



SAFEGUARDING POLICY

Believe and Achieve

**Believe in ourselves, those here to help us and God
Achieve our goals and celebrate success in every area of school life**

*With God there is no limit to what you can do. There is no obstacle you can't overcome.
Through Him, all things are possible.' Matthew 19.26.*

This underpins our **Christian vision** statement at St Nicholas:

Our school is a happy place where everyone is valued, every child can thrive and reach their full potential and where we live out our Christian values celebrating the uniqueness of each individual.

Our **Values** are: kindness, hope, perseverance and responsibility.

At St Nicholas School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

Policy reviewed by:	School Effectiveness Committee
Policy adopted by GB:	May 2026
Chair of Governing Body:	Lucy Parr
Headteacher	Rizelle Crouch
Policy review due	May 2027

1. Introduction

Safeguarding is 'everyone's responsibility'. This policy sets out St Nicholas School's responsibilities under the Children Act 2004 to ensure children, young people and adults at risk are kept safe from harm.

Terminology

Safeguarding and promoting the welfare of children refers to:

- protecting children from maltreatment
- preventing impairment of children's health or development
- ensuring children are growing up in circumstances consistent with the provision of safe and effective care.

The aim of **safeguarding** is to enable children to have optimum life chances and to enter adulthood successfully.

What's the difference between safeguarding and child protection?

Safeguarding is an 'umbrella' term that incorporates child protection. **Child protection** is the process and activities undertaken to fulfil statutory obligations to protect specific children who have been identified as suffering, or at risk of suffering, significant harm. All agencies and individuals should proactively **safeguard and promote** the welfare of children so that the need for action to protect children from harm is reduced.

This policy is available on the school website and staff server.

2. Principles and aims

Our principles

- The welfare of children and their wishes and feelings are afforded consideration when developing and carrying out school activities.
- All children will have equal rights to support and protection irrespective of their race, age, ability, gender, language, religion, sexual orientation and culture.
- All staff and volunteers have a duty of care to identify and respond to the needs of children and report any concerns immediately.

We aim:

- to provide all staff (employed, contracted and visiting) with the necessary information / training to enable them to meet their statutory responsibilities to promote and safeguard the wellbeing of children
- to provide parents, carers and children with information about the school's arrangements to keep children safe
- to ensure safe and consistent best practice across the school
- to demonstrate the school's commitment with regard to safeguarding children.

3. Framework

This policy has been devised in accordance with the following legislation and guidance.

- **Arrangements for managing allegations of abuse against people who work with children and young people.** Hertfordshire Safeguarding Children Partnership Procedures Manual
<https://hertfordshirescp.trixonline.co.uk/chapter/managing-allegations-against-adults-who-work-with-children-and-young-people>
- **Disqualification under the Childcare Act 2006**
Statutory guidance for local authorities, maintained schools, independent schools, academies and free schools, DfE (February 2015)
www.gov.uk/government/publications/disqualification-under-the-childcare-act-2006
- **Education Act 2002**
Section 175 – requires local education authorities and the governors of maintained schools and further education (FE) colleges to make arrangements to ensure that their functions are carried out with a view of safeguarding and promoting the welfare of children.
Section 157 and the Education (Independent Schools Standards) (England) Regulations 2003 - require proprietors of independent schools (including academies and technology colleges) to have arrangements to safeguard and promote the welfare of children who are pupils at the school.
- **Guidance for safer working practice for those working with children and young people in education settings.** Safer Recruitment Consortium (Feb 2022)
[Guidance for Safer Working Practice](#)
- **Information sharing: advice for practitioners.** DfE (July 2018)
- **Keeping children safe in education.** DfE 2025 [Keeping children safe in education - GOV.UK](#)
- **Prevent Duty:** DfE 2015
- **Sexual Offences Act.** HM Government (2003)
- **Teachers' Standards 2012.** DfE (2011)
These standards set the minimum requirements for teachers' practice and conduct. Teachers, including Headteachers, should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties.
- **Working together to safeguard children: a guide to inter-agency working to safeguard and promote the welfare of children.** DfE (2023)

