



Pupil Supervision Policy and Procedures

This policy is the responsibility of the Deputy Head Pastoral to review and update annually, in collaboration with the Director of Boarding and the Heads of Prep and Sixth Form. This is a whole School Policy and as such applies from Minis to Year 13 inclusive.

Scope

This policy provides guidance and procedures for the proper supervision of pupils by staff at Malvern St James. Department of Education guidance states during the time pupils are in school, staff are under a legal duty to exercise reasonable care to ensure that all pupils are kept safe. Teaching and Boarding staff are required to maintain good discipline among pupils and to safeguard their health and safety, whenever they are authorised to be on the school premises or engaged in authorised activities elsewhere.

Introduction

The extent of the supervision is affected by:

- The ages and numbers of pupils supervised;
- Whether they have any physical or mental disability;
- The environment of the school, i.e. particular risks assessed at that location. A systematic approach to safety and risk assessment taking into account reasonable foreseeable risks is actively endorsed.

The School demonstrates

- A systematic approach to safety and risk assessment taking into account reasonably foreseeable risks;
- The School Code of Conduct is discussed with pupils at the start of every year and also in Tutor sessions where they are regularly cross-referenced;
- Staff are aware of their supervisory responsibilities, both in lessons and when the pupils are out of class, and that staff are appropriately trained;
- Risks are kept under review and rules and procedures changed as necessary, especially to meet the needs of particular pupils in specific circumstances;
- Where there has been an accident or incident the circumstances will be fully investigated and current procedures reviewed. Where appropriate measures will be put in place to reduce the possibility of a re-occurrence.

Boarders require additional arrangements for their supervision outside the normal school day. EYFS pupils require additional supervision and protection, both on site and during visits.

The Normal School Day is as follows:

Minis	08:00 – 15:30
Years R - 2	08:20 – 15:05
Years 3 – 4	08:20 – 15:35
Years 5 – 6	08:20 – 16:00
Years 7 - 13	08:20 – 18:00

(Pupils are encouraged to participate in extra-curricular activities and After-School care is provided until 18:00).

The Structure of the School Day can be viewed on Teams

Senior Staff Supervision Times are:

Break	10:00 – 10:20
Lunch time	12:35 – 13:00 13:00 – 13:35
After-school	16:00 - 18:00

Prep/Pre-Prep/Minis Staff Supervision Times are:

Before school	07:45 – 08:20 (08:00 for Minis)
Break	09:50 – 10:20
Lunch time	12:30 – 13:00
Break	13:00 – 13:30
After school	15:05 – 18:00

Supervision whilst travelling to and from School

Parents are responsible for ensuring that their child travels safely to and from school. Pupils are not supervised by a member of staff other than the Driver when travelling on School Minibuses, neither is there MSJ staff supervision on public transport. However, pupils are expected to behave responsibly if travelling to school in this way. We would always investigate complaints about poor behaviour.

In the event of an emergency, day pupils would be sent home early only upon receiving permission from parents.

Staff supervising pupils during out of school hours will make arrangements for meals as relevant, for which a small charge will be incurred, and parents will be informed.

Parents/Guardians are responsible for organising transport of pupils at the beginning and end of each term, liaising with the school's Transport department as necessary. The school can organise taxis if requested to do so and will provide a coach to/from Heathrow at the beginning and end of terms, if it is viable.

MSJ Prep – Pupil Arrival and Departure

Pupils are not allowed on site without supervision and therefore must not arrive at school before this is in place. Day pupils may arrive at school from 07:45 when Reception opens. A member of the Prep staff will be on the front door to welcome them in to Early Birds' Club in Lawnside. This is supervised by a member of the Prep Team and continues until 08:15, when pupils are escorted to their classrooms. Minis arrive at 08:00 and go straight to their classroom.

Pupils may be collected by their parents from a member of staff at the playground gate at the end of the school teaching day. Any pupil who is not collected will automatically be registered into After School Club until their parent / guardian collects them. Parents complete a form at the start of the term selecting collection times for each day, in order that the After School Club staff have a register for each day. The collection times are 15:05, 15:35, 16:05, 17:00 and 18:00. If there is a change to a pupil's collection time, parents inform the Form Tutor or Main Reception, who in turn will inform After School Club staff. Boarders are handed over to a member of the Junior Boarding House Staff at 18:00. Every pupil must sign in and out of school at all times on the Prep sign-out sheets. These are located under the notice board by the entrance to the ground floor Prep area for Minis – Year 2 and Year 6, and on the first floor for Years 3 – 5.

