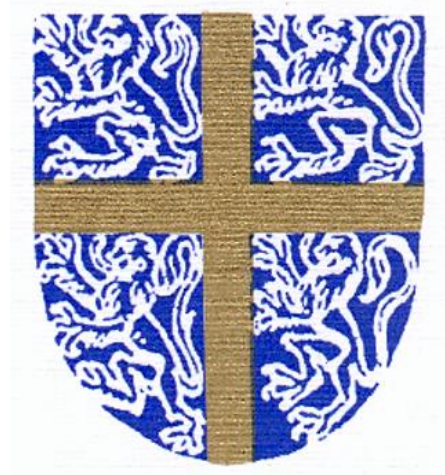


William Cassidi Church of England Primary School

Child Protection Policy Statement

'Life in all Fullness'
(John 10:10)



As a school, we want to provide learners with the very best education. To let them experience life in all its fullness and living with all their heart. Our main core value of love underpins all that we do. Our school is Christ-centred and our core Christian values of love, respect, courage, service and resilience flow through every aspect of school life. It is on this bedrock that we provide an excellent education for our whole school family. We want everyone to be the very best that they can be and to recognise that they are precious, loved and valued.

Purpose and Aim

William Cassidi C. E. Aided Primary School's whole-school Child Protection Policy aims to provide clear direction to staff and others about expected codes of behaviour in dealing with child welfare concerns. The policy also aims to make explicit the school's commitment to the development of good practice and sound procedures to keep children safe in our school.

The purpose of the policy is, therefore, to ensure that our children's welfare is of paramount importance, early and additional help is offered to prevent escalation and where child protection concerns are identified referrals are handled sensitively, professionally and in ways that support the needs of the child's well-being.

Governors and staff are committed within our school to safeguarding and promoting the welfare of children in our care through all our policies, procedures and practices. We expect all our pupils, parents and visitors to share this commitment and understanding.

Introduction

William Cassidi C. E. Aided Primary School fully recognises the contribution it can make to keeping children safe and supporting the pupils in its care. There are four main elements to our school's child protection policy:

1. **Prevention** through: positive school atmosphere, careful and vigilant teaching, pastoral care, support to pupils, providing good adult role models and the identification of early and additional support/services to children and families and recognising and reducing risks to children including harassment, bullying, victimisation, exploitation, radicalisation and issues such as Child Sexual Exploitation, Honour Based Violence, Female Genital Mutilation and Forced Marriage.
2. **Protection** through: following agreed procedures, ensuring all staff respond appropriately and sensitively to child protection concerns and that every member of staff has regular training and updates at least annually and are supported to refer their concerns to the Designated Safeguarding Lead Mrs. Campbell or Deputy Designated Safeguarding Leads: Miss. Raper and Miss. Hill, whom advice may be sought and Mrs. Peters (Governor responsibility) or The Children's Hub (01429 284284) directly IF NECESSARY. In certain specific cases such as Female Genital Mutilation, Radicalisation or Forced Marriage there are SPOCS/named teams and individuals within the police who can be contacted.
3. **Reconsideration** through: following and challenging the progress of new referrals and existing cases to ensure that individual cases are reconsidered if there remains no improvement to a child's circumstances.

4. **Support** through: supporting pupils and school staff and to children who maybe vulnerable due to their individual circumstances.

All Staff have a responsibility to recognise child abuse, neglect and child on child abuse in its many forms. Additional guidance on how our school supports the following areas of need, additional need or harm are either hyperlinked to the areas identified below from Keeping Children Safe in Education 2024 or a named school policy these must be read in conjunction with our Child Protection Policy.