Relevant associated policies

- Anti-Bullying
- Attendance
- Behaviour
- Children Looked After
- Child Protection
- Code of Conduct for Staff
- Complaints Procedure
- Data Security
- Data Protection
- Educational visits including overnight stays
- Equality and Inclusion Policy
- Bullying and Harassment

- Health and Safety including site security
- Learning Outside the classroom
- Lettings
- Online Safety
- Relationship and Sex Education
- Restrictive Physical Intervention
- Safer Recruitment
- Supporting children with Medical conditions
- SEND
- Staff Code of Conduct Procedure including Social Media
- Whistle-blowing

4. Safeguarding themes

Anti-bullying

St Nicholas School recognises the right of our children and young people to develop with confidence in an environment that is safe and free from the emotional and physical distress that can be seen as a result of bullying. It is the responsibility of St Nicholas School to ensure that procedures are in place that will monitor and address anti-bullying issues. There is a more detailed Anti-Bullying Policy available on the school website and a hard copy is available from the staff server.

Attendance

In accordance with the school's Attendance Policy, absences are rigorously pursued and recorded. The school, in partnership with the appropriate agencies, takes action to pursue and address all unauthorised absences in order to safeguard the welfare of children and young people in its care. We implement the statutory requirements in terms of monitoring and reporting children missing education (CME) and off-rolling and understand how important this practice is in safeguarding children and young people.

Child protection policy

There is a detailed Child Protection Policy operating within the school. A copy will be provided to parents on request and is available on the school website. It is the Governing Body's duty to ensure the policy is reviewed annually and any deficiencies within the policy are addressed immediately.

All child protection concerns will be managed in accordance with the Hertfordshire Safeguarding Children Partnership procedures.

Children's Services telephone number **03001234043 (including out of hours)**

Complaints

The school has a complaints procedure available to parents, pupils and staff who wish to report concerns. This can be found on the school website. All reported concerns will be taken seriously and considered within the relevant and appropriate process. Anything that

constitutes an allegation against a member of staff or volunteer will be dealt with under the specific procedures for managing allegations against staff.

Confidentiality

The school's online safety and data security and data protection policies are available to parents on request by contacting the school office.

All staff will understand that safeguarding issues warrant a high level of confidentiality, not only out of respect for the child and staff involved, but also to ensure that information being released into the public domain does not compromise evidence.

Safeguarding information will be stored and handled in line with the GDPR. The Designated Safeguarding Person (DSP) will normally obtain consent from the child/parent to share sensitive information with outside agencies. Where there is good reason to do so (e.g. to help to protect a child), the DSP may share information without consent and will record the reason for this. Safeguarding records are normally exempt from the disclosure provisions of the GDPR, which means that children and parents do not have an automatic right to see them. The school will retain this information on the pupil file and transfer to the next school/archive the information in line with The Education (Pupil Information) (England) Regulations 2005 and The Information and Records Management Society. The school will only share information about children with adults who have parental responsibility for a pupil. Please see Hertfordshire's Pupil Safeguarding Records Guidance at <https://thegrid.org.uk/safeguarding-and-child-protection/child-protection/safeguarding-records> for further information.

Curriculum

Children are taught to understand and manage risk through our PSHE and RSE lessons and through all aspects of school life.

The school is committed to ensuring that children are aware of behaviour towards them that is not acceptable and how they can keep themselves safe. All children know that we have senior members of staff with responsibility for child protection and they are made aware of whom these persons are. We inform children of to whom they might talk, both in and out of school, their right to be listened to and heard and what steps can be taken to protect them from harm.

A robust procedure, outlined in the Anti-Bullying Policy, is in place to support children in making positive behaviour choices. Regular assemblies reinforce how to respond assertively to negative comments and emphasise the importance of sharing any concerns with a member of staff.

Subjects such as personal, social and health education include discussion with the children of relevant safeguarding issues. Please see the next section for further details on this topic.

Online safety

We have an Online Safety Policy which can be found on the school website and the staff server. Our policy includes how we teach children to stay safe when using the internet in and out of school - including the risks of sharing content and images online and tackling bullying, including cyber-bullying. Cyber-bullying by children will be treated as seriously as any other type of bullying and will be managed through our anti-bullying procedures.

The school will ensure that appropriate filtering methods are in place to ensure that children are safe from all types of inappropriate and unacceptable materials, including terrorist and extremist material.

