

Aston Rowant C+E Primary School

Annual Governance Safeguarding & Leadership Review

Reporting period: September 2024 – July 2025 (with July 2024 cohort notes where relevant)

Presented to: Full Governing Body (FGb) / Safeguarding Committee

Prepared by: Headteacher & DSL (Mrs H France), Deputy DSL (Mrs Alexi Olsen),

School vision and values: *Growing together, rooted in God, enjoying fullness of life* (Col 2:1–7).

Values: **Gratitude, Resilience, Outreach, Wonder, Truth, Harmony.**

1) Executive Summary

- **Safeguarding culture:** Strong and embedded. Staff understand duties; pupils report feeling safe; families are engaged. Safeguarding is visible in daily practice, curriculum (PSHE/RHE, RSE, Computing), and leadership oversight.
 - **Leadership & governance:** Clear lines of accountability. Regular DSL–Safeguarding Governor dialogues. Policy suite updated and aligned; systems are consistently used (MyConcern; escalation to DSL/LADO/MASH where indicated).
 - **Inclusion & behaviour:** Values-led, restorative culture. Forgiveness and reconciliation are central to our approach; behaviour expectations are high and consistently applied.
 - **Attendance:** Treated as a safeguarding indicator; early identification of barriers; reasonable adjustments for vulnerable pupils; governing oversight in place.
 - **Curriculum safety:** RSE (Kapow) delivered to a high standard, with parent engagement and sensitive handling of questions; online safety is reinforced across the year.
 - **Complaints & whistleblowing:** Clear, accessible and fair routes; safeguarding-linked matters escalate appropriately; termly anonymised governor monitoring introduced.
 - **Readiness: Ofsted-ready and ESAT-compliant** across policy, practice, training and monitoring.
 - **Overall headteacher assurance:** *Safeguarding is effective.*
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2) Assurance Statement (Headteacher/DSL)

I confirm that, for the period covered by this report, **safeguarding arrangements are effective**, statutory duties are met, and leaders have taken timely action to mitigate risks and secure pupils' safety, welfare and educational inclusion.

Signed: Mrs H France (Headteacher / DSL)

Date: [insert]

3) Leadership, Governance & Culture

Strengths

- **Golden thread:** Safeguarding is woven through behaviour, attendance, RSE, equality and whistleblowing.
- **Clear roles:** DSL (HT), Deputy DSL, Safeguarding Governor (Mr T Sowerby). All staff know how to escalate; MyConcern used for recording.
- **Monitoring:** Weekly DSL review of MyConcern; termly SLT analysis; anonymised termly report to governors (themes, timeliness, impact, and any training implications).
- **Values & ethos:** Christian values explicitly guide decision-making, restorative follow-up, and reconciliation after incidents.

Areas we strengthened this year

- Added **explicit MyConcern thresholds** into Behaviour and Equality policies.
- Built **governor-facing summaries** (Complaints, RSE, Attendance).
- Clarified **child-on-child abuse** processes, including sexual harassment and online risks.
- Codified **leadership oversight** requirements in Attendance, Whistleblowing and Complaints policies.

Next steps (2025/26)

- Formalise a standing **Safeguarding Spotlight** on each FGB agenda (2–3 priority indicators).
- Extend *pupil voice on safety* (KS2 focus groups, termly), and triangulate with MyConcern patterns.
- Introduce a simple **governor visit template** (Appendix C) for safeguarding link visits twice annually.

4) Policy Suite – Status & Fitness for Purpose

Updated / re-issued this year

- **Child Protection & Safeguarding Policy** (2025–27) – complete, practical, escalation-ready.
- **Behaviour Policy** (integrated original + Ofsted/ESAT changes; forgiveness & reconciliation preserved).
- **RSE Policy** (Ofsted-ready, DfE-aligned, Kapow mapped; strong safeguarding links).
- **Staff Code of Conduct** (safer working practice, online conduct, MyConcern, child-on-child abuse).
- **Whistleblowing** (clear reporting routes; governance oversight added).

- **Complaints & Resolutions** (parent-friendly, reasonable adjustments; DSL/LADO/MASH pathways).
- **Attendance Policy** (attendance as safeguarding; vulnerable pupils and reasonable adjustments).
- **Equality Policy** (prejudice recording on MyConcern; DSL oversight; objectives for website).

Linked public-facing items

- Website front pages: **Complaints** (short and long), **Child Protection** summary, **RSE annual statement**, **Parent RSE leaflet**.
- **Equality Objectives** (website-ready list prepared for publication).

Recommendation for FGB

Approve the above list as the **current operative policy suite** and confirm annual review cycle or earlier review if guidance changes.

