



## St Hilary School Visitors Policy and Visiting Speakers Agreement

This policy should be read in conjunction with the following documentation:

- Child Protection Policy and safeguarding procedures
- Single Equalities Policy
- Collective Worship Policy

The following national guidelines should also be read when working with this policy;

- Prevent Strategy HM Government 2015
- Keeping Children Safe in Education DfE 2016
- Working Together to Safeguard Children DfE 2015
- Promoting fundamental British values as part of SMSC in schools 2014

### **1. Introduction**

Visitors are welcomed and encouraged to St Hilary School. They make a contribution to the life and work of the academy in many different ways. However, it is the academy's responsibility to ensure that the security and welfare of its pupils is not compromised at any time.

It is our aim to safeguard all pupils under this academy's responsibility both during school time and in extra-curricular activities which have been arranged by the academy. The ultimate aim is to ensure the pupils attending our academy, can learn and enjoy all experiences, in an environment where they are safe from harm.

It is our objective to establish a clear protocol and procedure for the admittance of external visitors to the academy, which is understood by all staff, governors, visitors and parents and conforms to the latest child protection guidelines.

The academy is deemed to have control and responsibility for its pupils anywhere on the academy site, during normal operating hours, during after school activities and on academy organised (and supervised) off-site activities.

#### **The policy applies to:**

- All teaching and non-teaching staff employed by the academy
- All external visitors entering the academy site during the school day or after school activities (including peripatetic tutors, sport coaches, and topic related visitors e.g. business people, authors, artists etc.)
- All governors at the academy and Trust Directors
- All parents/carers
- All pupils
- Visiting professionals (Including Officers, Directors, Consultants, Inspectors etc)
- Building and Maintenance Contractors

This policy applies equally to all speakers and visitors invited into St Hilary School.

## **2. Visitors invited to the academy**

Advance permission should be granted by the Headteacher, before any visitor is asked to come into the academy. At least 1 week in advance, the Headteacher should be given a clear explanation as to the relevance and purpose of the visit, intended date and time for the visit and if applicable, the checklist (Appendix 1) and Page 1 of Appendix 2 completed, in order to consider granting approval.

- All visitors must report to reception first-they must not enter the academy via any other entrance.
- At reception, all visitors must state the purpose of their visit and who has invited them. They should be ready to produce formal photographic identification to verify their identity.
- All visitors will be asked to sign in.
- All visitors will be required to wear a visitor's badge.
- All visitors will be asked to read the child protection and safeguarding guidance and be made aware of who the DSLs are and how to report any concerns which they may experience during their visit.
- Visitors will then be escorted to the point of contact or their point of contact will be asked to come to reception to receive the visitor. The contact will then be responsible for them while they are on site.
- At no point should a visitor be left on their own with children (if the visitor is meeting a member of staff). The Headteacher should use their professional judgment about the need to escort or supervise visitors throughout their visit.
- In the event of a fire alarm/drill, the visitor should be accompanied to the assembly point- in the bottom playground if in the lower half of the school, and the top playground if in the higher half of the school.
- On departing from the academy, visitors should leave via reception, sign out and return their visitors badge to reception.
- Page 2 of Appendix 2 should be completed, if applicable. Check with the Headteacher.

Visitors whose purpose is to work with pupils in some capacity:

- Visitors may work with pupils in a variety of capacities, for example, to support the delivery of a lesson (normally accompanied by a member of staff), to meet with small groups of students or individuals or alternatively they may be working with a student on a one to one basis (e.g. Children's services or health professionals).
- Staff should ensure all normal visitor policy requirements are followed.
- Any visitor who cannot produce evidence of a successfully clear DBS Check, must not be left alone with pupils at any point. This includes: whole class, small group teaching, one to one interviews of students or escorting by pupils around the building. Regardless, the Headteacher should use their professional judgment about the need to escort or supervise visitors throughout their visit.
- If a visitor has DBS clearance approved by the Headteacher, they may work with pupils unaccompanied. This must be agreed in advance.
- Regular visitors to the academy must have DBS clearance.
- Any visitor delivering a lesson or act of collective worship, must comply with the requirements of the visitor speakers' policy and complete the visitor speakers agreement prior to their visit (Appendix 3 and visitors induction booklet).

### **3. Use of external agencies and speakers**

At St Hilary School we encourage the use of external agencies or speakers to enrich the experiences of our pupils; however we will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our pupils.

We ensure that we do not unwittingly use agencies that contradict each other with their messages or that are inconsistent with, or are in complete opposition to, the academy's ethos and values and fundamental British Values. We must be aware that in some instances the work of external agencies may not directly be connected with the rest of the school curriculum and so we need to ensure that this work will be of benefit to our pupils. The academy will not permit separation by gender at any academy events with the exception of delivery of the SRE curriculum where appropriate.

