

Safeguarding and Child Protection Policy

PRIMARY
ADVANTAGE

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Primary Advantage

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Purpose

This policy sets out the Federated Governing Bodies commitment to safeguarding the children in our schools and describes in sections 1 the aims, responsibilities, training and procedures for those with a particular remit. Section 2 details the role and responsibility of the governors and associate members. Section 3 describes our support for the child and identifying specific safeguarding issues. In section 4 outlines site security with specific emphasis on visitor management and Section 5 provides key safeguarding policies and procedures available to support safeguarding in our schools.

Introduction

The Federated Governing Bodies fully recognise that they have a duty to ensure arrangements are in place for safeguarding and promoting the wellbeing of children (Section 175/157 of the Education Act 2002 amended 2012). We adhere to the Local Authority's Safeguarding Children Board Procedures. This policy reflects the requirements outlined in the following statutory guidance:

- Keeping Children Safe in Education (KCSIE), (September 2018)
- Working Together to Safeguard Children (July 2018)
- Information Sharing (July 2018)
- What to do if you are worried a child is being abused (March 2015)
- Use of reasonable force: Advice for head teachers, staff and governing bodies (July 2013)
- 'Prevent Duty Guidance for England and Wales' 2015
- 'Statutory framework for the early year's foundation stage' 2017
- Inspecting safeguarding in early years, education and skills settings 2016

Definition of Safeguarding

Safeguarding and promoting the welfare of children is defined as: protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes. We aim to protect our children from all kinds of abuse whether physical, emotional, sexual or neglect.

What is Child Protection?

Child protection (CP) is an aspect of safeguarding, but is focused on the process of protecting individual children identified as either suffering, or likely to suffer, significant harm as a result of abuse or neglect. It involves measures and structures designed to prevent and respond to abuse and neglect.¹

Aim

We recognise that all members of the school community including volunteers and governors will at all times play a full and active part in protecting our children from harm.

We aim to:

- Provide an environment where children:
 - have positive relationships
 - have the confidence to talk to the adults they can trust
 - feel safe and secure
 - feel listened to
- Raise the awareness of both teaching and non-teaching staff of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse and of children in need.
- Ensure that through training all staff (teaching and support staff) will be able to recognise the signs of abuse and understand their responsibilities when a child may be at risk of harm.
- Ensure members of our school community:
 - understand their roles and responsibilities in all aspects of safeguarding
 - understand safeguarding duties will impact upon all areas of a school's work.

¹ RCPCHAC, June 2016

Staff

All members of staff are required to read this policy and at least section 1 of the [Keeping Children Safe in Education, Part 1 for All Staff](#) and act according to the guidance given in both documents.

1.1 Staff Conduct

Everyone who comes into contact with children and their families has a role to play in safeguarding children. School and college staff are particularly important as they are in a position to identify concerns early and provide help for children, to prevent concerns from escalating²

The Teachers' Standards 2012 state that teachers, including heads, should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties. They should adopt high standards of personal conduct in order to maintain the confidence and respect of their peers, pupils and the school community. All staff should be aware of the dangers inherent in:

- Working alone with a child (e.g. a door should always be open or a clear view into the room maintained)
- Physical interventions (see Positive Handling Policy, never prolong contact, follow Team Teach guidance re 'side on' contact)
- Cultural and gender stereotyping
- Dealing with sensitive information
- Giving to and receiving gifts from parents and children
- Contacting children through private telephones (including texting), emailing or social networking sites – (See E-Safety Online Safety and Acceptable Use Policy)
- Disclosing personal details inappropriately
- Meeting pupils outside school hours or school duties

Please also refer to the safer working practice guidance - Guidance for safer working practices 2015

If any member of staff has reasonable suspicion that a child is suffering harm and fails to act in accordance with this policy and the Local Safeguarding Children Board Procedures, we will view this as misconduct and take appropriate action.

