

HEALING
SCHOOL



A Science Academy



Healing Multi Academy Trust Safeguarding Policy Addendum: COVID-19

Primary and Secondary Schools

Version 1



Control Sheet

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V2	12/02/21	Anna Coney	Removal of 'either provided by the academy or a dark coloured mask with no patterns on brought from home.' in section 14



Various strategies and actions have been put in place within the academy to ensure that children and young people in our care are safeguarded during the closure of the academy.

The following document is informed by the latest DFE guidance on safeguarding within schools during COVID 19. This will be reviewed and revised with any Government updates and is subject to change.

Link to full DFE updates regarding safeguarding during COVID–19:

<https://www.gov.uk/government/publications/covid-19-safeguarding-in-schools-colleges-and-other-providers/coronavirus-covid-19-safeguarding-in-schools-colleges-and-other-providers>

Each academy will work closely with the key Safeguarding Partners to ensure that all new advice is implemented and shared with parents/carers, students and staff.





1. Keeping Children Safe in Education 2020 must still be adhered to

All schools must continue to:

- provide a safe environment
- keep children safe
- ensure staff and volunteers have been appropriately checked and risk assessments carried out as required. Key safeguarding principles remain unchanged
- the best interests of children must always continue to come first. If anyone in the academy has a safeguarding concern about any child they should continue to act and act immediately
- a DSL or deputy should be contactable at all times.
- it is essential that unsuitable people are not allowed to enter the children's workforce and/or gain access to children
- children should continue to be protected when they are online

Our existing academy Safeguarding Policy continues to be compliant and fit for purpose. It recognises and responds to the key guidance documents:

- Keeping Children Safe in Education 2020
- Working Together to Safeguard Children 2018
- Existing Local Authority / Safeguarding Partnership Advice and Guidance
- Additional Guidance in response to the Coronavirus Pandemic was published by the DFE on March 27th, and this addendum to our existing policy reflects the advice contained within this document

All schools will continue to respond and act upon the guidance and advice provided by our Local Safeguarding Partners during the period that new arrangements are in place. We will review any updated advice, share with appropriate staff and ensure academy practice reflects new guidance.

2. Staff reporting safeguarding concerns regarding a child

Reports to the Designated Safety Lead should be recorded on My Concern as the academy's main systems of communication, this includes making a report on My Concern which can be done remotely. In the unlikely event that a member of staff cannot access their My Concern from home, they should email the Designated Safeguarding Lead / Child Protection team. This will ensure that the concern is received. Staff are reminded of the need to report any concern immediately and without delay.

3. Responding to concerns regarding a pupil

Staff at all schools are expected to follow all existing procedures for responding to concerns. This includes:

- any newly shared guidance developed as a consequence of the Coronavirus pandemic.
- making a report via My Concern, which can be done remotely. In the unlikely event that a member of staff cannot access their My Concern from home, staff should not solely rely on My Concern but should ensure direct contact is made with the DSL either face to face or by telephone. Where staff have a concern, it is expected that this information will be shared with a named DSL to ensure appropriate advice is given and actions taken to safeguard the pupil. All staff and volunteers must act immediately on any safeguarding concerns which may be identified.



4. Appropriate provision in academies

During the closure of the academy there will be a DSL or a member of the safeguarding team, a senior leader, teaching staff, support staff and a first aider available every day to support children and young people as well as members of staff. Where a member of the safeguarding team is not in the academy then a member of the safeguarding team will be made accessible via telephone and email. A member of the site team will ensure that the academy is secure and that there is limited access to and within the academy. Should the academy need to be open over a weekend then the same provision will be required.

Should the site be providing an essential service to the community and/or local authority, it is essential that all visitors on site have had appropriate checks made on them through the Business Manager. Where this service is requested by the local authority, the Academy Principal should contact their Executive Principal for approval.

5. Attendance and behaviour

Attendance at all schools will be managed in accordance with the Trust's attendance procedures and associated COVID-19 addendum.

Where students have not attended the academy and are deemed as vulnerable, the academy DSL and safeguarding team should follow the 'Level of Risk Zones' guidance in section 16.

The Academy will maintain using its current Expectations for Learning alongside an addendum which will be published in relation to Covid-19.

Following the latest government guidance it is expected that all students will be required to fully attend academies. Where students fail to attend academy, the Trust's agreed attendance procedures will be evoked by the academy unless there are mitigating circumstances.

All schools will produce an updated School Travel plan to demonstrate mitigation strategies for infection transmission during student transit to academy.