Senior School - Pupil Arrival and Departure

Pupils must sign in and out of the main building at all times during the day.

Pupils are not allowed on site without supervision and therefore must not arrive at school before this is in place. Day pupils may arrive at school from 07:45 when Reception opens, and they are then expected to go straight to their Form room. Younger Boarders arrive in the Main Building accompanied by their House Staff.

Day pupils are expected to leave school by 18:00. If pupils are staying late for a function or activity, this must be arranged with the member of staff responsible. It is the responsibility of the parents to arrange transport for their child after the activity, which must include any advanced booking of accommodation with the Boarding Houses. Arrangements are made to ensure pupils are supervised during play and concert rehearsals, or other events that bring small groups into school out of hours. Members of the PE Department supervise pupils on both home and away matches.

At least one member of the teaching staff is always present on duty during the school day. All members of the teaching staff are expected to take their share of morning, break, lunchtime and after-school supervisory duties.

MSJ Sixth Form - Pupil Arrival and Departure

Sixth Form pupils must sign in and out of the main building at all times during the day.

Sixth Form day pupils are not allowed on site without supervision and therefore must not arrive at school before this is in place. They may go to the Sixth Form Centre or their form room from 07:45 and are expected to leave the building at 18:00.

If pupils are staying late for a function or activity, this must be arranged with the member of staff responsible. It is the responsibility of the parents to arrange transport for their child after the activity, which must include any advanced booking of accommodation with the Boarding Houses. Arrangements are made to ensure pupils are supervised during play and concert rehearsals, or other events that bring small groups into school out of hours. Members of the PE Department supervise pupils on both home and away matches. If pupils are not involved in any of the above activities but wish to remain late in school, they must inform Poulton/Greenslade House Staff and their parents.

Sixth Form pupils may leave the premises if they do not have lessons, after having signed out. They must be on site for morning and afternoon registration, all lessons and school commitments. Sixth Form pupils will not be directly supervised during their free time at school and are permitted to leave school after their afternoon registration, provided they have no further school commitments.

Registration

For all pupils:

- Formal registration of pupils takes place in the morning at 08:20 – 08:25;
- Afternoon registration takes place at the start of Period 7 at 13:35– 13:45;
- Friday Exeat afternoon registration takes place at 13:05 – 13:15.

Additionally, pupils are registered at the beginning of every lesson. Parents are responsible for notifying the school if their child is absent for any reason. The school will always try to contact the parent if a pupil is missing from school without an explanation having been formally received. For further procedures, see the Attendance Policy which is available within the Staff Handbook on Microsoft Teams.

Assemblies

Form Tutors and Heads of Year are responsible for the supervision of pupils in Assemblies.

MSJ Prep- Break and Lunchtime

Morning break takes place at 09:50 – 10:20 in the Prep classrooms and then in the Prep playground, weather permitting. On Exeat Fridays, Break is from 09:30 – 09:50.

There are at least 2 staff members on Break duty at any one time; 1 staff member must have a Level 3 relevant Qualification and 1 staff member must have a Prep telephone available at all times. Furthermore, 1 staff member must be a qualified First Aider and have a suitably stocked First Aid Bag with them. There is a Risk Assessment in place for general playground use.

Procedure for break:

- No pupil from Minis or Year R-3 will be allowed to walk to the playground unaccompanied;
- Pupils are not allowed on the playground until the duty staff are in place;
- No pupil from Minis or Pre-Prep will be sent inside unaccompanied. These pupils may be accompanied by a Skipper, a Buddy or a Captain, or if they are unavailable, another responsible pupil in Year 5 or 6;
- At least one staff member should position themselves to monitor access to and from the playground at all times;
- The other staff member will actively monitor the playground, walking around and remaining aware at all times;
- At end of break, all pupils will be lined up in Ships, having tidied away toys, and are accompanied indoors;
- In the event of an emergency, additional staff members inside should be called immediately;
- One staff member will then supervise the removal of all uninvolved pupils from the playground, whilst the two staff members will deal with the emergency, calling on other staff and following incident procedure as appropriate.

