**HAMPSHIRE GOVERNOR SERVICES – SAFEGUARDING INFORMATION FOR GOVERNORS**

**AS AT NOV 2020**

Safeguarding is a key statutory responsibility for governors and all staff who work in education settings. The key document that all governors should read is [Keeping Children Safe in Education](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2). This is Statutory Guidance from the Department for Education and is regularly updated. It is important to check that you are looking at the latest version, rather than referring to a saved copy.

The term 'safeguarding' is used to cover all the activities schools and education centres undertake to:

* provide a safe environment for children and young people to learn
* identify children and young people who are suffering, or likely to suffer, significant harm, and taking appropriate action with the aim of making sure they are kept safe, both at home and in the education setting
* providing a curriculum which enables young people to recognise risk and keep themselves safe in school, in the community and online

Safeguarding is a key element of Ofsted and forms part of the leadership and management judgment. See [Guidance for inspectors](https://www.gov.uk/government/publications/inspecting-safeguarding-in-early-years-education-and-skills).

[Statutory guidance for schools](https://www.gov.uk/government/publications/disqualification-under-the-childcare-act-2006) about employing staff who have been disqualified from providing childcare.

**What do governance boards (GBs) need to do?**

The statutory guidance [Keeping Children Safe in Education](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2) (KCSIE) makes clear that every GB, together with senior school leaders, have a responsibility to safeguard and promote the welfare of children. GBs must have regard to this guidance, ensuring that policies, procedures and training in their schools are effective and comply with the law at all times.

Governors must prioritise the welfare of children and learners and creating a culture where staff are confident to challenge senior leaders over any safeguarding concerns.

KCSIE explains this means GBs should ensure:

* appropriate policies are in place including:
  + an effective *child protection policy* which is updated at least annually and agreed by the GB
  + a *staff behaviour policy* (sometimes called the code of conduct) which should, amongst other things, include: acceptable use of technologies, staff/pupil relationships and communications including the use of social media. For Hampshire schools this is in the Manual of Personnel Practice (MOPP) which is adopted annually by most schools.
  + appropriate safeguarding responses to children and learners who go missing from early years and education settings, particularly on repeat occasions
* an appropriate senior member of staff is appointed to the role of designated safeguarding lead (DSL). The DSL should undergo child protection training every two years.
* that the school contributes to multi-agency working in line with statutory guidance [Working Together to Safeguard Children](https://www.gov.uk/government/publications/working-together-to-safeguard-children--2).
* **all staff and governors have read and understood at least part 1 of KCSIE.**
* that all staff and governors undergo safeguarding and child protection training (including online safety) at induction. The training should be regularly updated.
* appropriate filters and appropriate web monitoring systems are in place to keep children safe online
* children are taught about safeguarding, including online safety. Schools should consider this as part of providing a broad and balanced curriculum.
* prevent people who pose a risk of harm from working with children by adhering to statutory responsibilities to check staff who work with children and complying with safer recruitment practices. At least one governor must be Safer Recruitment trained. More details about the Governor Services training can be found on [Governorhub](https://governorhub.com/#home)
* there are procedures in place to manage concerns/allegations, against staff (including volunteers) that might indicate they would pose a risk of harm to children. This includes Section 128 checks on governors in maintained schools, and trustees and local governors in academies.
* the school maintains a [single central record](https://www.hants.gov.uk/educationandlearning/education-personnel-services/manual/safeguarding-culture/single-central-record) (SCR) of pre-appointment checks.
* that there are procedures in place to handle allegations against other children or learners

**Governor monitoring of safeguarding and the role of the safeguarding governor**

The GB monitor safeguarding practices in the school which includes checking:

* the relevant policies in place are applied consistently and fairly across the school
* the policies and procedures in place are up to date with the latest guidance

The GB should consider appointing on or more governors to have specific responsibilities regarding safeguarding. This person should:

* lead on keeping the GB up to date with any changes in safeguarding legislation and best practice. They should regularly attend safeguarding training
* make sure that children are taught how to recognise risk and know where to go for help when they need it
* regularly (termly) check the SCR is up-to-date, accurate and complete
* meet regularly with the DSL to monitor the school's policies and procedures
* check that all staff, governors and volunteers have had appropriate training
* carry out reasonable checks, for example for links with extremism, and assessing what will be appropriate supervision of, all visitors who are intending to work with children, learners and/or staff or to address assemblies

**Ofsted expectations**

Ofsted has issued guidance on [Inspecting safeguarding in early years, education and skills settings](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/828763/Inspecting_safeguarding_in_early_years__education_and_skills.pdf). Inspectors will include safeguarding arrangements throughout the inspection and will always comment on the effectiveness of safeguarding in the inspection report. Safeguarding must be judged to be effective for the school to receive a grading of Outstanding, Good or Requires Improvement.

**Hampshire County Council resources**

The main information you will want to access is on the Hampshire County Council [Safeguarding children in education](https://www.hants.gov.uk/educationandlearning/safeguardingchildren) pages. Here you will find:

* statutory policies and procedures
* support and guidance
* training and development
* annual audit tool
* links to national resources
* Hampshire safeguarding model policies
* [online safety resources](https://www.hants.gov.uk/socialcareandhealth/childrenandfamilies/safeguardingchildren/onlinesafety)
* Education Personnel Service (sold service)  
  The Manual of Personnel Practice contains detailed guidance and template documents schools can use to ensure robust recruitment, selection, vetting and induction processes for school staff and volunteers. This includes information about the single central record. The MOPP also has pages on maintaining a [safeguarding culture](https://www.hants.gov.uk/educationandlearning/education-personnel-services) (through policies, procedures, training and monitoring).
* See [Online safety resources](https://www.hants.gov.uk/socialcareandhealth/childrenandfamilies/safeguardingchildren/onlinesafety) for advice on the use of the internet and other technologies.
* Complete the [Governor Service E-Learning: Dealing with child protection allegations](https://www.hants.gov.uk/education/governortraining/dealingwithchildprotectionallegations/) which sets out what governors need to do, and contains links to other relevant Hampshire County Council guidance.
* You can also book to attend training on [Protecting Children and Safer Recruitment](https://www.hants.gov.uk/educationandlearning/governors/training-courses-we-offer).

**National resources**

* [UK Council of Internet Safety’s Online safety in schools and colleges: Questions from the Governing Board](http://documents.hants.gov.uk/governors/onlinesafetyinschoolscolleges.pdf)
* [Sexual violence and sexual harassment between children in schools and colleges](https://www.gov.uk/government/publications/sexual-violence-and-sexual-harassment-between-children-in-schools-and-colleges)
* [Statutory policies for schools and academy trusts](https://www.gov.uk/government/publications/statutory-policies-for-schools-and-academy-trusts/statutory-policies-for-schools-and-academy-trusts)
* [Complexity and challenge: a triennial analysis of SCRs 2014-2017, Final report, March 2020](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/869586/TRIENNIAL_SCR_REPORT_2014_to_2017.pdf)