

## BMPS – Our Safeguarding Culture

### Strategy

Clear, robust strategy  
Annual Safeguarding review, audit and governor monitoring all help to provide action points for development.  
Regular, robust questionnaires and feedback  
Up to date policies that everyone understands.  
All safeguarding to be recorded on CPOMs, make the DSL aware.  
Never be alone with a child, always two members of staff.

### Skills

Training on Inset days plus additional online. Training.  
Staff are all approachable.  
Communication and recording works well.  
DSLs attend regular training.  
DSLs are confident, approachable and organised, they have good relationship with families.  
All staff have good relationships with families and pupils has been built and is key.  
Staff feel confident at recognising the indicators of abuse and neglect and this information is up in the form of posters in the staff areas of school.  
Never assume all staff are safe.

### Structure

4 DSLs, everyone aware of the safeguarding team and their role within school, it is displayed on posters in toilets. These DSLs communicate with the other staff.  
CPOMs  
Conversations meetings  
Regular safeguarding training and meetings.

### Shared Values

It is very high priority and very important within school.  
Staff show care for their pupils and always have a professional curiosity when thinking about their well-being  
A safe setting.  
Staff available to talk to and are keen to talk about issues.  
CPOM, even the smallest concern  
Nurture, meditation sessions, yoga, drawing and talking, wishes and feelings  
Staff training sessions  
Doors and gates are locked during the school day and entry to the school is controlled.  
Staff are always available to help and are approachable.  
We listen to what children say and give them the time to talk.  
Able to talk to DSLs, DSLs are always available.

### Staff

Time out of class to deal with, log and communicate safeguarding issues (use of cover supervisors).  
All school staff have a responsibility for safeguarding and there is always a DSL on site.  
When there is a child in need of support it is decided who is best matched to the child to provide that support and those members of staff work as a team to communicate and provide the best care possible.  
DSLs work collaboratively.  
Visitors are made aware of safeguarding procedures during induction e.g. community readers.

### Systems

Safeguarding policy is updated annually.  
CPOMs.  
DSLs audit the safeguarding practices every year with Governors.  
Lead DSL meets with safeguarding governor regularly throughout the year.  
Recent County Audit of safeguarding procedures ensured we are effective and show good practice.  
CPOMs allows staff to record easily and therefore we are recording more information.

### Styles

DSL meetings.  
Governor meetings to monitor  
Ensure that children safe and giving them space to talk  
Strong safeguarding culture as everything is logged and followed up.  
Key goal is to keep all pupils safe and to be vigilant, (it can happen here)  
Annual Safeguarding self-review completed by the designated DSL and governor.

### Areas for development.

One member of staff confused over who is the designated DSL and who are alternates, communicate with this member of staff.  
  
One DSL feels that they do not have a lot of experience with multi-agency working, if a case arises that requires multi-agency working then the designated DSL with support this DSL to take charge of the case.