

## **A Self-Review Tool for Safeguarding Children and Young People in Schools and Colleges**

**This self-review tool is to assist Governing Bodies, Head teachers, Designated Person in reviewing arrangements for carrying out their functions regarding Safeguarding and promoting the welfare of children and young people and provides evidence of the 'Golden Thread' of Safeguarding for Ofsted.**

**Name of School:** The John Fisher School

**Name of Designated Person for Safeguarding Children:** D Mawer

**Name of governor responsible for Child Protection:** Mrs Pat Cook J.P.

**Date:** 15.10.19

## 1. Policy and Procedures

Safeguarding/Child Protection requirements for the 'GOLDEN THREAD'	Support materials and key criteria/documents	'EXAMPLES' of Evidence of Compliance	Met / Unmet / Action
<p>1. Does the school have a child protection policy and procedures, agreed by the Governing Body, that are in accordance with the Sutton Local Safeguarding Children's Board, LSCB) and London Child Protection Procedures (edition 5), Working Together to Safeguard Children 2018 and these are known by all staff, supply staff, governors and volunteers.</p> <p>The school is aware of the intended changes to LSCB's and the format for safeguarding children and young people in LA from 2019 as set out in 'Working Together to Safeguard Children September 2018'</p> <p>Also in accord with Sutton LA agreed inter-agency procedures for dealing with allegations of abuse against members of staff and volunteers.</p> <p>2. Does the school make reference to 'Keeping Children Safe in Education September 2019 DfE in all their documentation relating to Safeguarding and refer to new safeguarding risks for children and</p>	<p>Cognus template/other for a school Child Protection Policy</p> <p>An E-Safety policy template, including a Staff Acceptable Use Policy is available from the E safety Education Adviser</p> <p>All written policies comply with national, Sutton LSCB, DfE and LA Guidance for safeguarding and equality and are adopted by the governing body of the school.</p> <ul style="list-style-type: none"> <li>• CP Policy</li> <li>• School Code of Conduct</li> <li>• Teachers Standards</li> <li>• E-Safety Policy</li> <li>• Acceptable Users Policy</li> <li>• Anti-bullying Policy</li> <li>• Behaviour Policy</li> <li>• Whistleblowing Policy</li> <li>• Equality Policy</li> <li>• Procedures for dealing with</li> </ul>	<ul style="list-style-type: none"> <li>• Safeguarding statement on front page of schools' website and links to school's CP Policy.</li> <li>• Safeguarding team poster around the school and in the front entrance.</li> <li>• CP Policy and Procedures with a review date in line with government guidance.</li> <li>• Evidence that all staff have received a copy of the schools' CP policy.</li> <li>• Evidence that all staff have read and understood part1 and Appendix A of KCSIE September 2019 and recorded on SCR and a mechanism for reviewing staff's knowledge and understanding.</li> <li>• Clear induction policy for new staff evidenced as part of training programme.</li> <li>• Evidence of regular Safeguarding/CP updates/training for all staff, including FGM, CSE and Prevent and so-called Honour Based Violence and the new areas described in KCSIE September</li> </ul>	<p>1. Yes: CP/Safeguarding Policy in place Met: SPD session in half term 1. Whole Staff CPD delivered by S. Welding 07/05/2018. A hard copy of the CP/Safeguarding policy is held centrally in the school Office (electronic copy on School website). Dates recorded on SCR (JR). A dedicated Safeguarding section is now on the website.</p> <p>2. All staff have received and 'wet-ink/read receipt signed attendance and acknowledgement at Induction at the beginning of term. Regular Questionnaires and quizzes confirm staff understanding.</p> <p>3. In the handbook which was signed for in September 2019. PSED (Public Sector Equality Duty). Updated Staff Handbook and presentation delivered to all staff SPD. Central CPD records of attendance identify which courses have been attended by staff (ADE i/c).</p> <p>4. Incorporated within the school's Behaviour Policy.</p> <p>5. Incorporated within the School's Child protection and Safeguarding Policy and staff handbook</p>