The areas include:

- Bullying including cyberbullying
- Child on Child Abuse
- Children Missing Education
- Children Missing Home or Care
- Child Sexual Exploitation - (CSE)
- Domestic Violence
- Drugs
- Fabricated or Induced Illness
- Faith Abuse
- Female Genital Mutilation (FGM)
- Financial exploitation of children (Home Office guidance 2018)
- Forced Marriage
- Gangs and youth violence
- Gender Based Violence/Violence against Women and Girls (VAWG)
- Hate
- Mental Health
- Missing children and adult strategy
- Private fostering
- Preventing radicalisation
- Relationship abuse
- Sexting guidance from DfE
- Sexual Violence and Sexual Harassment
- Trafficking

In the event of any of these issues being recognised, information should be shared directly with the Designated Safeguarding Leads which may result in the situation being monitored and supported in school or the pupil/s being referred to specific services.

This policy applies to William Cassidi C.E. Aided Primary School's whole workforce.

Framework and Legislation

No schools operate in isolation. Keeping children safe from significant harm is the responsibility of all adults especially those working with children. The development of appropriate procedures and the monitoring of good practice are

the responsibilities of Stockton-on-Tees, which includes the partnership of several agencies who work with children and families across the Borough.

William Cassidi C. E. Aided Primary School is committed to respond in accordance with Child Protection: Stockton-on-Tees procedures <http://www.teescpp.org.uk> and partner agencies in all cases where there is a concern about significant harm.

Significant Harm is defined in The Children's Act 1989 as the ill-treatment (including sexual abuse and physical abuse) or the impairment of health (physical or mental) or development (physical, intellectual, emotional, social or behavioural) as compared to a similar child.

Local Authorities have a duty to investigate (under S47 of the Children Act 1989). Where a Local Authority is informed that there is a child who is living, or is found, in their area and they have reasonable cause to suspect that child is suffering or is likely to suffer significant harm they must make such enquiries as necessary to promote or safeguard the child's welfare. The Children's Hub undertakes this responsibility on behalf of the Local Authority once a referral has been made.

Keeping Children Safe in Education September 2024 contains information on what schools and colleges **should** do and sets out the legal duties with which schools and colleges **must** comply. It should be read alongside Working Together to Safeguard Children 2023 which applies to all the schools, including maintained nursery schools. The Children Act 1989 sets out the Legal Framework.

Roles and Responsibilities for all staff

Safeguarding and promoting the welfare of children is defined for the purposes of this policy as: protecting ALL children from maltreatment and abuse; (including in addition to the four categories of harm, issues such as child sexual exploitation (CSE), Honour Based Violence (HBV) inclusive of Female Genital Mutilation (FGM) and sexual violence, breast ironing, Child on Child Abuse and Forced Marriage, preventing radicalisation and extremism, harassment (including sexual harassment), bullying and victimisation) preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes. Additional emphasis is also placed on the mental well-being of children and child on child abuse.

Everyone who comes into contact with children and their families has a role to play in safeguarding children. Due to the regular contact with children all staff at William Cassidi School hold a particularly important role in safeguarding as we are in a position to identify concerns early, provide help for children and to prevent concerns from escalating. Children can make disclosures or show signs

of abuse at any time and to any individual and safeguarding incidents can occur within schools. Therefore, it is important that ALL staff:

- Ensure that they listen to and reflect on the voice of the child at ALL times and take seriously any concerns raised to them by a child.
- Ensure that they report ANY concerns of harm to any child to the Designated Safeguarding Lead immediately. However, ALL staff can refer their concerns directly to The Children's Hub if necessary and the police in the stated incidents above. They should inform the Designated Safeguarding Lead as soon as possible if they have reported concerns directly.
- Ensure that they record any information shared directly with them by a child or observed/witnessed with the Designated Safeguarding Lead immediately. This could include sharing information on behalf of the Designated Safeguarding Lead with other agencies. All discussions, decisions and reasons for them should be recorded in writing adhering to the school's recording and information sharing policy/ procedure.
- Ensure that they maintain an attitude of 'it could happen here' and report any concerns regarding the behaviour of a child /an adult/staff member in school directly to the Designated Safeguarding Lead/Headteacher.
- Ensure that they feel able to raise concerns about poor or unsafe practices of staff and potential failures in the school's safeguarding regime through whistleblowing procedures and the staff behaviour/code of conduct policy.
- Ensure that they attend regular formal training/updates at least annually to support them in recognising the signs and symptoms of abuse, particularly in support of early identification of needs of children to prevent an escalation of need or risk to the child.
- Ensure that the school has 'Due regard to Prevent' and to assess risk of children and young people being radicalised drawn into extremism (based upon potential risks in local area and that clear protocols in place for all visitors so that views are appropriate and not an opportunity to influence others).
- Ensure there is mandatory reporting to the police in all cases where teachers discover that an act of FGM appears to have been carried out.
- Ensure that staff understand through online safety training the additional risks for pupils online and continue to promote the School's Online Safety Policy in the protection of all pupils.