1.2 Confidentiality, GDPR

Members of staff and governors may have access to confidential information about pupils in order to undertake their responsibilities. In some circumstances the information may be highly sensitive. Confidential or personal information about a pupil or her/his family must never be disclosed to anyone other than on a need to know basis. In circumstances where the pupil's identity does not need to be disclosed the information should be used anonymously. Information must never be used to intimidate, humiliate, or embarrass the pupil.

There are some circumstances in which a member of staff may be expected to share information about a pupil, for example when abuse is alleged or suspected. In such cases, individuals have a duty to pass information on without delay to those with designated pupil protection responsibilities.

Confidential information about pupils must be held securely. Confidential information about pupils must not be held off the school site other than on security protected school equipment. A record must be kept of all school equipment that is taken off site. Information must only be stored for the length of time necessary to discharge the task for which it is required.

If a member of staff is in any doubt about the storage or sharing of information s/he must seek guidance from a senior member of staff. Any media or legal enquiries must be passed to senior management.

Everyone who deals with personal data shares the responsibility for data protection:

- School must appoint a Data Protection Lead to be responsible for guiding the school on data protection matters.

² Keeping Children Safe in Education

- Senior leaders who manage the 'data ecosystem' should be aware of the content of GDPR in order to oversee how the school is complying with data protection legislation.
- Staff who influence how data is used, processed and secured should be involved in creating high-level data maps and be aware of lawful reasons for processing data and minimising risks.
- All staff should be aware of what personal data is, how it can be used, and any risks involved.

1.3 Safer Recruitment Practices

In line with the guidance '**Keeping Children Safe in Education' (2018)**, our schools follow the guidance listed below:

- Governors and staff involved in recruitment adhere to safer recruitment practices
- Job advertisements and application packs state clearly that the appointment will be subject to a satisfactory enhanced DBS
- All job descriptions and person specifications state the safeguarding responsibilities of the role
- CVs are not accepted (unless applicant has a disability preventing them from completing the application form)
- Two references for each candidate taken up and viewed by the chair prior to interview
- One panel member has completed the Safer Recruitment training
- Safer recruitment checklists completed, signed as seen & kept in the individual's personnel file.
- Candidates are checked using the Teacher Services system to carry out prohibition from teaching checks.
- There is a Single Central Record (SCR) of recruitment and vetting checks in place in line with statutory requirements.
- Volunteers are appropriately supervised

1.4 Designated Safeguarding Leads (DSL)

Our Designated safeguarding leads and deputy designated safeguarding leads are fully trained and receive updated training every two years. Designated members of staff are responsible for adhering to the London Child Protection Procedures. All staff are responsible for informing the relevant designated lead of any concerns. The designated member of staff will keep records securely. It is the responsibility of the designated member of staff to discuss concerns with Children's Social Care and Social Workers or external services. If such concerns arise about the safety of a child, the child will be monitored closely and any additional concerns will be passed on to the appropriate agencies. The designated member of staff will offer support and advice to other members of staff dealing with pupils. If, at any point, there is a risk of immediate serious harm to a child, a referral should be made to children's social care or the police.

1.5 Early help

Our staff may identify children who may benefit from 'Early Help' and will refer with parental consent for support; and contribute to agencies in preparing an Early Help assessment.

1.6 Process for referring pupils – to be considered alongside the [CHCSB Escalation Policy](#)

- The concern is raised to the Designated Safeguarding Lead in writing through an event log immediately
- The designated lead will consider the concern and decide the course of action
- If necessary, the concern is passed to Children's Social Care

1.7 Records of Child Protection and Safeguarding Concerns

Brief and accurate written notes will be kept of all incidents and child protection or child in need concerns relating to individual pupils. This information may be shared with other agencies as appropriate. Parental consent will be sought before making a Child in Need (S17 of the [Children Act 1989](#)) referral to Children's Social Care (Children's Services). If consent is withheld, consideration will be given to the potential impact of this for the child and to the need for a child protection referral (S47 of the [Children Act 1989](#)), which does not require parental consent. The school will take into account the views and wishes of the child who is the subject of the concern but staff will be alert to the dangers of colluding with dangerous "secrets".