<p>young people (County Lines, Children in the Court System, Children with family members in Prison, Domestic Abuse, Homelessness &amp; CME)</p> <p>3. Does the school take into account the 2010 Equality Act and the Public Sector Equality Duty (PSED)?</p> <p>4. Does the school have an Anti-bullying policy and procedures for dealing with incidents?</p> <p>5. Does the school have an E-Safety Policy, including Acceptable Users?</p>	<p>allegations against staff</p> <ul style="list-style-type: none"> <li>Multi-agency Safeguarding Good practice for HR Practitioners 2017 available on LSCB website for reference <a href="http://www.suttonlscb.gov.uk">www.suttonlscb.gov.uk</a></li> </ul>	<p>2019.</p> <ul style="list-style-type: none"> <li>All staff are aware of and understand their duty to promote equality and are familiar with the 2010 Equality Act/PSED documents.</li> <li>Anti-bullying Policy and Procedures with a review date in line with government guidance.</li> <li>Staff awareness training for Anti-bullying included in the central record as part of Safeguarding training.</li> <li>E-Safety Policy with a review date in line with government guidance</li> <li>Acceptable Users Policy</li> </ul>	<p><i>Parents/carers and students have signed an E-safety (internet use) contract (journals). Staff have to acknowledge 'Acceptable use' policy. Please refer to new GDPR section on website.</i></p>
<p>6. Does the CP policy contain current contact details for the LA Lead Officer and other agencies? Relevant contacts displayed in offices and staff room.</p>	<p>Policy includes contact details for Children's Services departments, Ofsted, NSPCC and Police</p>	<ul style="list-style-type: none"> <li>All policies make reference to contact details of key personnel and agencies that support the Safeguarding/CP in the Local Authority Children's Services.</li> </ul>	<p><i>6. Yes. Details circulated to all staff when updates received. Safeguarding noticeboards in key areas (Staffroom, Inclusion area, KS Administrators, DoLs) and details in key staff offices (updated regularly).</i></p>
<p>7. Does the setting have a Whistle Blowing Policy and are all staff aware of the policy?</p>	<p>LA Policy template can be adapted to include information specific to the school and available at:</p>	<ul style="list-style-type: none"> <li>Designated Person / Manager ensures that all staff and volunteers are able to raise concerns about poor or unsafe practice in accordance with agreed whistle blowing policies through training. (central record of training)</li> </ul>	<p><i>7. Yes: Whistleblowing Policy in place.</i></p>

<p>8. Does the school have a procedure for dealing with allegations of abuse against members of staff and volunteers that comply with guidance from the DfE (KCSIE Sept 2018), London Child Protection Procedures, LA and local agreed inter-agency procedures?</p> <p>9. A member of the Governing Body (usually the Chair of Governors) has been nominated to be responsible for liaising with the Local Authority Designated Officer (LADO) and partner agencies in the event of an allegation of abuse being made against a Head teacher.</p>	<p>LA training for Management of Allegations</p> <p>The Local Authority Designated Officer (LADO)</p> <p>Consultation about whether a concern should be treated as an allegation is available from the LADO.</p> <p>The LADO also must be informed of any allegation or concern regarding a child's welfare relating to a member of staff or volunteer including when it involves the member of staff's home life.</p>	<ul style="list-style-type: none"> <li>• Evidence that LA procedures are accessed</li> <li>• Record of LA 'Management of Allegations' training undertaken by Headteacher and Chair of Governors</li> <li>• Appropriate Governors Disciplinary and Complaints Committees in place</li> <li>• Minutes of Governing Body &amp; committee meetings</li> <li>• Records of cases being reported to Independent Safeguarding Authority (ISA) and relevant professional bodies where there are grounds for believing a person may be unsuitable to work with children.</li> <li>• Evidence that staff aware of duties of Head &amp; Governors and of procedures (e.g. induction pack, staff handbook, staff room posters) and that contact details of the LADO are accessible.</li> </ul>	<p>8. <i>Yes (no reported allegations 2018/19). Incorporated in Child Protection and Safeguarding policy and Sutton LA support details updated/circulated to key staff. All governors (except staff) are – on notice that they may be called to sit on a disciplinary or complaints panel. Three will be constituted to a panel when required. This way we can be sure that no panel member is tainted by prior knowledge or interest e.g. a parent of a student in class of staff member would not sit even if they had no prior knowledge.</i></p> <p>9. Yes.</p>
<p>10. Do staff have access to the Government guide to practitioners "What to do if you're worried a child is being abused" 2015?</p>	<p>Document is available to download from the Sutton LSCB website and Education Safeguarding Lead (Cognus)</p>	<ul style="list-style-type: none"> <li>• Document is available to access from the schools' website.</li> </ul>	<p>10. <i>Yes. Publications circulated to all staff (section 1 of KCSIE circulated in September) and in hard copies around the school and also available on central Z drive in Safeguarding folder.</i></p>
<p>11. Are children/young people and parents/carers regularly made aware of the school's child protection policy and procedures?</p> <p>12. Are children and parents/carers regularly made aware of the school's Anti-bullying policy and procedures?</p>	<p>CP policies and procedures are introduced at induction times and mid- term entrants. Reviewed as necessary.</p> <p>Anti-Bullying policies and procedures are introduced at induction times and mid- term entrants. Reviewed as</p>	<ul style="list-style-type: none"> <li>• CP and Anti-bullying Policies are available on request to parents / carers and children.</li> <li>• All policies accessible on the school's web-site to the whole school community, in different formats and languages as appropriate.</li> </ul>	<p>11. <i>Yes. All Policy documents available to parents/carers via the school website. Related policies area also on staff Z drive.</i></p> <p>12. <i>Accessible Yes. Not in different formats or languages. School will be raising awareness about bullying during anti bullying week.</i></p>