William Cassidi C. E. Aided Primary School will work with social care, the police, health services and other services to promote the welfare of children and protect them from harm.

The Designated Safeguarding Lead

William Cassidi C. E. Aided Primary School has appointed from our SLT the Head Teacher, Mrs Campbell to be our Designated Safeguarding Lead. The Deputy Designated Safeguarding leads are Miss Raper and Miss Hill.

The Designated Lead has the overall responsibility for safeguarding and Child Protection and has the appropriate authority and training to undertake such a role and is able to provide advice and support to other staff on child welfare and child protection matters. This person is able to take part in strategy discussions and inter agency meetings and to support other trained staff to do so as well as contribute to the assessment of children.

Role of the Designated Safeguarding Lead

At William Cassidi school we have appointed the following Deputy Designated Leads: Miss Raper and Miss Elizabeth Hill who are part of the safeguarding team. The Deputy Designated Leads are trained to the same standard as the Designated Safeguarding Lead. Whilst the activities of the Designated Safeguarding Lead can be delegated to appropriately trained deputies the ultimate LEAD RESPONSIBILITY for child protection will not be delegated and remains with the Designated Safeguarding Lead.

The Designated Safeguarding Lead has a very detailed role (see below)

However, if there is an IMMEDIATE safeguarding concern and the Designated Safeguarding Leads are unavailable please seek immediate support via The Children's Hub (01429 284284)

The broad areas of responsibility for the Designated Safeguarding Leads are identified here:

Manage referrals:

- Refer cases of suspected abuse to The Children's Hub.
- Refer cases to the Disclosure and Barring Service (cases where a person is dismissed or left due to risk/harm to a child); and/or
- Refer to the Police (cases where a crime may have been committed including Sexual Exploitation (VEMT lead), Radicalisation (through the Single Point of Contact for the Channel Panel) Female Genital Mutilation, Forced Marriage, breast ironing, HBV, DV, sexual harassment and sexual violence).
- Support staff who make referrals to The Children's Hub, Channel Panel or Police as appropriate.

Work with others:

- Liaise with the Headteacher or Principal to inform them of issues, especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations.
- As required liaise with the case manager (Headteacher, Principal, or where the Headteacher or Principal is the subject of the allegations the Chair of Governors, Chair of Management Committee or Proprietor of an Independent School) and the DO at the Local Authority for child protection concerns (all cases which concern a staff member)
- Act as a source of support, advice and expertise to staff on matters of safety and safeguarding and when deciding whether to make a referral by liaising with relevant agencies.

Undertake Training:

The Designated Safeguarding Lead and any deputies should receive appropriate training updated every two years. They should undertake prevent awareness raising and in addition to the formal training their knowledge and skills should be refreshed at regular intervals but at least annually so they:

- Understand and keep up with any developments to their role
- Understand the assessment process for providing early help and intervention, for example through locally agreed common and shared assessment processes such as early help assessments (Single Assessment Continuum of Need).
- The Local Assessment Protocol which sits alongside the Continuum of Need and Services
- Have a working knowledge of how local authorities conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so.
- Ensure each member of staff has access to and understands the schools or colleges Child Protection Policy and procedures, especially new and part time staff.
- Be alert to the specific needs of children in need, those with special educational needs and young carers.
- Be able to keep detailed, accurate, secure, written records of concerns and referrals.
- Understand and support the school or college with regards to the requirements of the Prevent duty and be able to provide advice and support to staff on protecting children from the risk of radicalisation.
- Obtain access to resources and attend any relevant or refresher training courses.
- Encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, in any measures the school or college may put in place to protect them.