Child Protection (CP) records are kept confidential and can only be accessed by appropriate professionals and agencies. CP records are kept securely by the Designated Safeguarding Lead and separately from educational records. They may only be accessed by the Designated Safeguarding Lead, their Deputy and the senior managers of the school. Referrals made to Children's Social Care under the London procedures will be recorded on a Common Assessment Framework form, with copies sent securely to Children's Social Care and the Local Schools Safeguarding Coordinator.

For further information on pupil records please see the **Records Management Policy**.

1.8 CHSCB Escalation Policy

Staff should refer to the [City & Hackney Children's Safeguarding Children Board \(CHSCB's\) Escalation Policy](#) for guidance about the process for resolving professional difference when staff in one agency, feel that the actions, inactions or decisions of another agency do not adequately safeguard children.

1.9 Training for all staff

All staff members must receive regular refresher training, at least annually, to keep up to date with any relevant safeguarding and child protection developments.

1.10 Induction Training

The DSL will ensure that all new staff and volunteers including teaching, non-teaching, support, supply, peripatetic, contract staff and third-party contractors (whose employees or sub-contractors have access to school premises), governors, volunteers and trustees working in or on behalf of the school, are appropriately inducted as regards the school's internal safeguarding procedures and communication lines.

1.11 Training of Designated Safeguarding Leads

The DSL will undergo appropriate and specific training to provide them with the knowledge and skills required to carry out their role. The DSL's training will be updated formally every two years but may have refresher training at regular intervals, at least annually, to keep up with any developments relevant to their role.

1.12 Allegations against a member of staff

The schools will follow the guidance set out in **Keeping Children Safe in Education' (2018)**, Department of Education.

We understand that a child may make an allegation against a member of staff, including volunteers, if such an allegation is made, the member of staff receiving the allegation should immediately inform the Headteacher. If the allegation is against the Headteacher, the Executive Principal must be notified. If the allegation is against the Executive Principal, the Chair of Governors (See contact details below) must be notified. In all cases the Designated Officer³ (DO – See contact details in appendix 1) at the Children's Social Care must be notified and a HR Advisor from the Human Resources Department. Further advice can be obtained from the Designated Officer for the local authority or the Children's Social Care. In all cases it is the requirement to notify all allegations against staff to the Designated Officer before commencing an internal investigation.

When an allegation is made against an individual, the Headteacher will assess whether the alleged person who works with children or the matter meets the following threshold, advice may be taken from Human Resource:

- Behaved in a way that has harmed a child, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child; or
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children or to a particular child.

A member of staff could be subject to an allegation even if they have not harmed a child or intended to. It is enough that the member of staff conduct could pose a risk to the child.

1.13 Whistleblowing

All staff and volunteers should feel able to raise concerns about poor or unsafe practice and the senior leadership team will always take such concerns seriously.

All members of staff are made aware of the school's Whistleblowing procedure and that it is a disciplinary offence not to report concerns about the conduct of a colleague that could place a child at risk.

³ please note that LADO is now called the Designated Officer (DO) for the local authority.

Members of Staff can also access the NSPCC whistleblowing helpline if they do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 (8:00 AM to 8:00 PM Monday to Friday) or email: help@nspcc.org.uk.

**Decisions never have to be taken in isolation
considerations should be given to consult**

1.14 Single Central Record (SCR)

The school admin team is responsible for entering information onto the SCR. The Headteacher and/or the DSL monitors the SCR monthly and completes a monitoring form. The Federated Governing Body reviews a report on the SCR at least annually and Link Governors review the register at their school at least annually.

The Hackney Learning Trust carries out periodic audits. The Headteachers are responsible for ensuring recommendations are acted upon swiftly. The Headteacher will ensure the SCR meets OfSTED requirements.