	necessary.		
<p>13. Does the school have due regard to 'Keeping Children Safe in Education Sept 2019 DfE</p> <p>Is the whole school community aware that Safeguarding is not just about protecting children from deliberate harm as set out in the above document part 2, it also includes issues such as :</p> <ul style="list-style-type: none"> <li>• pupil's health and safety</li> <li>• Personal, Spiritual, Moral, Social and Cultural education (SMSC).</li> <li>• bullying/cyberbullying</li> <li>• racist, homophobic, transphobic, sexist abuse</li> <li>• harassment and discrimination</li> <li>• use of physical intervention</li> <li>• meeting the needs of pupils with medical conditions</li> <li>• providing first aid</li> <li>• drug and substance misuse</li> <li>• educational visits</li> <li>• intimate care</li> <li>• E-Safety</li> <li>• issues which may be specific to a local area or population, e.g. gang activity</li> <li>• school security</li> </ul>	<p>Are there records kept of individual children with personal/health care needs?</p> <p>Are there clear risk assessment procedures including outdoor and off-site visits?</p> <p>Does the school have a nominated first aider/deputy on site at all times and an accident book that records the date time and nature of the accident?</p> <p>Does a member of staff sign the accident book to say that they</p> <p>Informed the parents/carers of their child's injury?</p> <p>Does the school record all serious incidents and violent behaviour?</p> <p>Does the school record all incidents of bullying?</p> <p>Does the school monitor the patterns and trends of bullying identified in the data and act accordingly?</p>	<ul style="list-style-type: none"> <li>• Personal/health Care Policy for each child/young person where relevant.</li> <li>• Risk assessments held centrally at the school and LA informed of any visits/outdoor activities.</li> <li>• Up to date First Aid certificate(s) held centrally in the school.</li> <li>• The school has an effective and regularly monitored: <ul style="list-style-type: none"> <li>○ accident book,</li> <li>○ log of racist incidents</li> <li>○ log of serious incidents of bullying</li> <li>○ system for recording all incidents of bullying, including cyber</li> <li>○ system for recording follow-up activities and actions to measure impact of interventions</li> </ul> </li> <li>• Associated Policies available and accessible on the school website.</li> </ul>	<p>13. Yes (Induction, SPD1 &amp;2, Pastoral briefings, bulletins, staff handbook, KS administrators, Inco, DoLs, Sims) Care Plans in place for each child where relevant and held in the school office.</p> <p>Sutton H&amp;S annual checks (104.11.19) and audits.</p> <p>School Office first aiders certificates held centrally in the school office. Other staff details part of Health &amp; Safety Policy.</p> <p>Incidents and subsequent follow ups are logged in SIMS and in DoLs/Inco files.</p> <p>Accident forms available to all staff. Serious accidents which require an ambulance or hospitalisation are reported to Sutton HSE.</p> <p>Weekly Staff briefing takes place. Pastoral/Behaviour system (Behaviour levels identified and support available) in place. Beh &amp; Ach assemblies.</p> <p>Manager's reports on accidents with follow-up. First aid book reviewed and key information presented at GB meetings.</p> <p>Restorative justice, Inco, outside agency support.</p> <p>Drug and substance misuse workshops undertaken. The Headteacher wrote to parents/carers about odourless drugs in September 2019.</p> <p>Mighty Men of Valour accredited level</p>

