

Safeguarding at Hertsmere Jewish Primary School

Hertsmere Jewish Primary School

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Introduction

At HJPS, the wellbeing of our pupils is our top priority. We are proud of the hard work of our Safeguarding Team and wider school community to ensure that pupil welfare is at the centre of everything we do.

Education Child Protection (ECP) recently conducted a safeguarding audit at HJPS, with incredibly positive findings. The summary of the report stated that

> “Hertsmere Jewish Primary School has robust safeguarding systems and procedures which help keep students and staff safe.”

The audit took place over one day, and covered a range of areas from the role of our Safeguarding Team to the efficacy of our record systems. The ECP observed lessons and other activities around the school and conducted meetings with staff and pupils. Here we provide a summary of the audit report’s main findings.

If you have any further questions, please do not hesitate to get in touch with any member of the Senior Leadership or Safeguarding Teams.

Rita Alak-Levi
Headteacher



“The DSL and Deputy DSL understand the importance of strategic leadership and planning in safeguarding, and were able to evidence excellent practice with their ‘top level’ calendar/planning sheet.”

E C P.





Staff Training

All staff at HJPS receive annual training led by the DSL, covering the whole school approach to safeguarding. Topics relevant to child wellbeing are kept at the forefront through regular updates in staff meetings and the weekly staff bulletin.

> "Teaching and non-teaching staff spoken to as part of the audit spoke positively about the safeguarding training they receive and were able to reference key messaging and priorities for the school."
>
> **E C P.**

Child Protection Policy

Our Child Protection Policy is updated annually and is available on our website.

Child Protection Policy ⟶

> "The school's Child Protection Policy highlights the additional safeguarding challenges for children with Special Educational Needs and Disabilities (SEND), highlights the significance of online safety and signposts to these important school policies."
>
> **E C P.**





Pupils' Experience

HJPS is a warm, friendly school where children feel safe and happy to play and learn.

We have a Wellbeing Practitioner who supports students with their mental health, working closely with safeguarding and pastoral staff.

Pupils are given regular formal opportunities to express their views through the School Council, and know who to speak to if they ever have any worries or concerns.

"In lesson observations and site walks, it was clear that students at the school benefit from excellent relationships with staff. Adults displayed a warm and caring attitude towards students."

ECP.

Attendance

As a school, we emphasise the importance of attendance both to support pupils to achieve their potential and to ensure their welfare.

"Key staff have a clear understanding of on-rolling and off-rolling procedures, and have systems in place for responding to children who go missing from education."

ECP.





Record Keeping & Disclosures

At HJPS, we use the Child Protection Online Management System (CPOMS) to record safeguarding concerns and co-ordinate our responses. This ensures that we can react quickly and discreetely to keep our pupils safe.

> "The staff spoken to as part of this audit were confident with how to handle disclosures and when to take advice or refer concerns to the Safeguarding Team."
>
> ECP.

As a school, we work in close partnership with external agencies such as Families First, Operation Encompass and Social Care to ensure that we act in the best interest of our pupils at all times. All safeguarding information is up-to-date and shared (only when necessary) through secure and appropriate systems.

Staff Recruitment

We complete pre-appointment checks on all staff, governors, volunteers and contractors and ensure that at least one person on each interview panel has received safer recruitment training.

We have clear procedures around ensuring that visitors to the school are appropriately checked and supervised.

> "The school has effective systems in place for managing recruitment and their single central record (SCR). They recently undertook a Local Authority audit of their SCR to ensure their systems are robust."
>
> ECP.



Allegations Against Staff

At HJPS, we have a robust staff code of conduct around the acceptable use of technology and communication via social media. We have also recently introduced a policy around professional boundaries when staff have their own child in the school.

We have a series of policies in place which outline procedures around concerns regarding members of staff.



> "The Headteacher and DSL have ensured there are procedures in place for reporting and handling concerns about, or allegations against, staff members, including the Headteacher, supply staff and volunteers."
>
> **ECP.**



Next Steps

We are extremely proud of the strengths in our safeguarding practices, which have been highlighted by our recent safeguarding audit. However, we understand the importance of constant development and improvement.

ECP provided us with a list of **"minor recommendations and next steps"** which we will act upon to ensure that we maintain the highest possible standards.

These include:

- Further expanding the school's Safeguarding Team.
- Individualising our Child Protection Policy to reflect local priorities.
- Continuing to develop our use of CPOMS.
- Organising safeguarding training for the whole governing body.

Hertsmere Jewish
Primary School

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