2. Governors and Members

- Governors and Members (including Associate Members and Local Advisory Board Members) are briefed and understand their roles and responsibilities regarding safeguarding and safer recruitment
- Governors and Members review the Safeguarding and Child Protection Policies annually
- Governors and Members ensure that independent companies to which activities are contracted have the required child protection procedures (e.g. play centres or after school clubs)

2.1 Designated Link Governor

The Central Governing Body has nominated a designated Governor (See Named Contacts, Appendix 1) and each Local Advisory Board has nominated a designated Member (see individual school's websites) who act as link persons between the Federated Governing Body, Local Advisory Boards and the nominated Designated Safeguarding Lead. Governors and Members will review the safeguarding procedures/practices including access to training through termly meetings with the Headteachers.

3. Pupils

3.1 Teaching Pupils about Safeguarding

We believe that pupils should be provided with information that helps them protect themselves. Pupils are taught how to be safe through promoting safety online, personal, social, health and economic education.

Pupils will be educated at a level appropriate to their age and ability about a range of safeguarding concerns through personal, social, health and economic education (PSHE), tutorials (if appropriate) and through sex and relationship education (SRE). This will include, but is not limited to, bullying (including cyber bullying), radicalisation, child sexual exploitation (CSE), stranger danger, road safety, sexual abuse, neglect, online safety, gender based violence/sexual assaults and 'sexting'.

3.2 Peer on Peer abuse (Managing allegations against other pupils)

All members of staff must recognise that children are capable of abusing their peers. Peer on peer abuse can take many forms, including (but not limited to) bullying, cyberbullying, gender-based abuse, hazing (initiation type violence), sexually harmful behaviour and violence and 'sexting'. The school is mindful that some potential issues may be affected by the gender, age, ability and culture of those involved.

Further information about the school's response to specific allegations of abuse against pupils can be located in the school's Behaviour Management, Anti-bullying, and Online Safety Policies.

The school will take steps to minimise the risk of all forms of peer on peer abuse. We will ensure that appropriate curriculum time is dedicated to enable children to develop an awareness and understanding of abusive behaviour and to ensure that children recognise warning signs and supports of support both within the school and externally (such as the Police community liaison, Child Line etc.).

The school will respond to cases of “sexting” (or Youth Produced Sexual Imagery) in line with the UKCCIS “Sexting in Schools and Colleges” guidance and KSCB guidance.

Where an allegation has been by a pupil against another pupil please refer to Appendix two.

3.3 Physical Contact and Restraint

Members of staff may have to make physical interventions with children. Members of staff should only do this where it is necessary to protect the child, or another person from danger and when the member of staff has received appropriate training.

The schools have adopted the **Hackney Learning Trust Policy on Positive Handling**.

3.4 Female Genital Mutilation (FGM)

Female Genital Mutilation (sometimes referred to as female circumcision) refers to procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons.

We believe that all our pupils should be kept safe from harm. Female Genital Mutilation affects girls particularly from North African countries, including Egypt, Sudan, Somalia, Sierra Leone and Nigeria. It is illegal in the United Kingdom to allow girls to undergo female genital mutilation either in this country or abroad. People guilty of allowing FGM to take place are punished by fines and up to fourteen years in prison. It is a statutory duty for teachers, social workers and health-care professionals, to report to the police where they discover that FGM appears to have been carried out on a girl under 18. NB Staff should not examine pupils. Those failing to report such cases will face disciplinary sanctions. Unless the teacher has a good reason not to, they should consider and discuss any such case with the school's designated safeguarding lead and involve children's social care as appropriate. FGM can also link to Honour Based Violence (see KCSIE for further information).

Staff with teaching responsibilities have a **specific legal duty to act** with regards to concerns about female genital mutilation (FGM), but all staff should speak to the DSL where there are concerns.

Our safeguarding designated staff have received training on:

- Key Issues
- Risk factors
- High Risk Absences
- Symptoms
- Long term health problems

3.5 Preventing Radicalisation

In order for schools and childcare providers to fulfil the Prevent Duty, it is essential that staff are able to identify children who may be vulnerable to radicalisation, and know what to do when they are identified. In order to protect children from the risk of radicalisation our schools will assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology. This may be through the form of influences in the home or activities out of school, visitors invited to the school and accessing websites or social media that promote radicalisation.