			<p>2 course in mentoring for Yr9 and 10 students takes place.  <i>Digital Leaders are in school and presented at G.B meeting.</i></p>
<p>14. Is the school using an assessment framework for example: Early Help Referral/MASH, FGM, CSE</p>	<p>All staff are aware of the MASH /Early Help, FGM, CSE referral forms.</p> <p>At least one member of staff has received MASH /Early Help, FGM, CSE referrals training.</p>	<ul style="list-style-type: none"> <li>• Training certificates records are held centrally</li> <li>• Staff training audits or CPD plans records held centrally.</li> </ul>	<p><i>Yes. AH trained in CAF/MASH/MALT referrals. Key staff aware of CAF/MASH/MALT (DoLs, DPs).</i></p> <p><i>SLT Briefing on EH took place in September 2019 by Kat Edwards.</i></p>
<p><b>15. PRIMARY ONLY</b>  The school has ensured that all the staff they employ in specified early or later years childcare have had the appropriate checks.</p> <p>The DfE issued new statutory guidance in September 2018 in relation to the 'Disqualification by Association' of teachers and other school staff working in early or later years provision, or those who are directly concerned with the management of such provision.</p>	<p>Keeping Children Safe in Education (DfE, 2018) "For staff who work in childcare provision or who are directly concerned with the management of such provision, the school needs to ensure that appropriate checks are carried out to ensure that individuals are not disqualified under the Childcare (Disqualification) Regulations 2009".</p> <p>Applying to waiver disqualification: early years and childcare providers.  Ofsted October 2014</p>	<p>Record the date that staff were informed of the changes.</p> <p>Information is included in the Safeguarding and Child Protection Policy; and in the Safer Recruitment Policy</p> <p>System for recording which staff are covered by Disqualification under the Childcare Act 2006 (including volunteers and people on work placements).</p> <p>A system for relevant staff to self-declare that they are not Disqualified under the Childcare Act 2006. An Enhanced DBS Certificate will confirm this for new staff School has considered using the DBS Update Service to supplement any employee self-declaration for existing staff.</p> <p>A system for reminding all staff about the expectation to inform the school where their relationships and associations, both within and outside of the workplace (including online), may have implications</p>	

		<p>for the safeguarding of children in the school. Also if their circumstances change they must inform the school. (Clear process of recording: Staff Code of Conduct and/or in staff contracts.)</p>	
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A robust recording system.

Review process of any historic data collected and methodology for destroying any information which is no longer required. (GDPR compliant)

**Comments/Summary of actions from Policies and Procedures:**

**Actions tbc:**

- Record of LSCB or LA 'Management of Allegations' training undertaken by Headteacher and Chair of Governors
- Appropriate Governors Disciplinary Committee and Complaints procedures in place.
- Policies accessible on the school's web-site to the whole school community.

## 2. Safer Recruitment and Selection

Safeguarding/Child Protection requirements for the 'GOLDEN THREAD'	Support materials and key criteria/documents	'EXAMPLES' of Evidence of Compliance	Met / Unmet / Action
<p>1. Does the school follow stringent recruitment and selection procedures which ensure all necessary measures are taken to employ staff, including volunteers to work with children?</p>	<p>Safeguarding Children and Safer Recruitment in Education (HM Government 2006). Chapter 3, Page 20.</p> <p>Please contact your local Disclosing &amp; Barring Service (DBS) for any clarification or information.</p> <p>Since 12<sup>th</sup> October 2009, List 99 and the Protection of Children Act (POCA) list have been replaced by a single children's barring list (the Children's List), maintained by the Independent Safeguarding Authority (ISA).</p> <p>Keeping Children Safe in Education Sept 2019 DfE – part 3 references to safer recruitment and replaces HM Government Document 2006</p> <p>Multi-agency Safeguarding Good practice for HR Practitioners 2017 available on LSCB website for reference <a href="http://www.suttonlscb.gov.uk">www.suttonlscb.gov.uk</a></p>	<ul style="list-style-type: none"> <li>• Recruitment Policy and copy of procedures in school.</li> <li>• Record of NCSL/CWDC safer recruitment training undertaken by at least one governor and head teacher. (online or through local provision)</li> <li>• Photographic/Identity checks, references, qualification checks, DBS checks, right to work in England checks and Prohibition Orders.</li> <li>• <b>Single central record</b> of all checks undertaken, including names, dates, nature of the checks and reference numbers.</li> <li>• Records are kept for all staff visiting the school <b>including staff such as supply teachers, educational psychologists,</b></li> </ul>	<p><i>Yes. At least one member of the interview panel reviews shortlisted candidates and sits on the interview panel.</i></p> <p><i>Headteacher: May 2019– 5yrs</i></p> <p><i>Some Senior leaders have had training (ADE, JEV, DMA, NOW) and at least two Governors (EJ &amp; AMcG).</i></p>

		<i>nurses, sports coaches, inspectors etc. and should be DBS checked by their 'providing' organisation.</i>	
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**Comments:**

Additional staff to be trained in Safer recruitment (ASM, HPA).

