



AVANTI HOUSE

EXCELLENCE · VIRTUE · DEVOTION

AVANTI HOUSE ANNUAL SAFEGUARDING REPORT (November 2016)

Background:

All adults who come into contact with pupils in their work have a duty to safeguard and promote their welfare. The Children Act 2004, through the Stay Safe outcome of the Every Child Matters Change for Children Programme, places a duty on schools/services to safeguard and promote the well-being of pupils. This includes the need to ensure that all adults who work with or on behalf of pupils are competent, confident and safe to do so. The school works in accordance with the two DFE documents Keeping Children Safe in Education (2015), Working Together to Safeguard Children (2015), and also its own Child Protection Policy (autumn 2015) and Child Protection Procedures (autumn 2015).

At Avanti House: There is a responsibility on all schools to regularly review their practices concerning Safeguarding. Avanti House continues to revisit this area and we have put measures in place to ensure that we are compliant to all statutory guidance as well as local requirements. Indeed, we have adopted our own in-house strategies to ensure that we provide a safe and fully supportive environment which secures the well-being and very best outcomes for pupils entrusted in our care.

This is as follows: • Safeguarding (General) All existing staff have received safeguarding inset as well as annual online Educare training. All staff have been made aware of the school's Child Protection Procedures. This also applies routinely to all new staff as part of their induction procedures. Records are retained centrally as signed confirmation that all employees have received this documentation. Short-term temporary staff also routinely receive the appropriate school safeguarding information. Briefly, the above policy and procedures are designed to complement existing professional procedures, protocols and guidance which relate to specific roles, responsibilities and professional practice in the school as a professional setting. All staff will receive a copy of the two DFE safeguarding documents.

Appropriate procedures are in place at the school for managing safeguarding allegations, including whistle-blowing procedures. In addition to the school's own policy, governors will be aware of the policies and their responsibilities with regards to the above. In the event of an allegation against the Principal, the Chair of the Governing Body would, in normal circumstances, be the nominated governor to deal with the matter. All appropriate staff are regularly trained concerning child protection. For key staff, this involves appropriate Level 1/2 Safeguarding Training. The school has a designated Child Protection Co-ordinator (Andrea Kahn) and a Deputy Child Protection Co-ordinator Paula Soiza).

The school ensures that pupils are aware of the safeguarding policies and procedures. Staff work with pupils to understand how best to safeguard themselves. The school has a Whistle-blowing

Policy in place for staff to raise concerns (either to the Principal or the Chair of Governors) in respect of malpractices, inconsistencies in practice, etc.

- **Safeguarding (ICT)** All staff have received a copy of the school's ICT safeguarding documentation i.e. Acceptable Use Policy; E-Safety Policy. All subsequent newly appointed staff also receive these documents as part of their induction procedures. All staff are required to sign a central record to confirm their receipt of these documents.
- **Appointment of New Staff:** The school complies with all statutory guidance provided by the government in respect of the appointment of new staff. New employees complete the appropriate Disclosure and Barring Service (formerly CRB) form and provide the school with the appropriate safeguarding information, including proof of address and personal ID. The school is also most rigorous in terms of appropriate personal matters to be declared on our application form. References are always requested and received prior to the commencement of contract. Avanti House School complies with central government guidance concerning interviewing procedures i.e. that at least one member of every interviewing panel must have received appropriate 'safer recruitment' training.
- **Child Protection:** The school's Child Protection Policy and Procedures (above), as approved by the governing body on an annual basis, are available on the school website for staff. At the beginning of each academic year, the individual with designated responsibility (the Child Protection co-ordinator) provides a presentation to staff concerning child protection arrangements within school. All new staff receives a copy of the full policy and procedures in an induction booklet on commencement of duty. The school has thorough procedures in place, in line with recommendations, in terms of the protection of children attending school trips and journeys. The school has appropriate safeguarding procedures in place concerning the hiring of the site and also in its dealings with contractors.
- **Access to the Site/Outside Hirers:** The school has made considerable improvements in recent years to ensure the safety of staff, pupils and visitors to the site. This includes investing in appropriate physical infrastructures such as a purpose-built reception area (and suitable controls to ensure that unauthorised visitors do not gain access to the site), internal and external fencing/gates and also secure areas for the storage of equipment, etc. The school has adopted the strict opening and closing times of the main entrances/exits to/from the site. These areas are also personally supervised by senior staff during times when students are entering/departing from the premises. In addition to the above, the school ensures that the main buildings are inaccessible to hirers during outside lettings' periods. The school undertakes appropriate vetting procedures in respect of outside hirers coming onto the school site. This includes the provision of the relevant documentation, including DBS certification from those group leaders who are supervising children on the school site.
- **Visitors to the School:** The school has appropriate procedures for the authorisation of visitors onto the school site. Where visitors are required to come into contact with our students, they are personally supervised at all times. In some cases, staff request visitors to attend lessons, assemblies, etc. In such cases, the Principal is required to approve their presence on site, and the School Business Manager is required to ensure that the relevant safeguarding checks are in place prior to the visit.
- **CCTV** The school has extensive CCTV provision across the site, which is situated and deployed in accordance with data protection requirements.

- Wider Ethos/Practice: Avanti House recognises that as a faith school there is still a diverse population, including parents and relations that will carry diverse constructs and attitudes in all of this. We also should keep our students safe and have messages and practices that empower, engage and represent. We are able to identify particular parts of our delivery and message that directly address radicalisation or extremism, but we should demonstrate that compliance (recruitment, safeguarding, and curriculum coverage) is securely embedded within: - Citizenship (British institutions and laws) within wider continental and worldview - Active engagement – discursive pedagogy, encouragement of debate – based on the premise that good people can disagree safely - Opportunity for participation, voice, inclusive secularism - Celebration and knowledge of world faiths - Diligence – of all available data, pupil presentation changes, unaccounted periods of absence – insofar that there might be predictably susceptible groups - Participation – noting any group that doesn't participate or have opportunity to participate - Safety – certainty of our screening out of malign influences – e-safety etc - Screening – of visitors, in particular in relation to those speaking on subjects that might be deemed political and / or religious. - Staff empowered to deliver the above Our policies, provisions, and learning walk experiences provide evidence in respect of the above.

Andrea Kahn

Director of Learning (SENco)/ Designated Safeguarding Officer

Head of Year 10