Raise Awareness:

The designated safeguarding lead should ensure the school's policies are known understood and used appropriately:

- Ensure the school Child Protection Policy is reviewed annually (as a minimum) and the procedures and implementation are updated and reviewed regularly and work with governing bodies or proprietors and the workforce in this regard to ensure its effectiveness. This includes ensuring that all staff receive the policy on their induction.
- Ensure the Child Protection Policy is available publicly and parents are aware of the fact that referrals about suspected abuse or neglect may be made and the role of the school or college in this.
- Link with the SLSCB to make sure staff are aware of training opportunities and the latest local policies on safeguarding.

Child Protection Records:

- Where children leave the school ensure their child protection file is transferred appropriately for any new school or college as soon as possible but transferred separately from the main pupil file. Ensuring secure transit and confirmation of receipt. This may be through an electronic system.

Availability:

- During term time the designated safeguarding lead (or a deputy) should always be available (during school or college hours) for staff in the school to discuss any safeguarding concerns.
- Whilst generally speaking the designated safeguarding lead (or deputy) would be expected to be available in person, it is a matter for individual schools working with the designated safeguarding lead, to consider whether in exceptional circumstances availability via virtual meetings or other such mediums is acceptable.
- The designated safeguarding lead and school should arrange adequate and appropriate cover arrangements for any out of hours/out of term activities.

Responsibilities of William Cassidi C. E. Primary School's Governing Body

Best practice would advise that a Safeguarding Governor at senior board level is appointed to support the Designated Safeguarding Lead in their role from the perspective of ensuring the allocation of funding and resource is sufficient to meet the current safeguarding and child protection activity, challenge the safeguarding activity and ensure both the self-assessment tool and the Designated Safeguarding Lead report demonstrates fully and accurately the safeguarding arrangements and any action to progress areas of weakness or development.

At William Cassidi C. E. Aided Primary School's the senior lead Governor for safeguarding is Mrs Peters.

The role of this individual is to:

- Ensure that governing bodies receive training to clarify their statutory role in keeping children safe to support their quality assurance of those statutory arrangements.

