Charlton Kings Infants' School and Kindergarten

Safeguarding statement – September 2026

Introduction

Charlton Kings Infants' School and Kindergarten Governing Body recognises its responsibility, under section 175 of the Education Act 2002, to safeguard and promote the welfare of children; and to work together with other agencies to ensure there are adequate arrangements within our school to identify, assess and support those children who may be suffering harm. This policy has been developed in accordance with the principles established by the Children Acts 1989 and 2004; the Education Act 2002 and in line with statutory guidance: 'Working together to safeguard children' (DfE 2023) and 'Keeping children safe in education' (DfE 2026). This policy also takes on board procedures and guidance set out by Gloucestershire Safeguarding Children Partnership (GSCP).

Definition of Safeguarding

Safeguarding and promoting the welfare of children is defined as:

- Providing help and support to meet the needs of children as soon as problems emerge.
- Protecting children/pupils from maltreatment, inside or outside the home, including online.
- Preventing the impairment of children/pupils' mental and physical health or development.
- Ensuring that children/pupils grow up in circumstances consistent with the provision of safe and effective care.
- Taking action to enable all children/pupils to have the best outcomes.

(updated to reflect the changes made in 'Working together to safeguard children' - DfE, June 2026).

Children includes everyone under the age of 18.

Aims of the Schools' Safeguarding Arrangements

Charlton Kings Infants' School and Kindergarten recognises that all adults, including supply staff[1], volunteers, non-teaching staff and management committee members, have a full and active part to play in protecting our pupils from harm, and that the welfare of each child is of paramount importance. All staff have a responsibility to provide a safe environment in which children can learn and flourish. Staff and volunteers are particularly well placed to observe possible outward signs of abuse, changes in behaviour and failure to develop because they have daily contact with children. The school works collaboratively with Gloucestershire Safeguarding Children Partnership, Children's Social Care, health services, police and other safeguarding partners

We will do this by:

[1] Wherever the word 'staff' is used, it covers ALL staff, including supply or claims basis staff, agency staff, contractors, volunteers, administrative staff and management committee members.

- Maintaining and continuing to create an environment in which **all** children and young people feel safe, secure, valued and respected and where they can learn and fully develop.
- Establishing and maintaining an environment where children are encouraged to talk and are listened to when they have a worry or concern. Ensure children know they can approach staff if they are worried.
- Establishing and maintaining an environment where school staff, volunteers and visitors are encouraged to share and are listened to when they have concerns about the safety and wellbeing of a child.
- Ensuring that all staff know the procedures for reporting a concern or making a child protection referral and that staff are well equipped to spot signs of abuse or a child in need of early help for a variety of reasons.
- Ensuring that any children who have been abused will be supported in line with a child protection plan, where deemed necessary.
- All staff are expected to maintain professional curiosity and respectfully challenge where concerns arise.
- All staff are expected to report concerns, allegations and low-level concerns regarding adults working with children.
- Including opportunities in the curriculum for children to develop the skills they need to recognise and stay safe from abuse or from other areas of risk as part of a broad and balanced curriculum. Ensure our children are equipped with the skills they need to keep themselves safe, including keeping safe online.
- Contribute to the Spiritual, Moral, Social and Cultural (SMSC) development of children as well as other key aspects of a young person's well-being (being healthy, staying safe, enjoying and achieving, making a positive contribution and achieving economic well-being).
- To ensure that we have suitable staff working within our school by adhering stringently to safer recruitment processes and ensuring any unsuitable behaviour is reported and managed quickly using the Allegations Management procedures.
- Ensure all staff members maintain an attitude of 'it could happen here' where safeguarding is concerned and that when issues arise about the welfare of a child, staff members always act in the interests of the child.

The Safeguarding and Child Protection Policy and Procedures document forms part of a suite of documents and policies highlighted below which relate to the safeguarding responsibilities of our school. These policies are supplemented and enhanced by reference to those provided by Gloucestershire County Council's HR team and the latest versions of Keeping Children Safe in Education and Working Together to Safeguard Children.