The Designated Safeguarding Lead should understand when it is appropriate to make a referral to the Channel programme. Channel is a programme that focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism.

More information can be found in [The Prevent duty, Departmental advice for schools and childcare providers](#).

3.6 Child Missing Education and safeguarding concerns

All children, regardless of their circumstances, are entitled to a full time education that is suitable to their age, ability, aptitude and any special educational needs they may have. A child going missing from education is a potential indicator of abuse or neglect and therefore pupil attendance and absence is closely monitored in our schools. The law requires all schools to have an admission and attendance register.

Our schools will inform the local authority of any pupil who fails to attend school regularly, or has been absent without the school's permission for a continuous period of 10 school days or more. Please refer to page 12 and Annex A (page 51) of the [Keeping Children Safe in Education](#) guidance.

3.7 Child Sexual Exploitation (CSE)

CSE is a form of abuse which involves children receiving something in exchange for sexual activity. CSE involves an imbalance of power in the relationship; it can involve varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyberbullying and grooming. In addition to the behavioural indicators above, key indicators of CSE include appearing with unexplained gifts or new possessions; associating with other young people involved in exploitation; and having older boyfriends or girlfriends. Any concerns regarding CSE should be immediately reported to the DSL.

3.8 Grooming

Grooming is the process by which an individual prepares a child, significant adults and the environment for abuse of this child. Children and young people can be groomed online or in the real world, by a stranger or by someone they know. Groomers may be male or female. They could be any age. Many children and young people do not understand that they have been groomed, or that what has happened is abuse. The signs of grooming are not always obvious. Groomers will also go to great lengths not to be identified.

3.9 Child Criminal Exploitation (CCE) including County Lines

CCE recognises the concern that exists with regard to children and young people who are used, through whatever means, to engage in criminal activity by other young people or adults who are able to coerce them to do so. The young people involved may not identify themselves as being 'exploited' as such, but it is clearly to their detriment that they are involved in this type of activity.

'County lines' – term used to describe the approach taken by gangs originating from large urban areas who use young people to travel to locations elsewhere such as county and coastal towns to sell class A drugs, and/or be couriers to move drugs and money between the new market and their urban hub.

3.10 Photographing children

We understand that parents/carers like to take photos of their children or video them in the school play, at sports day or school presentations. This is a normal part of family life and we do not discourage parents from celebrating their child's success.

However, there are restrictions on the use of images of children (e.g. data protection) and there may be health and safety considerations. We adhere to the following guidelines:

- We seek written parental consent for the use of photographs and images for use by the school (including the school website and brochures) when a child joins the school.
- If visitors come to the school to make videos or take photographs for use outside the school we will seek specific parental consent
- Staff should be sensitive to the feelings of pupils who may be uncomfortable about being photographed
- Staff should be aware of the use of flash photography and the impact it may have on some of our pupils.
- Children's full names are not named in our publications
- Personal devices, including mobile phones, must not be used to photograph children. Only the school's equipment may be used.

3.11 Parents taking photos of school events

Parents are permitted to take photographs of their children at school events. The photograph should focus on their child and should not be uploaded to social media sites. Please see the [Information Commissioner's Office](#) advice on taking photographs.

3.12 Children with Education Health & Care Plan (EHC)

We recognise that statistically, children with behavioural difficulties and disabilities are most vulnerable to abuse. All members of staff who support these pupils will be made aware to the need for vigilance for the signs of abuse.

The school has a responsibility to pay heed to the Equality Act and children with SEN and disabilities when excluding students.

3.13 Online⁴ Safety & Social Media

The schools have a separate policy on **Internet Use and Online Safety**. Please refer to the School **Online Safety & Acceptable Use Policy**. The school has also produced a guide to monitoring and being aware of the impact and use of Social Media in and out of schools. Please refer to the school's **Social Media Policy**.

All schools to reference the UKCCIS Guidance: Sexting in schools and colleges, responding to incidents and safeguarding young people (2016).