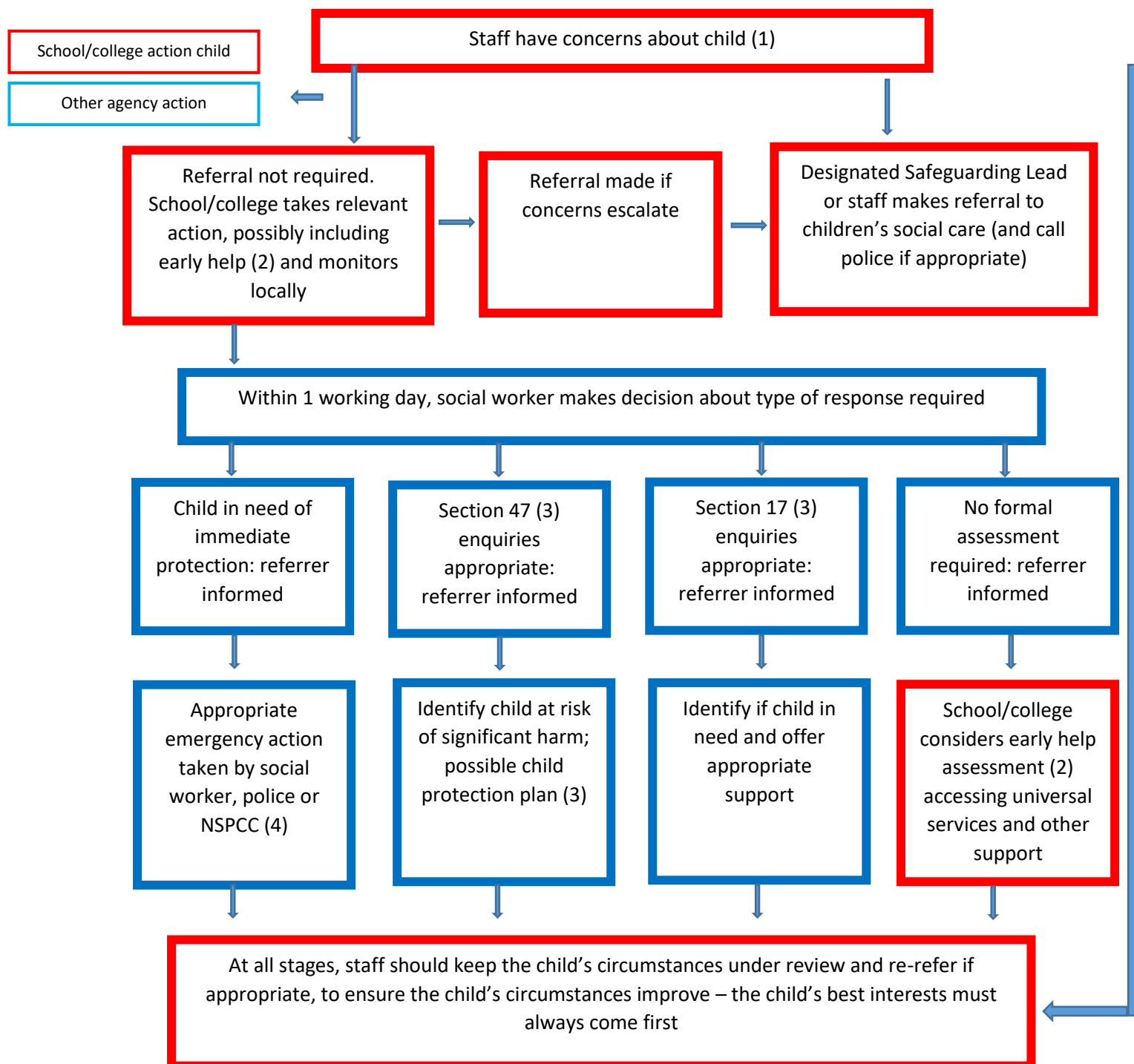
If the Safeguarding Governor is NOT the Chair of Governors it is important to indicate the role of the Chair in Safeguarding, which is to:

- Ensure that they liaise with the local authority and/or partner agencies on issues of child protection and in the event of allegations of abuse made against the Headteacher.
- Ensure that in the event of allegations of abuse being made against the Headteacher where the Headteacher is also the sole proprietor of an independent school, allegations should be reported directly to the Designated Officer (DO).
- Ensure that the appointed member of the Governing Body for Safeguarding holds the Headteacher to account on all matters involving safeguarding through an effective Child Protection Policy that is embedded and followed by the entire workforce in all of the above raised areas.

Information for Parents/ Carers

At William Cassidi School, Governors and staff are committed to safeguarding and promoting the welfare of the pupils/children in our care and will take any reasonable action to safeguarding their welfare. In cases where the school has reason to be concerned that a child maybe suffering significant harm, ill treatment, neglect or other forms of harm, staff have no alternative but to follow Stockton Safeguarding Children Board procedures and inform The Children's Hub or police of their concern.

Actions where there are concerns about a child



The Designated Safeguarding Lead will keep a full record of concerns raised and make referrals to The Children's Hub if necessary.