Through training, staff are regularly reminded of the four areas of online safety risk: content, contact, conduct and commerce. Within the content category, this includes understanding the risks posed by misinformation, disinformation (including fake news) and conspiracy theories.

Digital images

The use of digital images in schools is a complex area. The school has a clear and sufficiently detailed policy which covers the taking and use of digital images and video of children and takes steps to ensure that it is understood and enforced.

The school recognises the importance and usefulness of including the children's use of technology, such as an iPad, within the classroom. This brings lots of opportunities for children across all age ranges to explore and learn in an explorative and creative way. The use of a technology item, such as an iPad, is likely to have a camera and children will be using the camera as part of their learning experience. However, the use of iPads and other tablet equipment can also present risks if children are left to use the equipment in an unsupervised environment. It is therefore understood that the school will ensure that all usage of iPads within the school will be supervised by an adult at all times.

Staff and children sign ICT acceptable use agreements. For staff this includes a section on the use of digital images and clarification about the position regarding the use of personal mobile phones/cameras for taking pictures. Where volunteers are supporting school staff, they should abide by the same rules as school staff as far as is reasonable.

AI-CSAM

AI-generated sexual images pose significant risks to children, as artificial intelligence can be used to create realistic but fabricated sexualised content without a child's knowledge or consent. Such material can be used to bully, threaten, coerce or shame a young person, and may circulate rapidly online.

Any incident involving AI-CSAM should be treated with the same level of care, urgency and safeguarding response as any other incidence involving child sexual abuse material.

1. Report it to your DSL or equivalent.
2. Follow the child protection and safeguarding policies and procedures in your setting.
3. Do not share, download or save the content – even for reporting purposes. The decision to view any imagery should be based on the professional judgement of the DSL (or equivalent). The DSL should never copy, print, share, store or save them; this is illegal. For further information, please see UK Government's Guidance 'Sharing nudes and semi-nudes: How to respond to an incident'

4. Encourage the young person not to delete anything that could be used as evidence, such as messages, images, videos, usernames and URL links.
5. Report it to the site, app or network hosting it.
6. Report it to the Police. Call 101, or 999 if you believe the child or young person is in immediate danger.
7. Consider wellbeing support. As with any form of CSA, victims may need support to manage the emotional and psychological impact. Make victims of AI-CSAM aware of support in your setting and locally

Health and safety

We have a Health and Safety Policy which demonstrates the consideration we give to minimising any risk to the children when on the school premises and when undertaking activities out of school under the supervision of our staff. At all times there have to be appropriate staffing levels and when off-site, appropriate and agreed pupil / adult ratios are maintained. The lead adult always assesses visits/trips as to the level of risk and all trips are finally authorised by the Headteacher.

Our school has lone working risk assessments in place and procedures for staff where there is a security risk due to the need to work alone with a child/children; staff at high risk will receive appropriate training.

A copy of the Health and Safety Policy is available from the school website and on the staff server.

Inclusion and diversity

Some children may be at increased risk of neglect and or abuse. Many factors can contribute to an increase in risk, including prejudice and discrimination, isolation, social exclusion, communication issues and reluctance on the part of some adults to accept that abuse can occur.

Our school ethos promotes and accepts the differences between all children and adults. In practice this is about ensuring inclusion of individuals and treating them fairly and equally, no matter the diversity of their race, gender, age, disability, religion or sexual orientation.

Promoting equality and diversity in education is essential for both teachers and children. The aim is to create a classroom environment where all children can thrive together and understand that individual characteristics make people unique and not 'different' in a negative way.

In line with Keeping Children Safe in Education (DfE 2025), to ensure that all of our pupils receive equal protection, we will also give special consideration to additionally vulnerable groups (as outlined in our Child Protection Policy), for example, children with disabilities or special educational needs. Special consideration is also given in the provision of safeguarding information and resources in accessible formats for children and adults with communication needs.

Managing allegations against staff and volunteers

Our aim is to provide a safe and supportive environment which secures the well-being and very best outcomes for the children at our school. We do recognise that sometimes the behaviour and actions of adults may lead to an allegation of abuse being made.