6. Looked After and Previously Looked After Children

All schools recognise the vulnerability of any of our pupils identified as LAC or previously LAC. Key staff will continue to support and liaise with Children's Social Care staff, and the Virtual Head of School for LAC to ensure that the educational and support needs of all LAC pupils continue to be met during this period.

7. Peer on peer abuse

We recognise that during the period where new working arrangements are in place, some pupils may be potentially vulnerable to different forms of abuse, including peer on peer abuse. All schools will continue to respond to any concerns which may arise. Staff must follow existing reporting arrangements, discuss concerns with a DSL and continue to follow the guidance set out within our existing policy.



8. Vulnerable children

These include:

- those children and young people up to the age of 25 with education, health and care (EHC) plans.
- those who have a social worker including children who have a Child Protection Plan.
- those who are looked after by the Local Authority.

A child may also be deemed to be vulnerable if they have been assessed as being in need or otherwise meet the definition in section 17 of the Children Act 1989. Those with an EHC plan will be risk-assessed in consultation with the Local Authority and parents, to decide whether they need to continue to be offered an academy or college place in order to meet their needs, or whether they can safely have their needs met at home. This could include, if necessary, carers, therapists or clinicians visiting the home to provide any essential services.

Many children and young people with EHC plans can safely remain at home. Eligibility for free school meals in itself should not be the determining factor in assessing vulnerability.

Senior leaders, especially the Designated Safeguarding Lead (and deputy) know who our most vulnerable children are. They have the flexibility to offer a place to those on the edge of receiving children's social care support.

All schools will continue to work with and support children's social workers to help protect vulnerable children. This includes working with and supporting children's social workers and the local authority.

There is an expectation that vulnerable children who have a social worker will attend an education setting, so long as they do not have underlying health conditions that put them at risk. In circumstances where a parent does not want to bring their child to an education setting, and their child is considered vulnerable, the social worker and school will explore the reasons for this directly with the parent. Where parents are concerned about the risk of the child contracting COVID19, schools' will liaise with the social worker and will talk through these anxieties with the parent/carer following the advice set out by Public Health England.

9. Supporting all pupils during this period

All schools recognise our ongoing responsibility to provide advice, support and guidance to all our pupils and our staff are in regular contact with all pupils on our roll where possible. Safeguarding these pupils remains everyone's responsibility. We continue to seek to communicate with, and provide advice and information to all pupils.

Our staff are aware of their responsibility to seek advice regarding any issue which causes concern and are expected to continue to adhere to existing academy reporting and recording procedures for any potential safeguarding issue.



10. Supporting children not in the academy

Every school is committed to ensuring the safety and wellbeing of all its children and young people. Where the DSL has identified a child to be on the edge of social care support, or who would normally receive pastoral-type support in academy, they should ensure that a robust communication plan is in place for that child or young person through a risk assessment.

- Details of this plan must be recorded on a risk assessment and logged on the school's reporting system, as should a record of contact made.
- The risk assessment should include; remote contact and phone contact.
- Other individualised contact methods should be considered and recorded and its DSL will work closely with all stakeholders to maximise the effectiveness of any risk assessment.
- This risk assessment must be reviewed regularly and where concerns arise, the DSL will consider any referrals as appropriate.
- The academy will share safeguarding messages on its website and social media pages.
- All schools recognise that it is a protective factor for children and young people, and the current circumstances, can affect the mental health of pupils and their parents/carers. Teachers need to be aware of this in setting expectations of pupils' work when they are at home.

All schools will ensure that where we care for children of critical workers and vulnerable children on site, we ensure appropriate support is in place for them. This will be bespoke to each child and recorded on the school's reporting system.

11. Online safety – children and young people

Online safety is of paramount importance to the students and young people in our care. Whilst students may be spending more time online than usual (e.g. by completing work set or socialising), parents and carers must ensure that all of their child's social media accounts are closely monitored and that they have their security settings set to private.

Students will need to access remote learning from home if they are self-isolating. They must only access this using their given username (email address) and password. They will be given a unique class code which allows them to access their teacher's live lessons. Only that student may access the remote classroom. Devices must be logged out when not in use. No other member of the family is permitted to use the student's individual account.

We recognise that our younger learners, or those with additional learning needs, may need some adult support when logging in and accessing the remote lessons. We ask that parents are nearby to provide this support.

Guidance has been given to show students how to switch their camera and microphone off for the live lessons.

When instructed by the teacher, students may unmute their audio to respond to the register or answer a question.

