



# CROSFIELDS SCHOOL

## **Policy for Pupil Welfare**

**Person responsible for policy:** Deputy Head Pastoral

**Review Date:** Autumn 2020

**Next Review Due:** Autumn 2021

### **Introduction**

This is the risk assessment policy for pupil welfare at Crosfields School.

The aims of this policy are as follows:

1. to reduce the likelihood that pupils are harmed through negligence, lack of foresight or proper planning by setting out the School's active approach to managing risk;
2. to implement a framework for the identification and assessment of risk(s) to pupil wellbeing; and
3. to actively promote the safety and wellbeing of pupils of the school.

It is drawn up and implemented in accordance with the Education (Independent School Standards) Regulations 2014 and has regard to the Part 3 obligations of the proprietor to make arrangements to safeguard and promote the welfare of pupils policy at the School by the implementation of a written risk assessment policy and the Part 8 obligations of those with leadership and management responsibilities to actively promote the wellbeing of pupils. It has regard to the Statutory Framework for the Early Years Foundation Stage (EYFS).

### **2. Responsibilities**

The Governors have overall responsibility for safeguarding and promoting pupil welfare and wellbeing at the School.

At an operational level, the Head will:

1. ensure that the health, safety and wellbeing of pupils is suitably promoted;
2. ensure that all staff are aware of, and adhere to, the School's policies and procedures on pupil health, safety and welfare;
3. ensure that key staff have clearly established roles and responsibilities;
4. ensure that staff are appropriately trained to identify and deal with pupil welfare issues;

5. ensure that where concern about a pupil's welfare are identified, the risks are appropriately managed;
6. consult with staff, pupils, parents and others, where appropriate, to find practical solutions to welfare issues;
7. ensure that standards of pupil welfare at the School are regularly monitored both at an individual level and across the whole school community to identify trends and issue of concern and to improve systems to manage these.

Those named in the table are responsible for carrying out risk assessments in relation to the specific matters of pupils health, safety and welfare covered in those policies.

### **3. Pupil Welfare**

The School recognises its responsibility to safeguard and promote the welfare of pupils in its care. This responsibility encompasses the following principles:

1. to support pupil's physical and mental health and emotional well-being (as well as their social and economic well-being);
2. to identify children in need and /or those suffering, or likely to suffer, significant harm;
3. to protect pupils from abuse and neglect;
4. to recognise that corporal punishment at the School can never be justified and force can never be used as a form of punishment;
5. to provide pupils with appropriate education, training and recreation;
6. to encourage pupils to contribute to society;
7. to protect pupils from risk of radicalisation, extremism and being drawn into terrorism, actively promoting fundamental British values and providing appropriate support to those assessed as being vulnerable;
8. to ensure that pupils are provided with a safe and healthy environment so far as reasonably practicable;
9. to promote a whole-school approach to online safety and to protect pupils from the risks arising from the use of technology; and
10. to manage welfare concerns effectively.

The School recognises that individual pupils may have needs which arise from physical, medical, sensory, learning, emotional or behavioural difficulties which require provision additional to or different from that generally required by children of the same age in mainstream schools. The School is committed to promoting and safeguarding the welfare of all its pupils have regard to the special requirements of individual pupils but, where appropriate or necessary, balancing the special requirements of individual pupils against the School's responsibilities to promote and safeguard the welfare of all its pupils.

The School addresses its commitment to these principles through:

1. Prevention – ensuring that all reasonable measures are taken to minimise the risk of harm to pupils and their welfare by:
2. Ensuring through training that all staff are aware of and committed to this policy and the values set out ;
3. Establishing a positive, supportive and secure environment in which pupils can learn and develop;
4. Including in the curriculum, activities and opportunities for PSHE which equip pupils with skills to enable them to protect their own welfare and that of others;
5. Providing appropriate medical and pastoral support that is accessible and available to all pupils ; and
6. Providing support as soon as a problem emerges at any point in a child's life. The School will , in particular, be alert to the potential need for early help for a child who:
  - Is disabled and has specific needs;
  - Has special educational needs;
  - Is a young carer;
  - Is showing signs of engaging in anti-social or criminal behaviour;
  - Is in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health problems and domestic violence;
  - Has returned home to their family from care; and /or
  - Is showing signs of abuse and / or neglect

Protection – ensuring all appropriate actions are taken to address concerns about the welfare of a pupil, whether of a safeguarding nature or otherwise. This includes:

- Sharing information about concerns with agencies who need to know and involving pupils and their parents appropriately; and
- Monitoring pupils known or thought to be at risk of harm or requiring additional support and formulating and / or contributing to support packages for those pupils.

The School recognises that pupil welfare and well-being can be adversely affected by many matters whether in or away from school, including abuse, bullying, radicalisation behavioural and health issues.

The School has developed this policy and policies in the table below, which set out full details of its procedures to safeguard and promote pupil health, safety and welfare in accordance with its duties under part 3 of the ISSRs.