5) Safer Recruitment & Workforce

- **Safer recruitment** consistently applied: enhanced DBS, identity and references, safer interview questions, risk assessments for volunteers.
- **Induction:** All new starters receive safeguarding induction (KCSIE essentials, DSL contacts, MyConcern workflows, safer working practice).
- **Annual training:** Whole-staff safeguarding refresh delivered; DSL has up-to-date training; deputy DSL trained; records retained.
- **Code of Conduct:** Re-issued and discussed; expectations around boundaries, online conduct and professional curiosity reinforced.

Next steps

- Keep a simple **training matrix** showing statutory, role-specific and refresher dates with RAG status.

6) Recording & Information Sharing

- **MyConcern** is used for all safeguarding concerns, child-on-child incidents from Level 3+, prejudice-based incidents, and any patterns linked to attendance or behaviour.
- **Quality of recording:** Factual, timely, child-centred; DSL adds analysis/next steps; chronologies maintained.
- **Information sharing:** Proportionate, lawful, and needs-based. Where safety requires, shared without parental consent.

Next steps

- Add brief **termly dip-sampling** (DSL & Safeguarding Governor) of a small number of anonymised records to test timeliness and impact.
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7) Attendance as Safeguarding

- **Expectations:** First-day calling; 10-day unexplained escalated to LA; daily updates on continuing absence; patterns reviewed weekly.
- **Vulnerable pupils:** Reasonable adjustments in place; Early Help where needed; PA tracking with action plans.
- **Leadership oversight:** Weekly SLT review; termly governor oversight; attendance woven into safeguarding triage.

Impact & trends

- Clearer early intervention; family engagement improved; staff more confident to log absence-linked concerns on MyConcern.

Next steps

- Publish **attendance strategy snapshot** for parents (barriers + support offer).
 - Include **attendance spotlight** within the termly safeguarding governor report.
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8) Behaviour, Inclusion & Culture

- **Values-led behaviour** with explicit **forgiveness and reconciliation** preserved from the original policy.
- **Restorative practice:** Non-negotiable debrief and repair; adults return to the pupil to rebuild trust.
- **Sanctions:** Staged, consistent, and recorded; Level 3+ incidents logged; patterns trigger Early Help/SEND review.
- **Bullying & discrimination:** Not tolerated; all prejudice-related incidents recorded on MyConcern and reviewed by DSL; curriculum addresses respect and dignity.

Impact

- Calm, orderly environment; visitors note courteous conduct; restorative follow-up supports sustained improvement.

Next steps

- Add a short **pupil anti-bullying charter** (child-friendly) to be revisited half-termly.
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9) RSE (Kapow) – Annual Governance Report (July 2024 & July 2025)

- **Staffing & structure:** Delivered by **Mr Manning (Y6)** and **Mrs France (HT)**. Start with puberty films; whole-class Q&A; factual “how babies are made”; then single-sex teacher-led groups for personal questions.
- **Cohorts:**
 - **2024:** 17 pupils (9 girls / 8 boys)
 - **2025:** 10 pupils (5 girls / 5 boys)
- **Safeguarding:** No disclosures either year; one 2025 pupil expressed puberty anxiety—discussed with parents and logged as information-only; overall strong safeguarding integration.
- **Engagement & impact:** High engagement both years; smaller 2025 cohort enabled deeper discussion; noticeable gains in emotional vocabulary and online-safety maturity; positive parent feedback; zero withdrawals.
- **Curriculum assurance:** DfE compliance met; CofE ethos upheld; equality and inclusion respected.

Next steps

- Continue parent preview of materials; maintain anonymous question box; add short **pupil voice pulse** (pre/post).
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10) Equality, Inclusion & Prejudice-Related Incidents

- **Equality policy** updated; **MyConcern** used to record all prejudice-based incidents; DSL monitoring in place.
- **Website equality objectives** drafted (attendance gap reduction; eliminating prejudice incidents; inclusive curriculum; strengthened parental engagement with vulnerable groups).

Impact

- Better visibility of trends; clearer DSL oversight; proactive curriculum work in PSHE/RE.

Next steps

- Publish equality objectives; termly governor check-in on progress.

11) Whistleblowing, Complaints & Parent Communications

- **Whistleblowing:** Routes are clear (HT, Chair, external bodies); protections restated; governors monitor logs termly.
- **Complaints:** Two-stage process; reasonable adjustments available; DSL pathway for safeguarding matters; parent-friendly summary & short website front page live.
- **Parent education:** Website **RSE statement** and **parent leaflet** published; **Child Protection** front page live; **Complaints** front page(s) live.