3.14 Transporting Pupils

In certain situations, e.g. out of school activities, staff, volunteers or governors may agree to transport pupils. Wherever possible any transport arrangements should be made in advance by a designated member of staff. Any transport should be provided other than in private vehicles, with at least one adult additional to the driver acting as an escort in agreement with parents.

Adults should ensure that their behaviour is safe and that the transport arrangements and the vehicle meet all legal requirements. They must ensure that the vehicle is roadworthy and appropriately insured and that the maximum capacity is not exceeded.

3.15 Before and After School Activities and Educational visits

Staff and volunteers should take particular care when supervising pupils in the less formal atmosphere of an educational visit, particularly in a residential setting, or after-school activity. Educational risk assessments must be carried out on all off site activities. Staff and volunteers remain in a position of trust and the same standards of conduct apply. For further information, please refer to chapter 23 of the **Health & Safety Policy**.

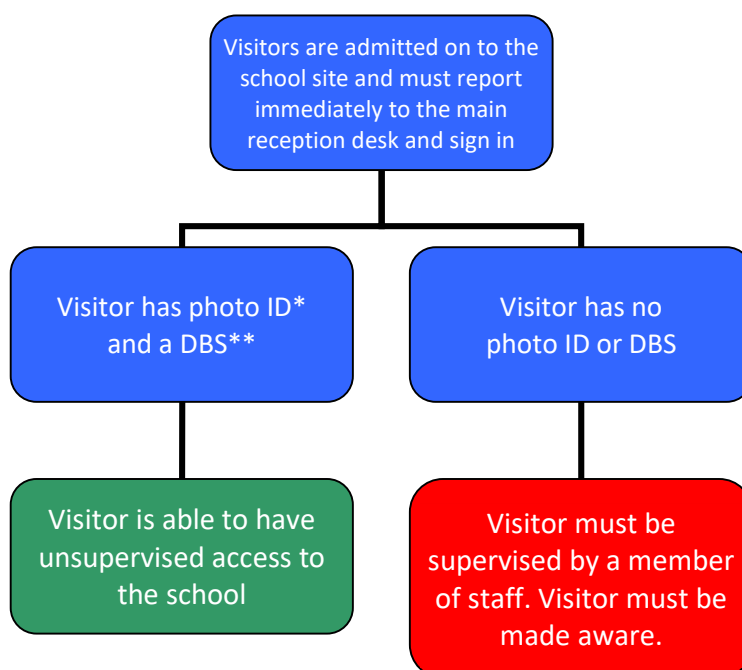
4. Site Safety

- Risk assessments are carried out regularly & communicated to pupils & staff.
- There is a designated Health and Safety link member on each school committee.
- There is a RIDDOR reportable accident book with evidence of action taken and impact of action. All other first aid incident reports are kept in a medical folder.
- All members of staff are required to wear ID badges at all times.
- All members of staff are aware of their responsibilities to report health and safety concerns to the site manager immediately.
- Windows should not be blocked or covered and fire doors should be kept closed at all times.

⁴ E Safety has now changed to online Safety.

4.1 Visitors to school

The procedure is as follows:



* Valid photo ID, Driving Licence or passport, Hackney Learning Trust/NHS/LB Hackney photo ID badge.

** Schools should have a copy of a letter from HLT to confirm that employees of the Trust are DBS checked.

*** If a visitor does not have the relevant ID/checks they must wait until a suitable member of staff is available to supervise access.

All visitors must sign into the visitor book. The member of staff signing the visitor in must mark the badge clearly with a large 'S' to show the visitor must be supervised.

It is everyone's responsibility to politely challenge anyone without the correct ID.

The following queries often arise:

What do I need for supply agency staff?

You need written confirmation that appropriate checks, including DBS checks have been carried out and by whom (most commonly the relevant HR department).

A letter or copy of a contract that states that an agency or contractor has carried out all appropriate checks, including DBS checks is sufficient.

Part time staff may use the same DBS check for two or more posts as long as they are at a similar level and you are satisfied themselves about their appropriateness. This might include, for example, a teacher employed part time for PPA or supply cover in one school and as a classroom assistant in another.