### 3. Designated Person Roles and Responsibilities

Safeguarding/Child Protection requirements for the <b>'GOLDEN THREAD'</b>	Support materials and key criteria/documents	'EXAMPLES' of Evidence of Compliance	Met / Unmet / Action
<p>1. A senior member of the school's leadership team has been designated to take lead responsibility for dealing with child protection issues, to access training for self and other members of staff, to provide advice and support for staff, to liaise with the LA and to work with other agencies The Designated Safeguarding Lead has sufficient time and resources to discharge his/her responsibilities The DSL has a robust system for</p>	<p>An LSCB course should be attended at least yearly.</p> <p>The DSL must attend a refresher course once every 2 years or equivalent local arrangements</p> <p>All school personnel, including governors must attend Safeguarding/CP training on a regular basis.</p> <p>Certificates of attendance available at Ofsted inspection</p>	<ul style="list-style-type: none"> <li>• Central record of all training accessed by staff, attendance lists and certificates</li> <li>• DSL/Governors annual safeguarding report makes reference to training undertaken as well as detailed information to provide an accurate assessment of safeguarding/child protection in the</li> </ul>	<p><i>Yes. Met: DMA. Deputies are AH, MKW &amp; JDA). Detailed at staff CPD and in the staff handbook. In policy, in classrooms, key offices, reception area and on noticeboards/plasma. PMC/DMA attends VPP/FAP meetings. DMA attends DSL meetings and feeds back following DSL meetings.  'MyConcern' software provides robust record keeping system.</i></p>

tracking pupils/students on CP/CIN to ensure there are up to date records and monitoring of each case.	Annual report to governors  Termly interim reports available	<p>school.</p> <ul style="list-style-type: none"> <li>• All staff in the school know the DDSL and deputy DSL in the school through staff handbooks, staff training and picture displays/notice boards.</li> <li>• Job Description</li> <li>• Robust tracking system in place</li> <li>• Regular meetings with key personnel in the school, e.g. pastoral care, SEN, LAC</li> <li>• Regular attendance at local training provision for DSL's</li> </ul>	
2. Is there a deputy DP in the school?	Deputy Head, SENCO or Head of Year. Deputy needs to attend all the same training as the Lead.	<ul style="list-style-type: none"> <li>• Record of attendance of training</li> <li>• Ensure all staff know how to contact the deputy if Designated Person is not available. Notice on staff boards, staff handbooks</li> </ul>	Yes (AH, JDA, MKW).
3. Has the LA been notified of the name of the designated person?	Any changes of the name of the DSL, has to be communicated to the LA.	<ul style="list-style-type: none"> <li>• There is a record of changes to the DSL post and is shared with the LA.</li> </ul>	Yes
<p><b>Comments/Summary of actions from Designated Person Roles and Responsibilities:</b></p> <p>EEN to undergo DP training to join DP team.</p>			

## 4. Curriculum Provision

Safeguarding/Child Protection requirements for the 'GOLDEN THREAD'	Support materials and key criteria/documents	'EXAMPLES' of Evidence of Compliance	Met / Unmet / Action
<p>1. Is the curriculum is flexible, relevant and used to promote safeguarding. That includes:</p> <ul style="list-style-type: none"> <li>• Safe environment</li> <li>• Protective behaviours</li> <li>• Personal Safety</li> <li>• E-safety</li> <li>• Bullying/cyber bullying</li> <li>• Racial awareness</li> <li>• Homophobic/transphobic awareness</li> <li>• Domestic violence/abuse</li> <li>• Extremism/radicalisation (Prevent)</li> <li>• FGM</li> <li>• So-called Honour Based Violence</li> <li>• County Lines</li> </ul> <p>2. Are child protection issues, sexual exploitation (age appropriate) included within sex education?</p> <p>3. Does the provision also include issues on Inappropriate Sexual Behaviours? (age appropriate)</p> <p>4. How does the school engage with these issues with families</p>	<p>All schools have a statutory duty to provide a curriculum that is broadly based, balanced, meets the needs of all pupils and:</p> <ul style="list-style-type: none"> <li>• Promotes the personal, spiritual, moral, cultural, mental and physical development of the pupils at the school and of society, and</li> <li>• Prepares pupils at the school for the opportunities, responsibilities and experiences of later life.</li> <li>• Promotes British values throughout all aspects of the curriculum</li> <li>• SMSC is clearly defined in the overall provision and as a discrete subject.</li> <li>• The school is aware of the <b>new 'statutory status of RSE and Health Education from September 2020</b> and have an action plan for implementation</li> </ul>	<ul style="list-style-type: none"> <li>• There is planned programme of PSHE that includes opportunities for pupils to explore, discuss, debate and gain knowledge on a whole range of safeguarding topics as set out in 'KCSIE' Sept 2019 and all Equality expectations.</li> <li>• The PSHE programme identifies opportunities for the promotion of British values and SMSC.</li> <li>• Staff have access to training on delivering sensitive and difficult messages where identified and is logged on the central training record.</li> <li>• There is evidence of the progress, knowledge, understanding and attainment of children and young people in PSHE/Safeguarding.</li> </ul>	<p>1. <i>Yes. See PSHE PoS/SoW and school calendar for key events (British Values review days attended by members of the GB in 2017/18). Plasma presentations for students. Review underway of online safety with PSHE &amp; ICT: Oct 2019. Diversity SPD scheduled for January 2020.</i></p> <p>2. <i>Yes</i></p> <p>3. <i>Yes</i></p> <p>4. <i>Information days, expectations evenings. RSE parent/carer sessions. DMA (DSL) CPD 30.10.18 on RSE. Break-out sessions on Expectations evenings.</i></p>