Lunchtimes:

Lunch time is from 12:30 – 13:00 in the Alice Dining Room and Prep Staff will sit with their pupils during this time. From 13:00-13:30 there are 2 staff members on Lunch break duty. There are at least 2 staff members on Lunch break duty at any one time; 1 staff member must have a Level 3 relevant qualification and 1 staff member must have a Prep telephone available at all times. Furthermore, 1 staff member must be a qualified First Aider and have a suitably stocked First Aid Bag with them. There is always a backup member of staff assigned to each day of the week who will be in the downstairs corridor and be able to see the playground, should there be the need for another member of staff on the playground at break or lunchtime. There is a Risk Assessment in place for general playground use.

Procedure for lunch:

- Pupils will not be allowed on the playground until at least two staff members on duty are ready to accompany them;
- No pupil from Minis or Pre-Prep should be sent inside unaccompanied. These pupils may be accompanied by a Skipper, a Buddy or a Captain, or if they are unavailable, another responsible pupil in Year 5 or 6;
- At least one staff member should position to monitor access to and from the playground at all times;
- The other staff member will actively monitor the playground, remaining aware at all times;

- At end of break, all pupils should be lined up in Ships, having tidied away toys, and are accompanied indoors;
- In the event of an emergency, additional staff members inside should be called immediately;
- Two staff members will then supervise the removal of all uninvolved pupils from the playground, whilst the other two staff members will deal with the emergency, calling on other staff and following incident procedure as appropriate.

Senior School and Sixth Form - Breaks and lunchtime

Break times are from 10:00-10:20, except for Exeat Fridays when they are from 09:30 – 09:50.

Lunchtimes are divided into two sittings; 12:35 – 13:00 (Lunch 1) and 13:00 – 13:30 (Lunch 2), with the exception of Exeat Fridays where Lunch 1 is 12:05 – 12:35 and Lunch 2 is 12:35 – 13:05.

All members of the teaching staff are expected to take their share of break and lunchtime supervisory duties. At break time there are at least 2 members of staff on duty and at lunch time there are at least 3 members of staff on duty in the Alice Dining Room and other necessary areas. At lunch there is staff supervision in the Quad when the weather permits. Staff are expected to be proactive in their duties.

MSJ Prep - Supervision during Curriculum Time

For all Curriculum lessons from Minis - Year 6, a teacher (QTS) or a Higher-Level Teaching Assistant (HLTA) is always present. For core subject lessons in Years 5 and 6, there will often be a HLTA with the larger set. Staffing ratios for EYFS are always met with appropriately qualified Early Years staff.

Procedure for Preparatory Curriculum lessons:

- Form Tutors/Assistant Form Tutors register the pupils in the morning and after lunch;
- Teachers register pupils when they first take over responsibility of the class;
- Teachers are responsible for the safety of the pupils within their lessons at all times;
- There is a Risk Assessment in place for general classroom use;
- Risk Assessments for different activities will be completed by the teacher where necessary;
- Pupils in Minis – Year 3 must never be left in a classroom unsupervised, unless there is an existing risk assessment in place to accommodate the need;
- Pupils in Years 4-6 may be left unsupervised in an adjoining room to a qualified teacher as long as the teacher has assessed the risk;
- Teachers must be aware that they will be called to account if a pupil is injured whilst unsupervised.

Pupils are able to learn an instrument with a Peripatetic Music Teacher. These lessons take place either in the Prep Department or the main School building. Pupils from Minis to Year 3 are collected by their Music teacher, however pupils in Years 4 – 6 are allowed to make their own way to their Music lesson, as long as it takes place in the Prep Department in the main School building. If a pupil does not arrive as expected, the Peripatetic Teacher is responsible for contacting the Attendance Administrator, who will follow up the missing pupil. If a music lesson finishes after the end of the school day, the Peripatetic Teacher is responsible for delivering the pupil directly to the After School Club Staff.

In the Prep Department, pupils have the option to wear their P.E kit on P.E days and the majority choose to do this. If they have not come to school in their kit and need to change, then Minis and Pre-Prep pupils are supervised by the class teacher when getting changed and then handed to the PE teacher. Pupils in Years 3 – 6 are collected by the PE teacher, who is responsible for escorting the pupils to the Sports Centre where they change. All PE staff are responsible for escorting pupils back to the class teacher at the end of the lesson.