Policy	Responsibility for risk assessment
Safeguarding and Child Protection Policy	Designated Safeguarding Lead
Recruitment, Selection and Disclosure policy and procedure	HR Manager
Anti-bullying	Deputy Head Pastoral
Behaviour and Discipline	Deputy Head Pastoral
Acceptable use of ICT – pupils ( including e-safety guidelines)	Head of Digital Learning
Health and Safety	Bursar
First Aid	Bursar
Administration of Medication/ Healthcare	School Nurse
Learning difficulties	Head of Learning Support
Accessibility Plan	Estates manager
Educational Visits	Educational Visits Coordinator
Supervision	Deputy Head
Visitors and Visiting Speakers	Deputy Head

#### **4. Risk Assessment**

Where a concern about a pupil's welfare is identified, the risks to that pupil's welfare will be assessed and appropriate action will be taken to reduce the risks identified. The assessment and action will be recorded and regularly monitored and reviewed. More guidance on risk assessment can be found in Appendix 1.

The format of risk assessment may vary and may be included as part of the School's overall response to a welfare issue, including the use of individual pupil welfare plans ( such as behaviour, healthcare and education plans, as appropriate) or by using the attached risk assessment form at Appendix 2 and /or the pupil welfare summery at

Appendix 3. Regardless of the form used, the School's approach to promoting pupil welfare will be systematic and pupil focused.

The information obtained through this process and the action agreed will be shared, as appropriate, with other staff, parents and third parties in order to safeguard and promote the welfare of a particular pupil or of pupils generally.

Risk assessments are stored on the T drive. Assessments relating to individual pupils will be held on their pupil records.

## **5. Safeguarding/ child Protection**

The School has policies and processes in place to ensure effective compliance with all national and local safeguarding requirements, including without limitation:

The Children Act 1989

The ISSRs and EYFS;

Keeping Children Safe in education (September 2020)

Working together to safeguard children (2018) : and

Berkshire West Safeguarding Group (BWSG) procedures and practices, including local protocols for assessment and threshold document.

The School's policies and processes seek to ensure that all members of the School community understand that safeguarding is everyone's responsibility. They have been designated to enable staff and others working with children to:

1. Develop an awareness and understanding of the early help process, including identifying emerging problems, liaising with the designated safeguarding lead, sharing information with other professionals to support early identification and assessment;
2. Be confident about identifying children in need (that is a child who is unlikely to achieve or maintain a reasonable level of health or development, or whose health or development is likely to be significantly or further impaired, without the provision of services; or a child who is disabled) and about actions which might be required when concerns are identified about a child; and
3. Be confident about identifying where a child is in immediate danger or is at risk of harm and the actions which are required to safeguard and promote the child's welfare.

The School's policies and processes describe and reinforce how the School works with social care, the police, health services and other services to promote the welfare of children and protect them from harm. This includes:

1. Providing a co-ordinated offer of early help when additional needs of children are identified;
2. Contributing to inter-agency plans to provide additional support to children subject to child protection plans; and
3. Allowing access for relevant local authority personnel to conduct, or to consider whether to conduct, assessments under section 17 or section 47 of the Children Act 1989.

Full details of the School's safeguarding procedures are set out in the safeguarding and child protection policy. Details of the School's online safety strategy are set out in the Acceptable Use of ICT policy – pupils (including e-safety guidelines)

The School's process for safer recruitment is detailed in the recruitment, section and disclosure policy and procedure.

## **6. Protection from radicalisation and extremism**

Details of the School's procedures to prevent pupils from becoming radicalised and /or being drawn into extremism and / or terrorism in accordance with the Prevent duty guidance for England and Wales 2015 ( HM Government) and the department advice on the Prevent duty ( Department for Education (DfE) are also contained within the safeguarding and child protection policy.

The School will meet these obligations by assessing the risk of pupils being drawn into radicalisation and /or extremism and /or terrorism and putting in place control measures to support those at risk.

The School is committed to providing a safe space in which pupils can consider and discuss sensitive topics, including terrorism and extremist ideas that are part of terrorist ideology, and learn how to challenge these ideas.

The School has a written Visitors and Visiting Speakers policy and will ensure that the arrangements for visiting speakers are suitably risk assessed before the visit takes place. Clear protocols are in place to ensure that those visiting speakers are suitable and are appropriately supervised when on School premises.

## **7. Anti-Bullying**

The School is committed to preventing bullying and has a written Anti-bullying policy which covers the School's approach to the management of bullying and cyber bullying.

Bullying can happen to all pupils and the School is alert to the effect any form of bullying can have. Appropriate support is provided to all those involved in any

incident of bullying, Taking into account the individual circumstances and level of need.

The School understands that a range of factors may result in some pupils being more vulnerable to bullying and its impact than others. These factors will be taken into account when assessing the risks to the welfare of such pupils and appropriate support measures put in place.

Low level disruption is tackled at an early stage to prevent negative behaviours escalating.