Policies including:
• Safeguarding and Child Protection Policy and procedures
• Health and Safety
• Attendance
• Teaching and Learning
• SEND
• Curriculum (including PSHE, Relationships Education, e-safety)
• Building Positive Relationships (Behaviour and Anti-bullying policy)
• Equality Policy (includes race, gender, disability etc)
• Physical intervention and Positive Handling (including the use of Reasonable Force guidelines)
• Administering medicines; Supporting Children with medical conditions
• Off-site visits and risk assessments
• Emergency Plan
• Lone worker
• Intimate care
• Acceptable Use

• Safer-recruitment and induction policies and procedures
• Site security policy
• School vehicle and pedestrian policy
• Whistle Blowing and Staff Code of Conduct (supplemented by HR conduct policy)
• Accessibility
• Volunteer and visitors guidelines
• Confidentiality

Safeguarding Governor's Terms of Reference

Vincent Costello is the Safeguarding Governor and ensures oversight so that the Governing Body remains responsible for ensuring that:

- the School has an up to date and effective policy for child protection which is available to parents via the website and on request
- robust and effective recruitment procedures are followed that consider latest legislation
- there is monitoring of the effective implementation of the procedures and policies outlined above and that individual responsibilities are discharged correctly
- all policies and procedures relating to safeguarding matters are reviewed by the Full Governing Body at least annually
- information is provided to relevant bodies such as Gloucester Safeguarding Children's Partnership and Ofsted about how the School has discharged its safeguarding responsibilities
- a suitably trained Designated Safeguarding Lead (DSL) is appointed and sufficient safeguarding governance oversight is provided through the Safeguarding Governor
- appropriate arrangements are in place to safeguard children who take part in, or are affected by, the provision of extended services and other school activities that take part outside normal school hours
- when safeguarding complaints, concerns and deficiencies have been brought to the Governing Body that effective steps are taken, without delay, to address them
- The ethos of the School promotes positive practice in relation to safeguarding.

The Headteacher (who is also the DSL) is responsible to the Full Governing Body for ensuring that:

- the DSL or DDSL is always available or, if not for any reason, the DSL at CKJS is available to discuss safeguarding concerns
- he/she maintains a clear overview of the School's safeguarding policies and procedures
- the policies and procedures adopted by the Governing Body with regard to safeguarding are implemented and followed and, where appropriate, records are kept to show that they are
- the designated member of staff for child protection is provided with appropriate support, in particular provision of sufficient time and resources to discharge their responsibilities, including taking part in inter-agency assessments and meetings
- appropriate training is in place for staff and other relevant adults
- in the event of a person leaving the kindergarten/school, whether a member of staff or otherwise, when there are grounds for believing that they may be unsuitable to work with children or may have committed misconduct, that the DBS are made aware of the circumstances

- risk assessments are carried out and recorded in relation to all activities including the admission or re-admission of pupils with behaviour that could place themselves or others at risk, and following up and recording each case to ensure that the risk assessments are effective
- effective steps are taken, in accordance with the appropriate policies and procedures, if the Headteacher receives any safeguarding complaints or concerns
- all staff, pupils, volunteers or other persons feel able to raise concerns about unsafe or poor safeguarding practice, including whistleblowing concerns.
- a report is presented to the FGB regarding safeguarding three times a year through the HTs report.

The overall responsibility for safeguarding and child protection rests with the DSL and this responsibility cannot be delegated.

Safeguarding Policies

Safeguarding policies will be reviewed annually by the Governing Body. Compliance with these policies will be monitored by the Designated Safeguarding Lead and through staff performance measures. Our Safeguarding and Child Protection Policy and Procedures will also be monitored and evaluated by and through:

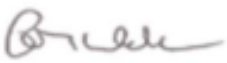
- Governing Body members monitoring visits and reviews
- SLT and subject leader monitoring procedures
- Discussions with children and staff; pupil, family and staff surveys and questionnaires
- Scrutiny of attendance data; range of risk assessments; logs of bullying/racist/behaviour incidents for SLT and HT to monitor
- Review of any stakeholder concerns
- School eco council meetings and child/pupil voice
- Regular review of the GCC annual safeguarding declaration and associated CKIS Action Plan
- Working closely with CKJS to review the outcomes of the GCC schools pupil survey (completed in KS2)

Safeguarding Monitoring

At least three times a year, the Safeguarding Governor shall carry out monitoring reviews of all of the School's safeguarding arrangements as part of the School's monitoring procedures. In addition to this, CKIS will also engage the School Improvement Partner in regular reviews of the school's safeguarding policies and procedures. The purpose of the monitoring reviews is to assure that all staff are complying with and conforming to the requirements of statutory requirements, the kindergarten/school's policies, advice from external agencies, and following best practice with regard to safeguarding.

The monitoring reviews will include interview with the Headteacher/DSL, review of the school's policies and procedures in practice and discussion with stakeholders (children/pupils and staff). It will also include the completion/ review of the GCC annual Safeguarding and Child Protection declaration. The purpose of raising findings is to facilitate change to overcome any non-compliance, or necessary improvement in practice or provision.

Designation	Name	Date	Signature

Chair of Governors	**Alan Waller**		
Head Teacher	**Katie James**		