Safeguarding what we do...

POLICIES
- Safeguarding and Child Protection Policy
- Behaviour Policy
- PSHCE Policy
- Young Person's Mental Health Policy
- Anti-bullying Policy
- Online Safety Policy
- Staff Handbook
- Acceptable Use Policy
- Trips and Visits Policy
- Inclusion Policy
- Low Level Concerns and Allegations Of Abuse Against Staff Policy

CURRICULUM
- PSHCE curriculum
- RSE curriculum
- Assemblies and Mentor Period activities
- Presentations and workshops, e.g. substance misuse, healthy and safe relationships, sexual harassment, knife crime
- ICT curriculum covering cybersecurity and online safety
- British Values promoted across academy

BEHAVIOUR
- Behaviour Policy and rewards/consequences system
- Behaviour Team
- Staff training through Professional Learning Days and JPL
- Class Charts system to log, record and analyse house points and consequences
- Promotion of pro-social behaviour through end of term celebrations, stars, etc.
- CCTV coverage

REPORTING CONCERNS
- CPOMS used by all staff to report concerns
- Direct email to the safeguarding team
- DSO on call in holidays
- Referrals for Early Help by Heads of Achievement
- Referrals to CSPoA by safeguarding Team
- Dedicated Sixth Form Welfare Lead
- SHARP reporting app
- Access to Safeguarding Governor and LADO
- Class Charts Wellbeing module

RECRUITMENT
- Safer Recruitment training for staff on interview panels
- Single Central Register (SCR)
- References checked
- Enhanced DBS checks completed
- Governors included on SCR
- Dedicated Safeguarding Governor
- Online checks for shortlisted candidates

VISITORS
- All visitors report to reception
- Secure perimeter to estate
- Gated entrance with video link
- Visitor lanyard worn
- Safeguarding information shared with visitors upon signing in
- CCTV coverage
- Digital signing in/out panel

PARENT SUPPORT
- Free registration to National Online Safety portal
- Signposting on academy website
- STAR Centre liaison
- Class Charts wellbeing tools
- Weekly parent newsletter includes safeguarding information

ONLINE SAFETY
- Policies (listed above)
- ICT/PSHCE curriculum
- Network filters in place using Fortigate, blocking inappropriate searches and websites
- Frequent password resetting policy in place
- Safer Internet Day activities
- National Online Safety membership
- Parental permissions for photograph sharing on media channels

ATTENDANCE
- First response daily calls
- Class Charts absence reporting tool
- Class Charts registers taken every lesson
- Missing from Class alerts
- Home visits conducted by Attendance Officer and senior attendance lead
- CME processes followed

HEALTH AND SAFETY
- STAR Centre: drop-in service, 1:1 sessions, targeted groupwork
- Trained Mental Health Lead
- Neurodiversity training for staff
- Regular Primary Mental Health Panel meetings
- Safety Plans and Medical Plans shared with staff via Class Charts
- First Aid trained staff
- Evacuation and Lockdown practice
- Weekly School Nurse and No.5 Counselling sessions

PARTNERSHIP WORKING
- Highdown staff: 1 DSL, 1 DDSL, 3 DSOs, SENDCo, ASENDCo, LSAs, HoAs, Sixth Form Welfare Lead, Behaviour Team, Attendance Officer, STAR Centre staff, First Aider, Mental Health First Aider
- No.5 Counselling
- School Nursing service
- Alternative Provision, e.g. RAW mentoring, Outdoor Mentor, Tutor Doctor
- BFfC, EBSA training
- St Giles Trust
- Thames Valley Police

OFFSITE ACTIVITIES
- Trips and Visits Policy
- Risk Assessments
- Safeguarding, medical, SEND checks