## **8. Behaviour and Discipline**

The School has a written behaviour and discipline policy which sets out how it promotes good behaviour amongst pupils and the sanctions to be adopted in the event of pupil misbehaviour

This policy contains further information about the School's performance of its duties under the Equality Act 2010 (and reasonable adjustments made for pupils with disabilities), support systems for pupils and liaison between parents and other agencies.

## **9. Health and safety**

In accordance with its obligations under the Health and Safety at work Act 1974 and the regulatory Reform (Fire Safety) Order 2005 and with part 3 of the ISSRs and the EYFS, the School has a duty to ensure the health, safety and welfare of employees and the health and safety of pupils and other affected by the School's operations, so far as is reasonably practicable.

The School will meet this requirement by taking a sensible, proportionate and holistic approach to management of health and safety issues in accordance with the School's obligations and its health and safety policies.

## **10. Special Educational Needs**

The School will make appropriate arrangements to identify and support all pupils with special educational needs, whether or not they have the benefit of a Statement of Special Educational Needs or an Education, Health and care plan as set out in the learning difficulties policy.

## **11. Medical Issues**

In accordance with its obligations under the Health and safety at Work Act 1974 and with Part 3 or the ISSRs and the EYFS, the School has a duty to make appropriate arrangements for:

First Aid – to ensure that it is administered to anyone who requires it in a timely and competent manner;

The administration of medication to pupils;

Supporting pupils with medical conditions.

Details of the School's arrangements for these are set out in the first aid policy, the administration of medication policy and the health care policy.

## **12. Reporting**

When assessing risks to pupil welfare and well-being at the School, all staff should also consider whether the matter should be reported to outside agencies and /or regulatory bodies, including but not restricted to, Children's Social Care, the Police (including, in relation to those identified as being at risk of radicalisation, the Lead Prevent Officer (Thames Valley Police), ISI, CAMHS, the Charity Commission.

If a pupil is in immediate danger or is at risk of harm, a referral should be made to children's social care and /or the police immediately. Anybody can make a referral in these circumstances (see the School's safeguarding and child protection policy). If a referral is made by someone other than the Designated Safeguarding Lead, the DSL should be informed of the referral as soon as possible.

The School shall inform the applicable local authority in the appropriate circumstances of any pupil who is going to be added to or deleted from the School's admission register.

## **13. Information Sharing**

The School recognises that effective information-sharing between it and local agencies is essential for effective identification and assessment of need and the delivery of appropriate support and the key to providing effective early help where there are emerging problems.

Wherever the School proposes to share information under this policy or related welfare policies, it will have due regard to the principles set out in the DfE advice note, "information sharing: advice for practitioners providing safeguarding services to children, young people, parents and carers" March 2015

## **14. Monitoring Review**

The Deputy Head or another senior member of staff will monitor relevant risk assessments and any action taken in response to risk assessments, regularly.

In undertaking the monitoring and review of relevant risk assessments and this policy ( as necessary), the Deputy Head will seek to identify trends and understand issues of concern and to take steps to improve systems to manage these.

This policy and related School procedures will be reviewed annually by the Board of Governors as part of the annual review of safeguarding and updated as necessary.

## **Appendix 1                      Guidance on Risk Assessment**

A pupil welfare risk assessment is a careful examination of what could cause harm to pupil welfare and a consideration of appropriate control measures, so that you can weigh up whether the School has taken adequate precautions or should take additional steps to prevent the risk of harm.

The purpose of a risk assessment is not to create huge amounts of paperwork, but rather to identify sensible measures to control real risks – those that most likely to occur and /or will cause the most harm if they do.

When thinking about your risk assessment in this context, remember:

A welfare issue is anything that may harm a pupil; to include cyber-bullying, abuse and the risk of radicalisation and extremism.

The risk is the chance that a pupil could be harmed, together with an indication of how serious the harm could be if it occurs.

### Step 1 : Identify the Issue

First you need to work out how pupils could be harmed. This will generally be set out in the concern raised about a pupil's welfare.

### Step 2 Decide who might be harmed and how

Identify individual pupils or groups of pupils who might be harmed and how they might be harmed by the concern raised.

### Step 3 Evaluate the risks and decide on precautions

Decide what to do about the risks.

Compare what you currently do with what is required by law, DfE guidance or is accepted good practice. If there is a difference, list what needs to be done to protect the pupil's welfare. Where appropriate take into account any special requirements or protected characteristics. Identify how information should be shared and follow any procedures regarding the internal authorisation of suggested precautions.

### Step 4 Record your findings and implement them

Make a written record of your significant findings – the concern, the issues, how pupil(s) might be harmed and what arrangements the School has in place to control those risks.

There is no prescribed format for this record by any record produced should be simple and focussed on control measures and the steps the School proposes to take to manage the risk.

Step 5 Review your risk assessment and update, if necessary

Review what you are doing for the pupils identified and across the School generally and monitor and review the efficacy and / or the outcome of the measures you have put in place on a regular basis, or as required.