In the event that a teacher is ill or unavailable to teach their class or fulfil Form Tutor responsibilities, another teacher from the Prep Department or a HLTA will cover. If neither is available, cover will next be sought from the Cover Rota of Senior School staff. In instances where cover is planned in advance, a supply teacher will be brought in to cover that class where deemed necessary.

Pupils in Years 3 - Year 5 are allowed to move around the Prep Department within the main school building in pairs when walking to their cubbies or to another classroom for a lesson for example. Pupils in Year 6 are allowed to walk in pairs to a lesson outside of the Prep Department, but on the main school site. If there is any change to the numbers or pupils in the class or any handover information the subject teacher needs to know, the Form Tutor will communicate this on the 'All Teaching Staff in Prep' Teams chat prior to the lesson.

Senior School - Supervision during Curriculum Time

A teacher must always be present in lessons. If pupils arrive at a lesson and the teacher fails to arrive after 5 minutes, it is essential that the pupil notifies a member of staff either in the Attendance/School Office or on Reception. In the event that a teacher is unavailable to teach their class, another teacher from the Senior School will cover classes in Years 7 - 11. Sixth Form classes will be set work and are expected to complete it independently and without specific cover supervision.

If a pupil becomes unwell and cannot participate in the lesson, she must notify the class teacher before going to the Health and Wellbeing Centre. The Health and Wellbeing Centre will contact the Attendance Administrator to inform the relevant staff.

Lessons off the Main School site

Year 7 must have completed their Road Safety training before they are allowed to cross the road to the Music Department (Avenue) and the Sports Centre. Pupils in Years 7 and 8 must always go along the prescribed route. All pupils are made aware of personal safety and how they must behave, via year group assemblies, tutor briefings and PSHEEC lessons.

Extra-curricular activities post lesson time

MSJ Prep

Pupils attending After School Club are registered by the relevant After School Club Leader. After School Club Leaders are responsible for ensuring pupils are collected by or escorted to the staff member of any extra-curricular activity a pupil is involved in. All staff running extra-curricular clubs must register pupils; registers for clubs can be found on the Prep Notice Board in the downstairs corridor.

After School Club staff responsible for EYFS pupils must hold a relevant Level 3 qualification. All ratios for EYFS pupils are met as defined in section 3.4 of the Statutory Framework for the Early Years Foundation Stage, published March 2014. At least half of all After School Club staff will hold a relevant, equivalent Level 3 qualification. After School Club staff on the downstairs corridor and on the upstairs corridor will have a device on each floor, so as they can receive messages from Main School Reception about any amendments to collection times. They will also have a phone on each floor for emergencies, which will be taken outside should they go out. When Year 6 pupils are outside of the Prep Department in their classroom for Homework Club, the After School Supervisor will have a phone on them for emergencies. After School Club staff will be aware of the location of pupils in After School Club at all times. Pupils in Minis – Year 3 will never be left in a classroom unsupervised. Pupils in Years 4-6 may be left unsupervised in an adjoining room to an After-School Club Leader as long as the Leader has assessed the risk. After School Club staff are responsible for the safety of the pupils in their care and will be called to account if a pupil is injured whilst unsupervised. There are risk assessments in place for general classroom, ICT Suite and playground use.

Procedure for MSJ Prep After School Club Supervision

Inside:

- Every pupil must be signed into the relevant After School Club register if they have not been collected by a parent from their teacher;
- After School Club staff will be given responsibility for different year groups;
- Every pupil must be signed out of After School Club when they leave to attend an extra-curricular activity or to go home. In addition, After School Club staff should remind pupils to sign out of school;
- If a pupil returns to After School Club after an extra-curricular activity, they must then be signed back in to After School Club.

Outside:

- No pupil is to be on the playground unsupervised
- After school club staff wishing to take their pupils on the playground must first inform other after school club staff that they will be going outside and go out in pairs so that there are two members of staff on the playground.
- After school club staff outside should actively monitor all pupils at all times. Before returning inside, after school club staff must line all pupils up and register them to ensure all pupils are there.
- No pupil from Minis or Pre-Prep should be sent inside unaccompanied. These pupils may be accompanied by a Skipper, a Buddy or a Captain, or another responsible pupil from Year 5 or 6.