What about other agency staff? The school does not employ them so should they be included on the SCR?

Yes, contracted staff that come into regular contact with children such as cleaning, caretaking and kitchen staff should be included on the single central record **but**, as for supply staff, written assurances provided by the employing organisation are sufficient proof that the relevant checks have been undertaken. **SCHOOLS DO NOT NEED TO COMPLETE A DBS SEPARATELY FOR THESE PEOPLE.**

Do schools need to ask social workers, EP's, sports coaches and inspectors for a copy of their DBS clearance?

No, staff like this should be DBS checked by their 'providing' organisation i.e. the supply agency, PCT, LA, etc. If the schools have been given written assurances that key LA staff such as social workers have been checked then that is enough. Proof of appropriate checks is most often provided by way of a photo - identity badge (similar to those carried by HMI and other inspectors).

For sports coaches etc, staff must obtain a written notification that the company has completed the relevant checks. If schools are checking these and making a suitable register of visitors, this is sufficient.

Should we keep documents evidencing identity?

No, schools do not have to keep documents evidencing identity, once these have been verified and the single central record includes the name of the person who did so.

5. Links to other policies

This policy has been written in consideration of the [Keeping Children Safe in Education](#) statutory guidance for schools, September 2018. It should also be read alongside [Working Together to Safeguard Children July 2018](#) which applies to all schools.

The following policies are linked to this policy

- Health and Safety
- Positive Handling
- Pupil Discipline & Anti-Bullying Policy
- Attendance & Punctuality Policy
- Sex and Relationships Education
- Medicines and Pupils with Medical Needs
- Recruitment
- SEND
- Whistle blowing
- Hackney DBS Policy
- Social Media & Networking Policy
- Data Protection & FOI
- Equalities
- Records Management Guidance
- Online Safety and Acceptable Use
- Data Protection

Appendix 1 – Named Contacts

Designated Safeguarding Leads

St John & St James CE Primary School

Jenna Clark – Executive Headteacher
Jo Smith – Head of School
Sharon Rees – Family Support Worker
Bridget Learmouth - SENDCo

Holy Trinity CE Primary School

Yvonne Barnett – Headteacher and acting
SENDCo
Catherine Thomas – Deputy Head
Victoria Coulson – Assistant Head

St John the Baptist CE Primary School

Toni Mason – Head of School
Georgia Habanananda – Deputy Headteacher
(Lead DSO)
Joy Salmon – Pastoral Care Manager

Springfield Community Primary School

Fiona Judge – Headteacher
Mel Lines - SENDCo

St Matthias CE Primary School

Orlene Badu – Headteacher
Kelly Durcan - SENDCo

Morningside Primary School

Janet Taylor - Headteacher
Sheena Khangura- Deputy Headteacher
Jo Stonehouse - Deputy Headteacher

Rachel Smith - Assistant Headteacher

Gainsborough Primary School

Jenna Clark – Executive Headteacher
Rachel Alexander-Gordon – Deputy Head
Juliette Forsyth – SENDCo
Carol Lewis – Family Support Worker

De Beauvoir Primary School

Rebecca Mackenzie – Headteacher
Daniela Rader – Deputy Headteacher
Rajinder Rathore – Pastoral Care Manager

Chair of Governors

John Clark
Contact: Holy Trinity Primary School – 020
7254 1010
Email:
governors@primaryadvantage.hackney.sch.uk

Nominated a Designated Safeguarding Governor

Donna Thomas

Designated Officer for the Local Authority

Liezel LeRoux –
liezel.leroux@hackney.gov.uk Tel: 020 8356
4569 (LADO)
020 8356 8082 (Duty line)

Policy written	August 2013
Policy Revised	August 2018
Adopted by Governing Body	September 2018
Review date	September 2019

The Central Governing Board has reviewed this policy with careful consideration of our approach to equalities as outlined in the Equalities Policy, December 2016.

We would like to acknowledge the work of other colleagues in drafting this policy. We have drawn on a range of sources including policies from other schools, good practice guides, published schemes and LA and Statutory guidelines where appropriate.

