, we will also give special consideration to additionally vulnerable groups, for example children with disabilities or special educational needs. Special consideration is also given in the provision of safeguarding information and resources in accessible formats for children and adults with communication needs.

### **Managing Allegations against Staff and Volunteers**

Our aim is to provide a safe and supportive environment which secures the well-being and very best outcomes for all the children at our school. We recognise that sometimes the behaviour and actions of adults could lead to an allegation of abuse being made.

We will take all possible steps to safeguard our children and to ensure that the adults in our school are safe to work with children. We will always ensure that the procedures outlined in Hertfordshire Safeguarding Children Partnership (HSCP) Part 4 of 'Keeping Children Safe in Education', DfE (2025) are adhered to and will seek appropriate advice from the Local Authority Designated Officer (LADO). The Hertfordshire LADO Service can be contacted on **0300 1234 043**.

### **Partnership with Other Services**

Our school recognises that it is essential to establish positive and effective working relationships with other agencies that are partners of the Hertfordshire Safeguarding Children Partnership. There is a joint responsibility on all these agencies to share information to ensure the safeguarding of all children.

Our school is part of Operation Encompass, a police and education early intervention safeguarding partnership which supports children and young people who experience domestic abuse. Operation Encompass means that the police will ideally share information about Domestic Abuse incidents with our school prior to the start of the next school day when they have been called to a domestic incident. The headteacher will report on Operation Encompass in a termly report to Governors. All information is anonymised for these reports.

### **Partnership with Parents**

Welwyn St Mary's is committed to working in partnership with parents/carers to safeguard and promote the welfare of children and to support them to understand our statutory responsibilities in this area.

Our school shares a purpose with parents to educate, keep children safe from harm and have their welfare promoted. We are committed to working with parents positively, openly and honestly. Welwyn St Mary's will share with parents any concerns we may have about their child unless to do so may place a child at risk of harm. We encourage parents to discuss any concerns they may have with their child's class teacher.

## Safer Recruitment and Selection

Our recruitment process selects, screens, trains and supervises staff and volunteers, so that the appointment of unsuitable people can be deterred and rejected from working with children. We follow safer recruitment procedures.

Our School has a legal duty to refer to the Disclosure and Barring Service anyone who has harmed, or poses a risk of harm, to a child, or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left. If these circumstances arise in relation to a member of staff at our school, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the Local Authority Designated Officer (LADO) and/or HR.

## Safer Working Practice

All adults who come into contact with our children have a duty of care to safeguard and promote their welfare. There is a legal duty placed upon us to ensure that all adults who work with or on behalf of our children are competent, confident and safe to do so.

The Teachers' Standards (DfE, 2012 – updated 2021) are augmented by standards of personal and professional conduct e.g. ethics and behaviour, in and out of school. Teachers are expected to 'uphold public trust in the profession by showing tolerance and respect for the rights of others, not undermining fundamental British values and ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability'.

All staff will be provided with a copy of our school's code of conduct/staff behaviour policy/handbook at induction. These are sensible steps that every adult should take in their daily professional conduct with children. All staff and volunteers are expected to carry out their work in accordance with this guidance and will be made aware that failure to do so could lead to disciplinary action.

The link below will direct you to the current government guidance on safer working practice which we share with staff:

[https://www.saferrecruitmentconsortium.org/files/uqd/f576a8\\_0d079cbe69ea458e9e99fe462e447084.pdf](https://www.saferrecruitmentconsortium.org/files/uqd/f576a8_0d079cbe69ea458e9e99fe462e447084.pdf)

### **Abuse of Position of Trust:**

All school staff are aware that inappropriate behaviour towards pupils is unacceptable and that their conduct towards pupils must be beyond reproach.

In addition, staff should understand that, under the Sexual Offences Act 2003, it is an offence for a person aged 18 or over to intentionally behave in certain sexual ways in relation to a child aged under 18, where the adult is in a position of trust in respect of the child, even if the behaviour is consensual.

## Security

The security measures put in place at Welwyn St Mary's have taken into account the need to balance the need to remain a welcoming environment, whilst ensuring the safety of all our children and staff. Our procedures are reviewed on an ongoing basis.

### **Access to buildings:**

The school will take all reasonable efforts to control access to the buildings and grounds of the school to prevent unauthorised access to children and ensure the personal safety of staff. The access control procedures for the buildings are:

An intercom system is operated by the office controlling access to the car and pedestrian gates and the main entrance of the school. An inner door ensures no-one will be able to enter the main building until buzzed through. All staff have photo cards to swipe access. We also have a no tail-gating policy for persons entering the school building.

### **Visitors, contractors and maintenance personnel:**

The control of visitors, contractors and maintenance personnel is a fundamental part of our site security policy for the safeguarding of both people and property.

Where the governing body transfers control or otherwise allows the use of school premises to external bodies (such as sports clubs) or service providers during or out of school hours, we will ensure that these bodies or providers have appropriate safeguarding policies and procedures, and that there are arrangements in place to co-ordinate with the school on such matters. Such considerations will be made explicit in any contract or service level agreement with the bodies or providers.

Appropriate checks will be undertaken in respect of visitors and volunteers, including governors, coming into school. Records of these checks are kept securely in school (i.e. Single Central Record) and reviewed regularly.

Visitors will be expected to sign in and out via the office visitors' log and to display a visitor's badge whilst on school site; blue lanyards are given to visitors with a DBS check, orange lanyards are given to visitors without a DBS check who must be accompanied at all times. Any individual who is not known or identifiable should be challenged for clarification and reassurance.

The school will not accept the behaviour of any individual (parent or other) that threatens school security or leads others (child or adult) to feel unsafe. Such behaviour will be treated as a serious concern and may result in a decision to refuse access for that individual to the school site.

### **CCTV:**

Our School uses a Closed-Circuit Television System (CCTV) to safeguard both children and adults and for the prevention and detection of crime within and around the site. Both the system and the management process are compliant with the Code of Practice for CCTV issued by the Information Commissioners Office (ICO). Further details are contained within the CCTV policy, available from the school office.