

Safeguarding at St Mary's Fields Academy

We are safe, motivated and
friendly

M = motivated

Pupils are self-motivated and they want to be the very best they can be; they want to know more and they work hard to remember more.

Pupils aren't just motivated by rewards like stickers and certificates, but more by the feeling of being proud of themselves for self-improvement.

Pupils have fun in exploring and discovering and they rise to a challenge. Pupils are always ready to learn.

Being successful is about gaining a sense of achievement,
no matter how big or small.

Achieving your personal best, reaching your own targets and goals, demonstrates how hard you are working. We will notice that!

Pupils are keen to take part in all of the opportunities they are given in school and after school.

S = safe

The safety of the environment is important – the gates /doors / lanyards.
We behave well and make sure that our actions keep ourselves and others safe.
The care that is given to you all is also very important and we ensure that all pupils have a trusted adult to talk to.

We create a culture of error where pupils aren't afraid of making mistakes.
Through an ambitious PSHCE curriculum pupils feel safe to be whom they really are.
Pupils have confidence to speak up when they know that something is wrong.
Pupils know and understand that their physical and mental health is important



St Mary's Fields Academy
A L.E.A.D. Academy

Our Ethos and Values

SMF always acts in the best interests of our children.
Our values of Safe, Motivated and Friendly ensure that we place the individual child at the centre of everything we do.

Safeguarding is paramount in school and leaders ensure a strong culture of vigilance. Leaders have established and maintained systems and procedures for safeguarding and promote an open-door policy for children, staff and parents. Staff know that 'it could happen here' and follow reporting and recording procedures.

F = friendly

We are proud of our diverse and multi-cultural community, where we are accepting, tolerant and demonstrate fantastic friendship qualities, such as showing empathy and consideration for others.

Friendships foster inclusivity and equality, and they ensure that our colour, gender and sexuality is celebrated.

Our differences only lead us to want to learn more about each other's lifestyles, cultures, beliefs and families.

Our curriculum

Our curriculum helps pupils to recognise, understand, cope and develop resilience to the risks around them.

Our PSHE curriculum covers bullying (online and offline), racism, radicalisation and extremism, healthy relationships, physical safety, online safety, substance abuse and mental health.

Our **Votes for Schools'** assemblies cover themes in SMSC, Prevent, British Values, UNCRC and SDGs.

Everyone's Welcome supports our inclusive culture and ensures that children are taught about the Equality Act and Protected Characteristics.

In depth transition information sharing between DSLs and our secondary schools support our most vulnerable or at-risk pupils.

Our younger pupils are taught the PANTS NSPCC rule.

Our policies

We are compliant in our statutory duties. We have personalised policies and set out procedures clearly. Below are some of our key policies.

Safeguarding and Child Protection, Anti-Bullying, Behaviour, Health and Safety, Online Safety, Whistleblowing

Pupil voice

All of our subject monitoring includes safeguarding questions for pupils. Some of the themes covered include e consent, keeping safe, online safety, mental health and bullying. Pupil voice shows that are children know that they are cared for and feel safe in school. Children can identify adults to talk to if they are worried about something. We have 7 Mental Health First Aiders in school.

Safeguarding team at SMF

Laura Haycock - DSL

Helen Nott – deputy DSL

Joe Clarke – deputy DSL

Jemma Linnell – deputy DSL

Carl King – deputy DSL

**Parmjit Hulait – deputy DSL
and family support worker**

**Callum Bartlam –
Safeguarding Governor**

Our character muscles

We are safe

Communication, risk taking, self-control, confidence, resilience

We are motivated

Communication, enthusiasm, curiosity, imagination, concentration, perseverance, reasoning, problem solving, independence

We are friendly

Communication, inclusiveness, honesty, cooperation, respect, empathy, gratitude

Working in partnership

SMF liaises with outside agencies to support our families to achieve best possible outcomes. We work closely with social care and Early Help, Operation Encompass and SEND support services.

Audits, monitoring and CPD

DSL meetings: Every 2 weeks where we look at active cases, historical and previously monitored cases

External supervision once a term: CPOMs audits

SCR: Termly governor checks and termly internal checks

Safeguarding in Education health check Autumn 2023

Safeguarding self-audit tool

Termly safeguarding newsletters and quizzes (support offered to staff who scored less than 80%)

Safeguarding reminders and advice on the weekly bulletin

SLT: standing item on the agenda

DSL training: LADO/DV/contextual safeguarding/Prevent/harmful sexual behaviours/Operation Encompass/safer recruitment

Whole school safeguarding training from SIE delivered annually to all staff.

Prevent training delivered to all staff annually

Health and Safety

Risk assessments: internal and external

Business Continuity Plan

Evacuation and invacuation

Safer perimeter/site safety

Health and Safety audits

Safer recruitment

Training: Laura Haycock, Helen Nott, Joe Clarke, Carl King and Jemma Linnell

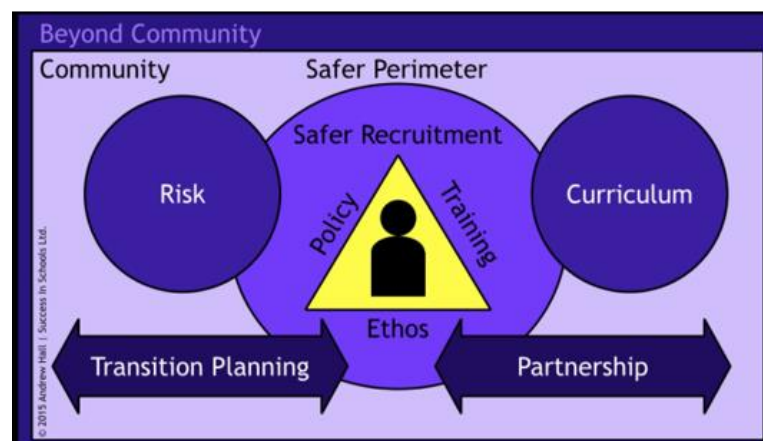
SCR: Termly Governor checks and internal checks

Job adverts: E Teach LA supported application form, includes self-disclosure questions

Safeguarding induction: New staff

Safeguarding leaflet: Provided to all visitors/contractors/supply staff after signing in, checking ID and giving a lanyard

Allegations against staff: Whistleblowing policy, harms threshold and LADO information all shared with staff and posters are displayed in the staff room



Contextual safeguarding areas

These are covered in our PSHCE curriculum and also through our Votes for Schools assemblies. They include knife crime, domestic violence and abuse, substance abuse and poverty.

Reporting and recording concerns

DSLs: Laura Haycock (lead), Helen Nott, Joe Clarke, Carl King, Jemma Linnell and Parmjit Hulait

There are posters all around school and on our website

Recording: CPOMS

Reporting: Within 10 minutes to DSL for a serious concern, all concerns must be reported before the end of the school day so that they can be dealt with. The person reporting must then add to CPOMS