Allegations sometimes arise from a differing understanding of the same event, but when they occur they are distressing and difficult for all concerned. We also recognise that many allegations are genuine and there are some adults who deliberately seek to harm or abuse children. All Low-level concerns are recorded and reviewed. **For further details, refer to Guidance on Low-level concerns.**

Concerns are reported as follows:

- Concerns about staff conduct are reported to the Headteacher
- Concerns about the Headteacher are reported to the Chair of Governors
- The LADO is consulted for all allegations that meet the threshold

We will take all possible steps to safeguard our children and to ensure that the adults in our school are safe to work with children. We will always ensure that the procedures outlined in Hertfordshire's Safeguarding Children Partnership's procedures and Part 4 of Keeping Children Safe in Education', DfE (2025) are adhered to and will seek appropriate advice from the Local Authority Designated Officer (LADO). The Hertfordshire LADO Service can be contacted on **0300 123 4043**. **For further details, refer to Guidance on safeguarding and child protection.**

Operation Encompass

Our school is part of Operation Encompass, a national police and education early intervention safeguarding partnership which supports children and young people who experience domestic violence and abuse and which is in place in every police force in England and Wales. Children were recognised as victims of domestic abuse in their own right in the 2021 Domestic Abuse Act.

Operation Encompass means that the police will share information with our school about **all** police-attended domestic abuse incidents which involve any of our children PRIOR to the start of the next school day.

Once a key adult (DSL) and their deputy/ies (DDSLs) have attended either an Operation Encompass briefing or completed the online Operation Encompass Key Adult training they will cascade the principles of Operation Encompass to all other school staff and Governors. All school's staff and Governors can undertake the online training.

Our parents are fully aware that we are an Operation Encompass school, and we ensure that when a new child joins our school the parents/carers are informed about Operation Encompass.

The Operation Encompass information is stored in-line with all other confidential safeguarding and child protection information.

As a staff we have discussed how we can support our children who are experiencing domestic violence and abuse on a day-to-day basis and particularly following the Operation Encompass notification. We have used the Operation Encompass Handbooks to inform our thinking. We are aware that we must do nothing that puts the child/ren or the non-abusing adult at risk.

The Safeguarding Governor will report on Operation Encompass in the termly report to Governors. All information is anonymised for these reports.

We have used the Operation Encompass Key Adult Responsibilities checklist to ensure that all appropriate actions have been taken by the school.

When Headteacher, DSL or DDSLs leave the school and other staff are appointed, they will ensure that all Operation Encompass log-in details are shared with the new Headteacher/key adults and that the new member of staff will undertake the Operation Encompass online training.

<https://www.operationencompass.org/operation-encompass-on-line-key-adult-briefing>

Partnership with other services

Our school recognises that it is essential to establish positive and effective working relationships with other agencies that are partners of the Hertfordshire Safeguarding Children Partnership. There is a joint responsibility on all these agencies to share information to ensure the safeguarding of all children.

Partnership with parents

St Nicholas School is committed to working in partnership with parents/carers to safeguard and promote the welfare of children and to support them to understand our statutory responsibilities in this area.

The school shares a purpose with parents to educate, keep children safe from harm and have their welfare promoted. We are committed to working with parents positively, openly and honestly. St Nicholas School will share with parents any concerns we may have about their child unless to do so may place a child at risk of harm. We encourage parents to discuss any concerns they may have with Mrs Crouch (Headteacher).

Record keeping

Safeguarding records are accurate, factual, and written in chronological order. They are stored securely and kept separate from pupil files, and they are transferred safely and confidentially when a pupil moves to another school.

Safer recruitment and selection

Our recruitment process selects, screens, trains and supervises staff and volunteers so that the appointment of unsuitable people can be avoided. A copy of the School's Recruitment Policy is available from the staff server.

The school has a legal duty to refer to the Disclosure and Barring Service anyone who has harmed, or poses a risk of harming, a child; gives the school reason to believe the member of staff has committed one of a number of listed offences, has been removed from working (paid or unpaid) in regulated activity or would have been removed had they not left. Safeguarding checks are completed and recorded on the Single Central Record (SCR).

If these circumstances arise in relation to a member of staff at our school, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the Local Authority Designated Officer (LADO) and/or HR.

Our school also adheres to the guidance issued by the Department for Education in 2015 regarding persons who are disqualified under the Childcare Act 2006.