Senior School

Pupils in Years 7-11 complete their post 16:00 activities sheet each morning during registration and these are given to the Attendance Administrator, who will update them during the day and gives them to the 16:00 duty team. Copies are also available in the Library. These are used by the duty team staff to check the whereabouts of the pupils. Those pupils who are not attending a club must register in their allocated supervised prep rooms. All information is added to SOCS for a full record of each pupil's whereabouts

All staff running extra-curricular clubs will register pupils. This enables the team leader for Prep duty each evening to check the whereabouts of each pupil. House staff must post a list of pupils who have returned to the House on the Duty Team chat.

Privileges

Pupils in Years 10 and 11 may go "up town" after 16:00 in accordance with the privileges shown in Appendix 1; they must be in groups of a minimum of 3 and only with parent and staff permission.

Bus Duty

After School Club staff escort Prep department pupils to their buses at 18:00 and ensure they are safely seated on the correct bus. If pupils are going home on the 16:00 bus, they are collected from the Prep Department by the Minibus Driver and handed over by an After School Club member of staff.

Pupils are allowed to leave their Activity or Prep at 18:00. Minibuses will **not** leave before 18:05.

The Minibus Driver is responsible for ensuring that all expected pupils have arrived and that all pupils have their seat belts fastened before the vehicle starts moving.

Medical Support

When a pupil is unwell, they must notify a member of staff before going to the Health and Wellbeing Centre.

Prep pupils are always accompanied by a member of staff to the Health and Wellbeing Centre. Pupils in Years 7 and 8 should be accompanied by another pupil.

There is a qualified healthcare professional on duty throughout the day in the Health and Wellbeing Centre who is available to administer first aid, to deal with any accidents or emergencies, or to help if someone is taken ill. Furthermore, a number of Teaching and Operations staff are trained and qualified as First Aiders.

The names of First Aiders are saved on Smartlog and displayed in departments around the school. The Health and Wellbeing Centre must be notified of any change to the list. In addition, in the Preparatory Department there is always a qualified paediatric First Aider on duty whilst Reception children are in school and on school trips. First aid boxes are in all potentially high-risk areas and Boarding Houses. The School Nurses regularly check and replenish the first aid boxes.

Unsupervised access by pupils

We ensure that pupils do not have unsupervised access to potentially dangerous areas, such as the Swimming Pool, the Science Laboratories, the Design Technology and Food Science rooms etc. Doors to these areas are always locked when not in use. All flammables are kept securely locked in appropriate storage facilities. Pupils do not have access to the Kitchens and Workshop areas of the school. Pupils are expected to follow all reasonable instructions given to them by teachers or by qualified leaders in adventurous activities.

Weekends

Pupils may be required to come into school at the weekends to take part in various activities. The member of staff responsible for the activity must be responsible for the pupils in their care.

A member of the Senior Leadership Team is always on call for emergencies during term time and the details are posted on the Staff Room notice board, in the Staff Shared Resources Team and on the SOCS calendar.

Security, access control and workplace safety

We have CCTV cameras covering the main entrance used by visitors, the pedestrian and vehicle gates, and the entrances to all other school buildings. We do not have CCTV cameras covering any internal corridors not directly leading to an external access.

We have notified the Information Commissioner that Malvern St James School operates a CCTV system for the prevention and detection of crime and for the protection of pupils, staff and visitors. In accordance with the law, we do not use CCTV for any other purposes, nor provide images to any third party, save to law enforcement bodies. We conduct an annual audit and review of our use of CCTV, and display signs at our entrances, warning of its usage. We do not have main monitors but a web-based system that can be accessed only by the Bursar, the Head of Estates and the IT Manager. Satellite monitors covering the front door and the pedestrian and vehicle gates only are in Reception, facing the Receptionist.

Supervision during Educational Visits

The arrangements for the supervision of pupils during educational visits and trips out of schools are described in our Educational Visits Policy which is accessed via the Staff Handbook on Microsoft Teams - Shared Staff Resources – Home Tab. Arrangements for the supervision of EYFS children on visits are also described in our Policy for Educational Visits.

School Holidays

There may be occasional circumstances when pupils come into school to undertake some activity under the close supervision of a member of staff during the school holidays. Pupils must sign in and out at Reception and report to the staff member.

During the holidays there is always a member of Senior Leadership Team (SLT) on-call. For trips that take place in the holidays, one member of SLT is on-call for the duration of the trip. In addition, the DSL (Deputy Safeguarding Lead) or a Deputy DSL is on-call for safeguarding issues that may occur.

