# Interviewing the headteacher

Possible questions to consider – this is not a definitive list.

* Do they have a clear overview of safeguarding procedures and practice?
* How well do procedures for safe recruitment and vetting of staff take account of the DCSF and any other local guidance?
* Have appropriate steps been taken to ensure that the staff are recruited safely?
* Are the policies and procedures adopted by the governing body fully implemented and followed by staff?
* What is the quality of support provided for the designated member of staff? Has the designated person appropriate seniority? How are they held to account? Have sufficient time and resources been allocated to the designated person and other staff to discharge their responsibilities, including taking part in inter-agency assessments and meetings?
* How do they ensure that appropriate training is in place for staff and other relevant adults?
* What are the procedures for managing allegations or concerns about safeguarding regarding staff? Do these come directly to the headteacher?
* Are all cases referred to the Independent Safeguarding Authority if a person ceases to work in a school and there are grounds for believing they may be unsuitable to work with children, or may have committed misconduct?
* Who is responsible for ensuring that risk assessments are carried out, not only in relation to school activities, but in admitting or re-admitting pupils with behaviour that could place themselves or others at risk? How effective are these arrangements?
* Have safeguarding complaints or concerns been made to the headteacher and have they taken effective steps to address these?

How do they ensure that all staff and volunteers feel able to raise concerns about unsafe or poor safeguarding practice?