Below are online links that will help parents and carers protect their child whilst they are online:

[Childline](#) - for support



[UK Safer Internet Centre](#) - to report and remove harmful online content
[CEOP](#) - for advice on making a report about online abuse Support for parents and carers to keep their children safe online includes:
[Internet matters](#) - for support for parents and carers to keep their children safe online
[London Grid for Learning](#) - for support for parents and carers to keep their children safe online
[Net-aware](#) - for support for parents and carers from the NSPCC
[Parent info](#) - for support for parents and carers to keep their children safe online
[Thinkuknow](#) - for advice from the National Crime Agency to stay safe online
[UK Safer Internet Centre](#) - advice for parents, carers and students
[National Safety Online](#) – advice for parents and carers
[saferinternet](#) - advice on online safety

Top Tips for Parents to keep your child safe online:

1. Talk to your child about what they like to use online.
2. Know who your child's friends are, both in the real and virtual world.
3. Control what your child shares online.
4. Have the "never meet" rule – never meet anyone in real life who you have met online
5. Monitor your child's usage.
6. Set your child's passwords and regularly check in to make sure they haven't been changed.
7. Set parental controls / filter what they can access.
8. Educate yourself – keep up with new technology and internet language.
9. Talk to your child about risk.

12. Online safety – members of staff

During the period where new working arrangements are in place, we recognise that our students may be using a range of technologies and using online materials, as well as potentially accessing a range of different sites as part of their home learning programme.

Staff will share appropriate on-line learning materials with our students, and we will ensure we continue to reinforce our expectations regarding safe online behaviour for all students during this period.

Below are some things to consider when delivering virtual lessons, especially where webcams are involved:

- If staff are delivering teaching to small groups or 1:1, another member of staff must be present.
- Individual feedback may be given via school platforms
- School lanyards / badges must be worn.
- Staff will adhere to the usual school dress policy, whether they are working from home or in their academy.
- Staff will deliver remote lessons with their cameras off. This is to ensure any students in the academy building for this lesson are not on screen. It also protects staff. Cameras may be used if the teacher consents, and there are no visible pupils in the background.
- Any computers used should be in appropriate areas and the background should be blurred or neutral.
- Live classes should be kept to a reasonable length of time. Shorter teacher inputs may be appropriate in primary for our youngest learners to reduce screen time throughout the day.



- Language must be professional and appropriate, including any family members in the background.
- Staff must only use platforms provided by each school to communicate with students.
- Teachers will take a register of students for all sessions. Students learning remotely will answer by unmuting their microphone to let the teacher know they are present. Students in the academy will be registered as usual. Any student who has not logged in, will be contacted by a member of staff. This is to ensure the safeguarding of that student.
- Where staff have a concern, then they must follow existing academy safeguarding reporting procedures and our on-line safety policy.

13. Children and young people in the community

Where government advice permits children to be out in the community, it is essential that parents and carers are aware of the following:

- Know exactly where your child is.
- Your child knows when they should be back at home.
- Can your child contact you and vice versa?
- Your child only goes out in areas that they and yourself are familiar with and that they are safe and away from hazards.

14. Social distancing within the academy

When students arrive at school they will follow school procedures.

The academy asks that where possible parents do not gather at the gates or entrance at the start or end of the day when dropping off or meeting their child.

From September 2020 all schools will operate year group 'bubbles' where by students in the academy will be designated specified areas for access to site, lessons and social times. This is to mitigate against cross contamination between larger groups of students in the academy.

Whilst children and young people are in internal social areas including corridors and halls and or where social distancing cannot be maintained, they must wear a face mask. This must be reflected in the academy risk assessment



15. Wellbeing and safeguarding

Where a student becomes ill whilst in the academy they will be removed from the rest of the group and supervised. The student will be placed in an appropriate room or location that allows the supervising member of staff to remain at a safe distance whilst their parent/carer are contacted to collect their child.

For wellbeing and mindfulness students have access to an open space daily, for a walk and fresh air (social distancing is observed at this time). Students have a DSL on site every day for any immediate safeguarding risks.