Supervision of Boarders

Boarding pupils must sign in and out of their Boarding Houses at all times.

Boarders are at all times under the responsibility of an identified member of staff who is suitably qualified and experienced. Staff are on duty in boarding houses at all times when boarders are in the House. Boarders are able to call on a member of staff at any time if necessary.

House Staff must know the whereabouts of boarders (or how to find their whereabouts) in their care at all times. Boarders' mobile numbers are recorded by House Staff. The signing in and out registers are monitored regularly by House Staff. There is a procedure that must be implemented if a boarder is missing which is on display in all of the Boarding House offices.

Boarders in Years 3-11 are registered in Houses or the dining room for breakfast and by Boarding Staff in the Dining Room during supper. Years 3-10 are then escorted to their Boarding Houses and Year 11 may return to the boarding House in groups unescorted. In all Houses a night check occurs in every house each evening at bedtime.

Sixth Form boarders must be registered during supper and must return to their Boarding Houses by 21:45 on weeknights and 22:30 (Prefects 2245) on the weekend. If they intend to miss the supper registration, they must inform House Staff of their plans.

Pupils in Years 11 – 13 may work in the Main Library, IT Suite, Drama Centre or Art Studio unaccompanied in the evenings, but should let the boarding staff know their whereabouts and must return to House by the curfew imposed. On these occasions, pupils should be signing in and out of the Main Building as they do during the school day.

During the weekend boarders in Year 7-11 may go "up town" but must be in groups of a minimum of three and only with House Staff permission. Additionally, boarders in Years 10-11 may take the train to Worcester in groups of a minimum of three but must have parental and House Staff permission.

Sixth Form boarders may go out in Malvern during their free time. In the evenings they must go with at least one other person. Additionally, they may go to Worcester or Birmingham during the weekend with parental and House Staff permission.

During the weekend all Houses check on all boarders' whereabouts during the day.

Boarders who are unwell are taken to the Health and Wellbeing Centre and are then under the supervision of the Health Centre.

Staff Induction

All new members of the teaching and support staff with relevant responsibilities receive a thorough induction into the school's expectations of the appropriate levels of pupil supervision. Guidance is given on areas within the buildings and grounds that should be regularly checked when on duty outside normal lesson times and is available in the Staff Handbook.

Other relevant policies

- Educational Visits Policy;
- Health and Safety Policies;
- Attendance Policy (including Missing Pupils' Procedure);
- Physical Contact and Reasonable Force Policy;
- Staff Behaviour Policy and Code of Conduct;
- Safeguarding Policy;
- Preventing Extremism and Radicalisation Policy.



Privileges for Year 7 - 13 during the School day

Year 7

Can cross the road to the Sports Centre in pairs, without an adult, once they have had their Road Safety Training

Can walk up to Avenue, without an adult, once they have had their Road Safety Training

Year 8

Can cross the road to the Sports Centre without an adult, once they have had their Road Safety Training

Can walk up to Avenue without an adult, once they have had their Road Safety Training

Year 9

After exams in the summer term, pupils can go 'up town' with parental permission and at the discretion of their Head of Year between 16:00 and 17:15, in groups of three. **No more than once a week.**

Year 10

Can go back to the Boarding House twice a week at 16:00

Can go 'up town' twice a week with permission from the Head of Year; 16:00 to 17:30, then must return to School or Boarding House

Gym access: all pupils 16:00 to 17:15 with a gym pass from the Head of Year

Year 11

Can go back to the Boarding House each day at 16:00

Can go 'up town' on weekdays; 16:00 to 17:45 with permission from the Head of Year, then must return to School or Boarding House

Gym access: all pupils 16:00 to 17:15 with a gym pass from the Head of Year

Sixth Form

Can go back to Greenslade to work during the day

Can go 'up town' in the day during free time

Can go out for meals during the week

Can have one glass of wine at School events

Internet is not switched off in the evenings

Gym access for all pupils with a gym pass, when free from School commitments and allowable via Main Entrance

Can leave School after afternoon registration, provided all School commitments have been fulfilled

Y13 may attend afternoon registration in their Boarding House

Authorised by Governors of Malvern St James Girls' School

Signature

A handwritten signature in black ink, appearing to be 'G.M.', is centered in the signature field.

Date 19 June 2024

Effective date of the Policy 19 June 2024

Review date Summer Term 2025