Safer working practice

All adults who come into contact with our children have a duty of care to safeguard and promote their welfare. There is a legal duty placed upon us to ensure that all adults who work with or on behalf of our children are competent, confident and safe to do so.

The Teachers' Standards (DfE,2011) are augmented by standards of personal and professional conduct e.g. ethics and behaviour, in and out of school. Teachers are expected to 'uphold public trust in the profession by showing tolerance and respect for the rights of others, not undermining fundamental British values and ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability'.

All staff will be provided with a copy of our school's Code of Conduct/Staff Behaviour Policy/Handbook at induction. This includes appropriate measures that every adult should take in their daily professional conduct with children. All staff and volunteers are expected to carry out their work in accordance with this guidance and will be made aware that failure to do so could lead to disciplinary action.

The link below will direct you to the current government guidance on safer working practice which we share with staff:

https://www.saferrecruitmentconsortium.org/files/ugd/f576a8_0d079cbe69ea458e9e99fe462e447084.pdf

Abuse of position of trust

All school staff are aware that inappropriate behaviour towards pupils is unacceptable and that their conduct towards pupils must be beyond reproach.

In addition, staff should understand that, under the Sexual Offences Act 2003, it is an offence for a person aged 18 or over intentionally to behave in certain sexual ways in relation to a child aged under 18, where the adult is in a position of trust in respect of the child, even if the behavior is consensual.

Security

The security measures at St. Nicholas School acknowledge the requirement to balance the need to maintain a welcoming environment whilst ensuring the safety of all our children and staff. A security risk assessment will be completed and reviewed annually (or earlier if deemed necessary). The findings will be used in the review of this security policy and shared with staff.

The school will make all reasonable efforts to control access to the buildings and grounds of the school to prevent unauthorised access of outsiders to children and ensure the personal safety of staff. The access control procedure for the main entrance door, which has an electronic entry point, is supervised by a member of staff.

At the start and end of the school day, a member of staff monitors access via the playground gate.

At the end of the school day, the Reception, Year 1 and Year 2 children are dismissed individually to meet their parents in the Key Stage 1 playground. The Key Stage 2 children are dismissed from their classes in order to meet the parents/ carers in the main playground.

Visitors, contractors and maintenance personnel

The control of visitors, contractors and maintenance personnel is a fundamental part of our site security policy for the safeguarding of both people and property.

Where the Governing Body transfers control or otherwise allows the use of school premises to external bodies (such as sports clubs) or service providers during or out of school hours, we will ensure that these bodies or providers have appropriate safeguarding policies and procedures, and that there are arrangements in place to co-ordinate with the school on such matters. Such considerations will be made explicit in any contract or service level agreement with the bodies or providers.

Appropriate checks will be undertaken in respect of visitors and volunteers coming into school. Visitors will be expected to sign in and out via the office visitors' log and to display a visitor's badge whilst on the school site. Any individual who is not known to the school or identifiable as having legitimate business should be challenged for the sake of clarification and reassurance.

The school will not accept the behaviour of any individual (parent or other) that threatens school security or causes others (child or adult) to feel unsafe. Such behaviour will be treated as a serious concern and may result in a decision to refuse access for that individual to the school site.

Training

All staff receive annual safeguarding training, along with regular updates throughout the year linked to their responsibilities as outlined in *Keeping Children Safe in Education* and other relevant statutory guidance. They also complete training on Prevent, online safety, SEND-related vulnerabilities, and child-on-child abuse. Designated Safeguarding Leads undertake advanced safeguarding training every two years to maintain the expertise required for their role.

Critical incidents

The Critical Incident Committee has a business contingency plan which covers potential scenarios which threaten the security of the school and stakeholders.

Anti-radicalisation/Prevent

All governors, teachers, teaching assistants and non-teaching staff will understand what radicalisation and extremism is and why we need to be vigilant in school. Staff need to be working alongside other professional bodies and agencies to ensure that our pupils are safe from harm. Procedures on dealing with issues relating to vulnerability, radicalisation and exposure to extreme views are published on the Hertfordshire Grid for Learning.

<https://thegrid.org.uk/safeguarding-and-child-protection/prevent-in-education>