Please find some links with advice and guidance to support your child:

- Mind website - has information regarding ways in which you and your child can cope with the anxiety and worry, linking with coronavirus, including ways to support self-isolation and plans for staying indoors.
<https://www.mind.org.uk/information-support/coronavirus-and-your-wellbeing/>
- YoungMinds website - has information aimed at 'young people' to support anxiety and ways in which students can manage the impact of social media on them.
<https://youngminds.org.uk/blog/what-to-do-if-you-re-anxious-about-coronavirus/>
- BBC - advice on ways in which parents / carers can talk to children regarding Coronavirus
<https://www.bbc.co.uk/news/uk-51734855/>

General Anxiety and Support

- Childline – a range of materials to support students with anxiety and worries. <https://www.childline.org.uk/>

16. Hygiene

All schools will ensure that daily checks take place with the site team to ensure that the building has been deep cleaned from any areas used the previous day. Cleaning throughout the day will be required where specialist rooms are required across 'Bubbles'.

The only toilets in use will be signposted to staff and students. These will be deep cleaned appropriately.

Handwashing/Hand sanitising is promoted throughout the day and at key times, such as break and lunch time, use of the toilets and each time students or staff swap activities or rooms.



17. Providing free school meals

Where children and young people qualify for Free School Meals (not including Universal Free School Meals for children up to the end of Year 2), these will be arranged by each school individually.

18. Alternative provision

Where children and young people attend alternative provision, daily contact should be made with the provider to record their attendance. Where children have not attended, then academies should follow their normal attendance and safeguarding procedures. These students may fit across any of the 'Level of Risk Zones'.

19. Risk-assessing students

The academy will risk assess their pupils and consider protective factors for all students in the academy. Academy staff will identify the level of risk and place pupils in the 'Level of Risk Zones'.



FAQs

What happens if parent/carer contacts school to say their child will not be attending?

On the first day of absence each school should follow their normal procedures.

What happens if parent/carer contacts school to say the child will not be attending for a period of more than 3 days or the pupil has been absent for 3 days in succession?

Schools should follow their normal absence procedures.

What happens if the parent/carer informs school that their child(ren) will not be attending Academy/provision?

The government have said 'this is an offer to parents and carers and there is no requirement for parents and carers to send their children if they do not need or wish to do so. However, schools should contact to discuss reasons why the family do not want the child to attend.

Refer to Social Care where there are concerns about the child.

On-going contact

All schools should assess case by case and all families should be contacted at least weekly to check on their wellbeing.



20. Contacting families

It is important to remember that when calling parents and carers that conversations should be to the point to ascertain essential information.

Telephone dialogue:

Hello just checking how are things?
How is/are pupil?
Is there anything that you need advice on?
Have you seen the latest updates on ...
Are you getting the Academy updates?
Remember if you have any concerns please contact us.

Ensure that mobile phone and landline numbers are withheld to avoid parents and careers obtaining personal contact details. This can be done within the settings of mobile phones or by typing 141 before dialling the number.

21. Working with external agencies

The external agencies form part of the safeguarding of the children and young people in our care – all external agencies are communicated with regarding student updates. Communications to and from external agencies are uploaded onto school systems.

All CP / CIN / Core group meetings that are taking place virtually should be uploaded onto the Vulnerable Students Register and will be virtually attended by lead DSL or nominated member of the safeguarding team.

22. Follow up support for staff

During conversations, staff may be given information that is uncomfortable for them, such as bereavements and welfare issues. The Academy Principal will ensure that appropriate staff are available to talk through any issues with individual staff who may require support. Where staff have had a difficult conversation with a parent/carer, the academy DSL should be notified in the first instance who will liaise with the Academy Principal.

23. Staff training and Induction

DSL training is very unlikely to take place whilst there remains a threat of the COVID-19 virus. For the period COVID-19 measures are in place, a DSL (or deputy) who has been trained will continue to be classed as a trained DSL (or deputy) even if they miss their refresher training. In order to support staff and keep children safe:

- All existing school staff should have read part 1 and annex A of Keeping Children Safe in Education (2020).
- The DSL will communicate with staff any new local arrangements, so they know what to do if they are worried about a child.
- Where new staff are recruited, or new volunteers they will continue to be provided with a safeguarding induction. If staff are deployed from another education or children's workforce setting to our academy, we will take into account the DfE supplementary guidance on safeguarding children during the COVID-19 pandemic and will accept portability as long as the current employer confirms in writing that:
 - the individual has been subject to an enhanced DBS and children's barred list check.
 - there are no known concerns about the individual's suitability to work with children.
 - there is no ongoing disciplinary investigation relating to that individual.



- All schools recognise that this situation requires us all to work in different ways and respond to new and emerging circumstances.
- We remain committed to the principles of Safer Recruitment practice and guidance as described in KCSE 2020 Part 3.
- Should volunteers be permitted to support the academy, we will continue to undertake all appropriate vetting and checking procedures and ensure we are compliant with the principles of regulated activity unless this arrangement is superseded through updated government guidance.
- We will ensure that our Single Central Record is maintained and all required elements are compliant.