When considering organising a visitor/speaker, the relevant staff member must complete Appendix 1 and Page 1 of Appendix 2, (in conjunction with the Headteacher), in order to assess and vet the suitability and effectiveness of input from external agencies or individuals to ensure that:

- Any messages communicated to pupils support fundamental British Values and the academy's ethos and values
- Any messages communicated to pupils do not marginalise any communities, groups or individuals
- Any messages communicated to pupils do not seek to glorify criminal activity or violent extremism or seek to radicalise pupils through extreme or narrow views of faith, religion or culture or other ideologies
- Activities are properly embedded in the curriculum and clearly mapped to schemes of work to avoid contradictory messages or duplication.
- Activities are matched to the age and maturity level of the pupils

If the Headteacher of the academy has any concerns during the vetting process, relevant information will be passed onto the Child Protection Board or Police as appropriate.

The member of staff responsible for booking the speaker must ensure the visitor/speaker agreement form (Appendix 3) is read and signed. This needs to be completed, signed and returned to the academy before the visit or presentation can begin.

The member of staff who organised the visitor/speaker should review/evaluate the visitor/speaker by completing Page 2 of Appendix 2. Any concerns should be reported to the Headteacher as the Single Point of Contact (SPoC) or a Designated Safeguarding Lead (DSL) immediately. If concerns are raised, the SPoC/DSL will take action to address the concern in line with the academy's Child Protection Policy. Records will be maintained and necessary parties including the Headteacher, DSL's, Chair of the Governing Body and Safeguarding governor informed.

We recognise, that the ethos of our academy is to encourage pupils to understand opposing views and ideologies, appropriate to their age, understanding and abilities, and to be able to actively engage with them in informed debate, and we may use external agencies or speakers to facilitate and support this.

Therefore by delivering a broad and balanced curriculum, augmented by the use of external sources where appropriate, we will strive to ensure our pupils recognise risk and build resilience to manage any such risk themselves where appropriate to their age and ability; also to help pupils develop the critical thinking skills needed to engage in informed debate.

#### **4. Unknown/uninvited visitors to the academy**

- Any visitor to the academy site who is not wearing an identity badge, should be politely challenged to enquire who they are and what their business is on the academy site. They should then be escorted to reception to sign in and be issued with a visitor's identity badge.
- In the event that the visitor refuses to comply, they should be asked to leave the site immediately and the Headteacher should be informed immediately.
- The Headteacher and/or Deputy Head or deputy DSL will consider the situation and decide if it is necessary to inform the police. If the visitor refuses to leave and/or is deemed to be posing any safeguarding risk to pupils or staff, or becomes abusive or aggressive, the police will be called. This applies equally to parents.

#### **5. Local Governors and Trust Directors**

- All governors have DBS clearance.
- Governors should wear their ID at all times.
- Governors should sign in and out at the school office.
- New governors will be made aware of the policy and should become familiar with its procedures as part of their induction.

#### **6. Contractors (including buildings and maintenance)**

The academy should ensure that any contractor, or any employee of the contractor, who is to work in the academy has been subject to the appropriate level of DBS check. Contractors engaging in regulated activity will require an enhanced DBS certificate (including barred list information). For all other contractors who are not engaging in regulated activity, but whose work provides them with an opportunity for regular contact with children, an enhanced DBS check (not including barred list information) will be required.

Under no circumstances should a contractor in respect of whom no checks have been obtained be allowed to work unsupervised, or engage in regulated activity.

If a contractor working at the academy is self-employed, the academy should consider obtaining the DBS check, as self-employed people are not able to make an application directly to the DBS on their own account.

- Contractors must follow the same procedure for visitors as outlined in section 2 above, including having their identity checked upon arrival.
- Contractors will be expected to adhere to Health and Safety regulations and ensure that safe working practices are followed at all times. A copy of the Health and Safety Policy can be provided upon request from the academy office. It is also available on the policy page of the academy website.
- Contractors on site who are not recognised, or who are not appropriately badged, should be politely challenged and the procedure followed as in section 4 above.
- All contractors are invited to read and sign the Asbestos Management folder upon their arrival at the academy and prior to the commencement of any works.

#### **7. Staff Development**

As part of their induction, new staff will be made aware of this policy and will be asked to ensure compliance with its procedures at all times.

#### **8. Induction**

A full induction will be completed for all regular visitors. This includes students, parent helpers and governors.