Impact

- Clarity and accessibility improved; families more confident in how to raise concerns; stronger community trust.

Next steps

- Create a **one-screen "How to raise a concern"** graphic for the website and reception display.

12) Online Safety

- **Curriculum:** Sequenced through Computing and PSHE (Kapow); reinforced in assemblies.
- **Practice:** Filtered systems; staff vigilance; parent information events/resources available.
- **Pupil learning:** Respectful communication, reporting pathways, managing pressure and body image, staying safe when sharing content.

Next steps

- Add a brief **annual online-safety update** for parents (what pupils learned; tips for home).

13) Early Help & Multi-Agency Working

- **Approach:** "Support-first" with Early Help assessments where appropriate; Team Around the Family convened when required.
- **Triggering factors:** Attendance patterns; behaviour escalation; welfare concerns; family stressors.

- **Impact:** Timelier support; improved attendance/engagement for identified pupils; clearer inter-agency communication.

Next steps

- Maintain a **live Early Help tracker** (pupil, need, lead practitioner, review dates, impact).

14) Risk Register (Safeguarding-Focused)

Risk	Current Controls	Residual Risk	Actions 2025/26
Under-reporting of low-level concerns	MyConcern thresholds clarified; staff refresher	Low–Med	Termly dip-sample; reiterate “when in doubt, log”
Child-on-child online harm	Curriculum & assemblies; parent comms	Medium	Half-termly online-safety spotlight; pupil voice pulse
Attendance masking vulnerability	Weekly SLT & DSL triage; PA action plans	Medium	Add governor spotlight; publish parent strategy snapshot
Staff awareness drift	Annual training; induction; Code of Conduct	Low	Micro-learning “five-minute refreshers” termly

15) Governor Oversight – What We Did This Year

- Reviewed and approved the revised policy suite.
- Received **termly anonymised** safeguarding data (themes, timeliness, outcomes).
- Undertook link-governor meeting(s) with DSL; checked MyConcern processes in principle (not case content).
- Monitored attendance and vulnerable groups; discussed equality objectives; checked website compliance pages.

Next steps

- Schedule **two safeguarding link-governor visits** (Autumn/Spring) using Appendix C template.
- Ensure a brief **safeguarding update** is a standing item each FGb.

16) Overall Judgement & Recommendations

Judgement: *Safeguarding is effective.* Leadership oversight is robust; systems are lived and understood; inclusion and Christian ethos shine through daily practice; families are engaged. We are inspection-ready and ESAT-compliant.

Recommendations for FGb approval

1. Approve this Annual Safeguarding & Leadership Review.
 2. Confirm the policy suite and annual review timetable.
 3. Endorse the 2025/26 **action plan** below.
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17) 2025/26 Action Plan (Headline Items)

1. **Deepen pupil voice on safety:** small KS2 groups termly; triangulate with MyConcern patterns.
 2. **Sharpen governor assurance:** two link visits; termly spotlight (attendance + child-on-child themes).
 3. **Parent partnership:** Publish attendance snapshot; online-safety update; “raise a concern” graphic.
 4. **Staff micro-refreshers:** short termly updates (child-on-child, online safety, recording quality).
 5. **Equality objectives:** publish and monitor; report progress termly.
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Appendices (ready to use)

Appendix A – Annual Statutory Checks (tick-list)

- KCSIE read receipt (all staff, governors where applicable)
- Whole-staff safeguarding training completed
- DSL/Deputy DSL training in date
- Safer recruitment training in date (at least one panel member)
- Single Central Record audited
- All safeguarding-related policies ratified and on website
- Website: Complaints, Child Protection summary, RSE statement, Equality objectives live
- Termly anonymised safeguarding report to FGb
- Attendance escalation and LA referral routes evidenced

Appendix B – One-Page Staff Prompt (Display in Staffroom)

- **If worried** → *Act the same day.*

- **Log on MyConcern** (facts, child's words, context).
- **Tell DSL/Deputy DSL** immediately for anything safeguarding-relevant.
- **Do not investigate** or promise confidentiality.
- **Think vulnerable groups** (SEND, CP/CiN, EAL, disadvantaged, attendance risk).
- **Aftercare:** Ask, "Is the child now safer?" If not, escalate again.

Appendix C – Safeguarding Link-Governor Visit Template

- **Focus:** (e.g., attendance as safeguarding / child-on-child patterns)
- **People met:** DSL, Deputy DSL, class staff as relevant
- **Evidence sampled:** (policy alignment, anonymised trend charts, training matrix, website compliance)
- **Findings:** Strengths / Areas to sharpen
- **Actions & by when:**
- **Governor signature / Date:**