24. Staying informed

All schools will regularly share information and updates with parents via letter, website, emails, text messages and social media.

Essential Contacts	Contact Details



25. Contingency planning for academy outbreaks

In the event of an academy outbreak, the PHE health protection team may advise the academy to close temporarily to help control transmission. As part of the contingency plan this may involve the following:

- a return to remaining open only for vulnerable children and the children of critical and key workers, and providing remote education for all other pupils.
- Year group bubbles where an infection has occurred may be asked to isolate at home to self-isolate until the PHE health protection team advises it is safe to return.



Where students are asked to self-isolate, the already established online learning (Refer to Remote Learning Policy) programme will provide educational resources for children and students.



APPENDIX ONE

Response to Additional DFE Guidance Issued on 17th September 2020

1. Context

These updates reflect current guidance in response to managing the Covid-19 pandemic and reflect the actions taken and planned by the academy in preparation for the reopening of our academy to our pupils. The updated policy is intended to complement our existing policy document and not to replace the principles, procedures and approach we take to safeguarding the welfare and safety of all our pupils.

Our existing academy policy continues to be compliant and fit for purpose. It recognises and responds to the key guidance documents.

- ✓ Keeping Children Safe in Education 2020
- ✓ Working Together to Safeguard Children 2018
- ✓ Existing Local Authority / Safeguarding Partnership Advice and Guidance

Key issues and amendments to the policy are summarised below and are in direct response to the areas identified in the DfE advice of September 17th 2020.

2. Where staff identify a new safeguarding concern in relation to a child returning to academy following academy closure.

When pupils return it is likely that some may have experienced challenging and difficult circumstances during the lockdown period. Where we are already aware of a vulnerable child, and staff are working to support the child and family, all current policies, procedures and reporting requirements of staff remain the same.

Staff will be reminded of the safeguarding procedures in place that support the children and young people in our care. As well as staff, students will also be reminded of the support available to them through the safeguarding teams and what to do if they have a concern about themselves or someone else.

Where appropriate, information relating to individual children will be shared with staff in the academy and other agencies on a case-by-case basis. This will ensure that staff are able to meet individual children's needs and adapt curriculum delivery to address more widely emerging local/ national issues affecting children. Staff should be reminded that all concerns should be raised with the DSL.

For some children, staff may identify or raise a new concern. Our expectations of staff remain the same. Where staff have a cause for concern then you must share that concern with an identified DSL immediately. The DSL will advise on next steps. In accordance with our procedures staff must record the concern and actions taken following our existing academy guidance on reporting and recording.

Our responsibilities remain the same; the welfare of the child is paramount and we expect staff to continue to follow our existing reporting and recording process.



3. DSL response and support during the period pupils are returning to our academy.

The DSL(s) remain our key point of contact for all safeguarding and child protection concerns and issues as pupils return to academy following the lockdown restrictions being lifted.

We recognise that as a consequence of our phased return to the academy for our pupils that there may potentially be greater scope for the DSL to plan, provide and deliver additional support to staff and pupils alike. This is dependent upon a number of issues and other commitments / area of responsibility within the context of our academy. Staff are encouraged to seek DSL advice and guidance in all appropriate cases, and we fully appreciate the need to ensure these discussions take place and safe decisions are made.

Staff are asked to continue to use the DSL contact appropriately, according to our current policy and process, and to remember that everyone recognises that **we all have responsibility for safeguarding**.

4. Ensuring our pupil / family information is accurate and up to date.

During the Covid-19 pandemic it is essential that we do all we can to ensure pupil and family information for all pupils, and especially those we have identified as vulnerable is accurate, complete and appropriately recorded.

We recognise that in some families specific issues and challenges may have altered previous family structures / living and care arrangements. As pupils return to school it is vital that we gather up to date information to ensure we can respond to need and plan for reintegration into the academy as effectively as possible. We will undertake an information gathering process with all families where pupils are returning to academy in the first instance, and this will extend to all pupils as and when they return to education.

5. DSL (and deputy) arrangements

Staff have previously been notified of our DSL arrangements during the lockdown period. As we move toward the gradual return of our pupils these arrangements may alter. Staff will be informed regarding any changes and all staff must continue to discuss all concerns with the identified DSL(s) during the re-opening process.

6. Peer on Peer Abuse; Our Response

All schools recognise that for some pupils the lockdown period will have been difficult and upsetting. We cannot be aware of all the circumstances or issues which may have arisen for some of our pupils, especially those we identify as vulnerable.