Complaints / Allegation Management Towards or with a Child or Adult

A Safeguarding complaint involving a member of staff must be reported to the Headteacher immediately. If the complaint involves the Headteacher then the next most senior member of staff must be informed and the Chair of Governors. William Cassidi school's whistle blowing/confidential reporting policies provides guidance to staff and volunteers on how they can raise concerns and receive appropriate feedback on action taken, when staff have concerns about any adult's behaviour.

Training and Support:

All staff members should be aware of the systems within their school which support safeguarding and these should be explained to them as part of their induction into the school to ensure they can discharge their responsibilities effectively. This includes: The Child Protection Policy; Staff Behaviour Policy (sometimes called a code of conduct); Safer Working Practice Document and the Names of the Designated Safeguarding Lead and their deputies.

All staff members should also receive appropriate safeguarding and child protection training which is regularly updated. The governing body in consultation with SSLB will decide the frequency and content of this CPD. In addition, all staff members should receive regular safeguarding and child protection updates as required but at least annually to provide them with relevant skills and knowledge to safeguard children effectively with opportunities to contribute to reviewing and shaping the safeguarding arrangements.

Professional Confidentiality:

Confidentiality is an issue which needs to be understood by all those working with children, particularly in the context of safeguarding. William Cassidi School recognises that the only purpose of confidentiality in this respect is to benefit the child. (Child Protection Tees Local Safeguarding Children Board procedures <http://www.teescpp.org.uk/>).

Record Keeping:

Well-kept records are essential to good safeguarding practice. William Cassidi School is clear about the need to record any concerns, discussions held, decisions made and reasons for those decisions about a child or children within its care. All staff will follow the schools' information sharing and recording policies to ensure recording keeping is compliant.

Safeguarding Recording within our school is through a paper-based system. Following a child leaving our school we follow the appropriate transfer procedures and retention guidelines.

Attendance at Safeguarding Conferences:

In the event of William Cassidi C. E. Aided Primary School being invited to attend child protection conferences, the Designated Safeguarding Lead or deputies will represent the school and/or identify the most appropriate trained member of staff to provide information relevant to child protection conference (initial/review).

Supporting Children:

Our School recognises that children who are abused or who witness violence may find it difficult to develop a sense of self-worth and to view the world in a positive way. William Cassidi School may be the only stable, secure and predictable element in the lives of some of the children in its care. The school, therefore, recognises that such children might exhibit challenging and defiant behaviour and will take careful note of the context of such behaviour.

As an Operation Encompass partner the OE Lead is also the DO, with regards to DV incidents and offer wellbeing checks to our pupils if we are contacted following an incident which has occurred in one of our pupil's homes.

William Cassidi School also recognises that children are capable of abusing their peers. Child on child abuse can take many forms and any concerns raised will be investigated and dealt with appropriately. No child on child abuse should be tolerated or minimised as part of growing up and all those involved will be provided with an appropriate level of support. It is understood that those pupils who have experienced abuse in their own lives may in turn abuse others. This requires a considered and sensitive approach in order that the child can receive appropriate help and support. See Child on Child Abuse policy for detailed information.

Therefore William Cassidi C. E. Aided Primary School will endeavour to support all its pupils through:

- The curriculum to encourage self-esteem, self-motivation, self-protection.
- The school ethos, which promotes a positive, supportive and secure environment and which gives all pupils and adults a sense of being respected and valued.
- Approaches which allow children and young people to develop critical thinking, literacy skills and digital literacy skills.
- A curriculum which explores human rights, equality, democracy and tolerance and prepares children and young people fully for life in modern Britain.
- A coherent management of behaviour and discipline policy & procedures inclusive of the use of reasonable force.

- Liaison with other professionals and agencies who support children and parents.
- A commitment to develop productive, supportive relationships with parents whenever it is in the child's interest to do so.
- The development and support of a responsive and knowledgeable staff group whose role it is to respond appropriately in all safeguarding situations.