		<ul style="list-style-type: none"> <li>• There is a SRE/RSE Policy and scheme of work which reflects current government guidance and meets the identified needs of the school community and links to other associated policies and will be reviewed in line with new government guidance.</li> <li>• Evidence of planning for the new statutory requirements from 2020.</li> <li>• Records of Parents' evenings to raise awareness of issues relating to safeguarding, for example E-Safety and RSE.</li> </ul>	
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**Comments/Summary of actions from curriculum provision:**

- *Staff have access to training on delivering sensitive and difficult messages where identified and is logged on the central training record.*
- *There is evidence of the progress, knowledge, understanding and attainment of children and young people in PSHE/Safeguarding.*

## 5. Governors

Safeguarding/Child Protection requirements for the 'GOLDEN THREAD'	Support materials and key criteria/documents	'EXAMPLES' of Evidence of Compliance	Met / Unmet / Action
<p>1. Has your Governing Body appointed a governor with responsibility for Child Protection / Safeguarding, including bullying?</p> <p>2. Who acts as a deputy?</p> <p>3. Do all governors and school staff know who the nominated governor is?</p> <p>4. Has the LA been notified of name of nominated governor and any changes?</p> <p>5. Are all governors aware of their duty to safeguard children and young people (KCSIE Sept 2019) and also to have due regard for the 2010 Equality Act and the Public Sector Equality Duty (PSED) in relation to those groups with protected characteristics (transgender, homosexual, LGBT+ etc)?</p> <p>6. Is there a governor responsible to ensure that there are appropriate filters and monitoring systems in place?</p> <p>7. Regular moderation of a % staff files against the SCR annually</p>	<p>Under current provisions (<i>Safeguarding children and safer recruitment in education, HM Government, 2011</i>) anyone working as a governor of a setting which involves regular work in the presence of, or care for, children, or training, supervising or being in sole charge of children must have an enhanced DBS check (if appointed after April 2002).</p> <p>Best practice would suggest that as governors are encouraged to be part of the setting workforce they should be DBS checked.</p> <p>KCSIE September 2019 2010 Equality Act Public Sector Equality Duty (PSED)</p> <p>KCSIE September 2019 part 2</p>	<ul style="list-style-type: none"> <li>• All governors have a DBS and are registered on the schools' single central record.</li> <li>• Safeguarding training, including awareness of groups with protected characteristics under the PSED for Governors is recorded and logged on the central training record</li> <li>• There is a record of any changes to the Governor lead for CP to the LA Governor Support Manager</li> <li>• School website/prospectus/staff handbook/Governing Body minutes.</li> <li>• Note on CP Policy / staff notice boards.</li> <li>• Filters and monitoring systems are included in annual safeguarding report to full governing body</li> <li>• Evidence of regular monitoring of staff files against SCR criteria.</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Yes –Mrs P Cook.</i></li> <li>• <i>ES</i></li> <li>• <i>Yes</i></li> <li>• <i>Mrs P Cook to inform</i></li> <li>• <i>Yes</i></li> <li>• <i>Yes</i></li> <li>• <i>Yes – dates have been recorded on SCR.</i></li> </ul>