We recognise that for some young people they may have been involved in a range of potentially abusive situations, in their home, community or on-line. This includes the potential for Peer on Peer abuse to have taken place.

Where staff are aware of an issue or have a specific concern that a pupil may have been subject to any form of peer on peer abuse then they must discuss this with the DSL immediately, following our agreed procedure. The DSL will determine next steps, and we will ensure that our response is compliant with and reflective of the guidance provided in Part 5 of KCSE 2020.



7. Concerns regarding the conduct or behaviour of a staff member / volunteer

Whilst we recognise that our staff have worked in exceptional circumstances during the period of the lockdown, we must ensure that all staff remain vigilant and open to the potential for pupils to be abused by a professional / volunteer.

- Where colleagues have a concern then they must follow the current academy guidance in response to raising concerns regarding the conduct of staff member or follow the process identified within the academy Whistleblowing Policy.
- We will ensure that all concerns are dealt with appropriately, sensitively and in line with the guidance described in Part 4 of KCSE 2020.

8. Protecting vulnerable children

At the outset of the Covid-19 pandemic staff identified all pupils we considered to fall within the definition of 'vulnerable'. All schools put in place a range of measures in terms of contact arrangements, provision of work / on-line learning opportunities and continued contact with other professionals / agencies working with the child / family.

This identification process was in line with the guidance provided by the DfE and covered the definitions of a vulnerable child set out below.

- are assessed as being in need under section 17 of the Children Act 1989, including children who have a child in need plan, a child protection plan or who are a looked-after child.
- have an education, health and care (EHC) plan and it is determined, following risk assessment ([risk assessment guidance](#)), that their needs can be as safely or more safely met in the educational environment.
- have been assessed as otherwise vulnerable by educational providers or local authorities (including children's social care services), and who could therefore benefit from continued attendance. This might include children and young people on the edge of receiving support from children's social care services, adopted children, those at risk of becoming NEET ('not in employment, education or training'), those living in temporary accommodation, those who are young carers and others at the provider and local authority's discretion.

This ongoing support remains in place and will continue until new arrangements can be agreed and appropriate safety and protective factors can be established. Senior Staff and Governors will keep this under review and we will ensure that we continue to act in the best interests of all our pupils and in compliance with DfE advice and guidance on this issue.

9. Arrangements for pupils not attending school and on-line safety procedures

The response to the pandemic has fundamentally changed the way we have delivered education and support to our pupils. Staff and pupils have identified new and creative ways to keep in touch, receive academic work, and receive and provide feedback. We have developed new on-line approaches which have adhered to all guidance in respect of both pupil and staff safety. This will continue for some time and staff are reminded of our existing guidance and advice and are expected to continue to remain vigilant in the way they deliver on-line learning, at all times adhering to our agreed policy.



Where pupils remain at home, then we will continue to ensure we have regular contact according to our agreed procedure, and that we remain aware of and responsive to any causes for concern which might be identified.

At all times staff must continue to follow our agreed procedure for reporting concerns.

10. Responding to updated advice and guidance

We continue to work closely with all our partners and external organisations in respect of ensuring our safeguarding response is effective and compliant. Where we receive advice or guidance requiring us to update / revise any aspect of our safeguarding procedures to ensure compliance with our Local Safeguarding Partners arrangements we will ensure this is actioned and relevant documents reviewed.

Similarly, where we receive updates regarding our response to meeting the needs of pupils with an EHCP, Referral criteria or thresholds, or where the LADO or CSC inform us of any issues where we need to review our procedure or documentation, this too will be actioned in a timely manner.

11. Supporting colleagues and partners within the Local Authority

The response to this pandemic and the planning for re-opening the academy has been complicated, and guidance and information is subject to change and amendment regularly. However, all schools remain committed to actively supporting the work of colleagues and partners in ensuring we provide the most effective safeguarding response to all our pupils.

We recognise the pressures faced by colleagues but will continue to work positively with colleagues in CSC, Virtual School and all our safeguarding and welfare partners.

12. Other Issues

We remain fully committed to, and compliant with all aspects of Safer Recruitment processes during the time of the pandemic and gradual re-opening of the academy. We will work to ensure we remain compliant with updated guidance and in Line with Part 3 of KCSIE 2020.

We will also ensure that staff receive access to updated safeguarding training and that any new staff appointed during the time of our gradual re-opening are provided with an appropriate induction process which fully addresses their safeguarding role and responsibility.