**Agreed by the full governing body: Autumn 2016**

## Appendix 1: Checklist for Vetting Visitor Speakers

**Name of Visitor/Speaker:**

**Date checklist undertaken:**

✓	Vetting procedures	Notes
	How did the academy find the visitor/speaker?  Was he/she recommended by a trustworthy person/organisation?	<u>Complete and attach Page 1 of Appendix 2</u>
	Does the academy have the visitor/speaker's CV/biography? Are there any concerns it has raised?	
	Does the visitor/speaker have appropriate DBS checks in place?	
	Does an internet search about the visitor/speaker raise any concerns?	
	Can the visitor/speaker provide references of other schools where he/she has spoken? What is the feedback from those referees?	
	Is it possible to meet with the visitor beforehand? Are there any concerns?	
	Have you discussed the academy's expectations with the visitor/speaker? Do they understand the purpose of their visit and any rules the academy has in place?	

Is the person considered suitable to visit/speak?      Yes                                  No

If no, please state the reason/s for this:

Is a risk assessment, further advice or action required?    Yes                                  No

If yes, please add below or attach further details:

Any other comments/notes:

**Approval provided by the Headteacher:**

**Date:**

## Appendix 2: The aimed impact of visitor speakers

### PAGE 1

#### Visitor/speaker details

<b>Name of visitor/speaker</b>	
<b>Year group(s) addressed</b>	
<b>Nature/topic of the visit</b>	
<b>Date of the visit</b>	

#### Aims of the visit/talk

<b>Aim of the visit (please tick all that apply):</b>	
<input type="checkbox"/>	Improve subject engagement
<input type="checkbox"/>	Raise self-esteem/improve personal or social skills
<input type="checkbox"/>	Improve attitudes to learning
<input type="checkbox"/>	Promote British values
<input type="checkbox"/>	Contribute to the development of spiritual, moral, social and cultural (SMSC) education
<input type="checkbox"/>	Enrich the curriculum
<input type="checkbox"/>	As part of the academy programme for collective worship
<input type="checkbox"/>	Other (please list):

#### Pre-visit assessment

<b>Why do you think that this speaker/visitor is necessary or beneficial? Has the checklist for vetting visitors/speakers been undertaken?</b>

## Post-visit assessment

Reassess the evidence above, including the checklist. Have there been any changes?

What were the pupils' reflections on the visitor/speaker?

Would you recommend this speaker/visitor again? Why or why not?

If there are any concerns of a safeguarding nature, they should be reported to the Headteacher as SPoC or a DSL in their absence immediately.

Signed:

Print name:

Date:

Ensure that a copy of this report is provided to the Headteacher

### **Appendix 3: Visitors and visiting speakers agreement**

We understand the importance of visitors and external agencies to enrich the experiences of our pupils. In order to maintain a clear focus on our main priority of teaching and learning within a safe and protective environment, care must be exercised to respect the diverse views and values of all pupils.

<b>Name of visitor/speaker:</b>	
<b>Organisation:</b>	ST HILARY SCHOOL
<b>Nature/topic of the visit:</b>	
<b>Date of the visit:</b>	

**The visitor/speaker must agree to the following terms and conditions and will be asked to sign an agreement on entry to the school:**

- Any presentation must be appropriate to the age and maturity level of the pupil, parent or staff audience.
- Appropriate dress, language, and behaviour are required by the speaker/visitor at all times.
- The visitor and presentation/ activity must not incite hatred, violence or call for the breaking of the law.
- The visitor is not permitted to encourage, glorify or promote any acts of terrorism (including individuals, groups or organisations that support such acts), extremism or seek to radicalise students through extreme or narrow views of faith, religion or culture or other ideologies.
- The visitor must not spread hatred and intolerance or marginalise any group/s in the community and thus aid in disrupting social and community harmony.
- The content of the speech/presentation or visit must contribute to preparing pupils for life in modern Britain and support the academy's ethos and values.
- The visitor must seek to avoid insulting any faiths or groups, within a framework of positive debate and challenge.
- The visitor is not permitted to raise or gather funds for any external organisation or cause without express permission from the Headteacher.
- The visitor agrees to comply with the academy's Equality and Child Protection Policies and safeguarding procedures.
- Academy staff have the right and responsibility to interrupt, balance or stop the presentation or activity for any violation of this agreement.
- The visitor agrees to be accompanied in the academy at all times (unless appropriate DBS checks and procedures have taken place).

**I have read these guidelines and agree to abide by them.**

**Visiting speaker's signature:**

**Date:**

**Received by the academy (signature):**

**Date:**

**Copies of this agreement should be retained by the speaker and the academy, being provided to the Headteacher**