William Cassidi C. E. Aided Primary School recognises that, statistically, children with behavioural difficulties and disabilities are the most vulnerable to abuse. School staff who work, in any capacity, with children with profound and multiple disabilities, sensory impairment and/or emotional and behavioural problems will need to be particularly sensitive to signs of abuse. School staff must give consideration to children who are subject to a statement of special needs, an education health and care plan or have a medical condition, as these can mask safeguarding issues and must not be dismissed.

William Cassidi School also recognises that in a home environment where there is domestic violence, drug or alcohol misuse or mental health issues children may also be vulnerable and in need of support and protection.

This policy **MUST** be read in conjunction with other related policies in school.

These include:

- **Robust School Recruitment and Selection Policy** - inclusive of safer recruitment guidance and regulation for example a **single central record** which demonstrates the pre-employment vetting checks for all staff (e.g. identity, professional qualifications, right to work in the UK, further checks on people who have lived or worked outside the UK including recording checks for those EEA teacher sanctions and restrictions), for the workforce who are in regulatory activity (enhanced DBS, children's/adult barred list, prohibition from teaching check, section 128 check) and supervision of those who do not meet this requirement.
- Clear recruitment procedures which embeds safeguarding across every aspect from vacancy to conditional appointments, induction and an on-going culture of vigilance.
- Trained panel members who ensure that the policy works in practice in all recruitment and selection within the school.
- School Staffing (England) Regulations 2009, Regulation 9: require governing bodies of maintained schools to ensure at least one member of a recruitment panel must undertake safer recruitment training to satisfy all requirements in the statutory guidance Keeping Children Safe in Education 2024 and Working Together 2023.
- Schools Human Resources policies and procedures.
- **Staff Behaviour Policy** (code of conduct) The school will ensure that all staff and volunteers are aware of the need for maintaining appropriate and professional boundaries in their relationships with young people and agree

to work within all policies and procedures to safeguard both children and adults.

- The school will ensure that staff and volunteers are aware that sexual relationships with pupils aged under 18 are unlawful and could result in legal proceedings being taken against them under the Sexual Offences Act 2003 (Abuse of Position of Trust).
- Behaviour & Discipline Policy - inclusive of the Use of Reasonable Force/positive handling.
- Anti-bullying Policy/Cyber bullying.
- Online Safety Policy inclusive of appropriate usage documentation (covering the use of mobile phones, cameras and all other technology within the school or setting)
- Inclusion & Special Education Needs Policy.
- The Schools Educational Visits/Off Site Policy (reviewed annually) reflects the consideration we give to the safeguarding of our children both within the school environment and when away from the school when undertaking school trips, visits or pupils being creatively educated.
- Child on Child Abuse Policy.
- Photographic & Digital Imagery Policy with parental consent forms annually signed.
- Administration of Medicines Policy and Procedures with trained staff who manage this.
- Pupils with Medical Needs Policy and implications for your workforce, pupils and partnership with parents.
- Attendance Management Policy- school management for attendance and the partnership with the LA in reporting children missing from education and those deleted from the school's admission register.
- Missing Children Policy - inclusive of runaways, missing, and children missing from education, ensuring appropriate safeguarding responses.
- Complaints and Compliments Policy
- Allegation Management Policy
- Confidentiality and Whistle Blowing Policy.
- Information Sharing Policy (internal and external exchange of information) in conjunction with the GDPR Policy.
- Looked After Children Policy inclusive of named LA teacher whose role is to champion the achievement of LAC in your schools and work closely with the Designated Safeguarding Lead and the Virtual Head Teacher within the LA who has responsibility for the LAC.
- Intimate Care and Care Plan Policy - inclusive of procedure to support pupils who have an accident and either wet, soil or menstruate and need assistance.
- Unaccompanied Travel To and From School procedure to ensure pupils safety.
- Single equality scheme.
- Spiritual, Moral, Social and Cultural Curriculum inclusive of Female Genital Mutilation, breast ironing, Domestic abuse, Child Sexual Exploitation, sexual harassment and sexual violence, Mental Health and Well-being and Fundamental British Values.

This policy has been informed by the following legislation and national & local guidance:

Education Act 2002 Section 175

www.legislation.gov.uk/ukpga/2002/32/section/175

Education (Independent School Standards) Regulations 2014

<http://www.legislation.gov.uk/uksi/2014/3283/schedule/made>

Non-Maintained Special Schools (England) Regulations 2015

<http://www.legislation.gov.uk/uksi/2015/728/made>

Keeping Children Safe in Education 2024

https://assets.publishing.service.gov.uk/media/66d7301b9084b18b95709f75/Keeping_children_safe_in_education_2024.pdf

Children Act 1989/2004

<http://www.legislation.gov.uk/ukpga/2004/31/contents>

Working together to safeguard children 2023

<https://www.gov.uk/government/publications/working-together-to-safeguard-children-2>

Stockton Safeguarding Children Board Procedures

<http://www.teescpp.org.uk>

CP Referral Form

Multi Agency Referral Form to Children's Social Care - most up-to-date online forms available from www.teescpp.org.uk

What to do if you are worried a child is being abused 2015

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf

Data Protection Act 1998

<http://www.legislation.gov.uk/ukpga/1998/29/contents>

General Data Protection Act

April 2018

Sexual Offences Act 2003

<http://www.legislation.gov.uk/ukpga/2003/42/contents>

Safeguarding Vulnerable Groups Act 2006

<http://www.legislation.gov.uk/ukpga/2006/17/contents>

Freedom of Information Act 2000

http://www.legislation.gov.uk/ukpga/2000/36/pdfs/ukpga_20000036_en.pdf

Criminal Exploitation of Children and Vulnerable Adults
Home Office (September 2018)

This Policy will be reviewed annually or in light of any changes in legislation and/or guidance.

This policy must be ratified by the governing body signed/dated by both the Headteacher and Chair.

Policy approved by the Governing Body: April 2025

Date for review: April 2026

Academic Year	Designated Safeguarding Lead	Deputy /deputies	Senior Board lead Safeguarding Governor
2016 - 2017	Mrs. Cornelius	Miss. Raper Mrs. Robertson	Mrs. Chatto
2017-2018	Mrs. Cornelius	Miss. Raper Mrs. Robertson	Mrs. Chatto
2018-2019	Mrs. Cornelius	Miss. Raper Mrs. Gibbs	Mrs. Chatto
2019-2020	Mrs. Cornelius	Miss. Raper	Mrs. Chatto
2020 -2021	Mrs. Cornelius	Miss. Raper Miss. Hill	Mrs. Chatto
2021 - 2022	Mrs. Cornelius	Miss. Raper Miss. Hill	Mrs. Chatto
2022 - 2023	Mrs. Cornelius	Miss. Raper Miss. Hill	Mrs. Peters
2023 -2024	Mrs. Cornelius	Miss. Raper Miss. Hill	Mrs. Peters
2024 - 2025	Mrs Campbell	Miss Raper Miss Hill	Mrs Peters
2025 - 2026	Mrs Campbell	Miss Raper Miss Foster Mr Proud	Mrs Peters

Review Date	Changes made	Ratification Date by Governing Body
October 2018	Updated following recommendations of KCSIE Sept. 2018 and Working Together 2018	21.11.2018
October 2019	Updated following recommendations of KCSIE Sept. 2019	27.11.19

October 2020	Updated following recommendations of KCSIE Sept. 2020	25.11.2020
October 2021	Updated following recommendations of KCSIE Sept. 2021	24.11.2021
October 2022	Updated following recommendations of KCSIE Sept. 2022	30.11.2022
October 2023	Updated following recommendations of KCSIE Sept. 2023	6.12.2023
October 2024	Updated following recommendations of KCSIE Sept. 2024	