ST CHAD'S ACADEMIES TRUST

SAFEGUARDING POLICY STATEMENT

November 2022

In line with Keeping Children Safe in Education 2022

St Chad's Academies Trust is wholly committed to ensuring that all are cared for in a safe and secure environment. To fulfil this commitment, rigorous safeguarding arrangements are in place.

The St Chad's Academies Trust Executive Board understands the safeguarding responsibilities placed upon the Trust as outlined in Keeping Children Safe in Education (KCSIE) 2022

Overview

Each academy maintains a local policy regarding safeguarding. This outlines how each school delivers safeguarding at a local level and is reviewed on an annual basis by the Local Academy Committee. As St Chad's Trust serves schools in seven local authority areas, we have a duty to match the academy's safeguarding policies to their Local Authority Safeguarding Board requirements.

This document provides the Safeguarding Policy statement for the whole Trust and is the policy against which each local school is delivering. This policy is also reviewed on an annual basis by the Trust Board and disseminated to local schools through the Local Academy Committee for each academy.

Our Safeguarding Policy Statement sets the standard for local safeguarding policies to ensure all the Trust academies:

- have at least one Designated Safeguarding Lead (DSL) and at least one Deputy Designated Safeguarding Lead who share overall accountability for safeguarding in their school. Their names are clearly displayed for staff, pupils, and visitors to see. In accordance with KSCIE (2022), training for DSLs is formally refreshed every two years, and updated at least annually.

- review and scrutinise Safeguarding through their own internal systems and QA these through the monitoring systems of the Local Academy Committee.

- have in place safeguarding arrangements which are described in the local policy and are designed to take account of all possible safeguarding issues including Child Sexual Exploitation (CSE), Child Criminal Exploitation (CCE), FGM (Female Genital Mutilation), child-on-child) abuse, and Preventing Radicalisation - **See Annex B KSCIE 2022 for full list.**

- adhere to safer recruitment practices, ensuring that there is always at least one member of staff in every recruitment process who has up to date safer recruitment training. We also strongly recommend that other people involved in the recruitment process have also undertaken safer recruitment training.

- record, monitor and review child protection, safeguarding and pastoral/ welfare issues through local systems which culminate in accurate reporting and external scrutiny arrangements.

- have arrangements for working together with other agencies and for sharing information with other professionals.
- take account of their local authority's procedures and practices
- ensure that local Safeguarding Policies are linked to policies on Behaviour, Positive Handling,
- Attendance, Prevent, Online Safety / E-Safety and Whistleblowing
- embed a culture where the voice of the child is paramount
- provide appropriate supervision and support for staff including undertaking safeguarding induction and training and local in-school opportunities for the debriefing of staff.
- This includes reading 'Keeping Children Safe in Education (2022) [Part One]; and school leaders and staff that work directly with children should also read Annex B, the Child Protection Policy, the Staff Code of Conduct, the Behaviour Policy, and the school's procedures for Children Missing in Education.
- follow clear policies for dealing with allegations against people who work with children
- have clear procedures in place to handle allegations of abuse against children
- teach children the skills they need to help safeguard themselves, including online safety through
- teaching and learning opportunities as part of a broad and balanced curriculum.
- put in place appropriate safeguarding responses to children who go missing from education.
- fulfil all statutory responsibilities in respect of safeguarding and promoting the welfare of children.

Policy Consultation and Review

All local policies are made available on each academy's website. This policy statement is made available on the St Chad's Trust website. Hard copies of policies are also made available on request from each school office.

We recognise the expertise our staff build by undertaking robust safeguarding training and managing safeguarding concerns on a daily basis. We therefore invite staff to contribute to and shape this policy and associated safeguarding arrangements.

The policy is communicated to all staff at induction alongside a Staff Handbook / Code of Conduct, Behaviour Policy, and Attendance Policy. In addition, all staff are provided with Part One of the Department for Education's statutory safeguarding guidance "Keeping Children Safe in Education (2022).

We recommend all members of the LAC read **the whole of KCSIE**. This is because the board as a whole is responsible for safeguarding, and making sure their school's policies, procedures and training are compliant. To comply with the updated statutory guidance, it is essential that all LAC members complete Part Two of KCSiE 2022, "The management of safeguarding." This sets out the responsibilities of LACs, so this is essential in ensuring they have the knowledge to "provide strategic challenge to test and assure themselves that the safeguarding policies and procedures in place in schools and colleges are effective.'

All staff working in our academies are expected to read and sign that they have read all information

provided to them around keeping children safe on an annual basis and in line with any national legislative guidance.

Local policies for Safeguarding will be reviewed on an annual basis by each school's Local Academy Committee. Each academy has a named link Governor for Safeguarding. The link Governor reviews the Safeguarding arrangements for the academy on a termly basis.

Purpose and Aims

The purpose of each academy's safeguarding policy is to ensure every child who is a registered pupil at one of our schools is safe and protected from harm. This means we will always work to:

Safeguarding and promoting the welfare of children is defined for the purposes of this guidance as:

Source: KCSIE 2022

- protecting children from maltreatment;
- preventing impairment of children's mental and physical 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.

Children includes everyone under the age of 18.

This policy statement sets out the purpose, aims and ethos of Safeguarding across our Trust. Each academy within our Trust will have a specific local policy to give clear direction to staff, volunteers, visitors and parents about expected behaviour, internal and external systems and our legal responsibility to safeguard and promote the welfare of all children within our schools. Our Trust fully recognises the contribution it can make to protect children from harm and supporting and promoting the welfare of all children who are registered pupils at one of our schools. The elements of our policy are prevention, protection and support.

We recognise that our safeguarding responsibilities are clearly linked to our responsibilities for ensuring that appropriate safeguarding responses are in place for children who are absent from our schools, or who go missing from education, particularly on repeat occasions. Our academies therefore ensure that there is a consistent joined-up approach to safeguarding and attendance. This policy statement applies to all pupils, staff, parents, governors, volunteers and visitors in schools across our Trust. All pupils, staff, parents, local academy committees, volunteers and visitors in individual schools should refer to the local policy on safeguarding held at those schools within our academies (7 local authorities).

St Chad's Academies Trust Ethos

- The child's welfare is of paramount importance. Our Trust will establish and maintain an ethos where pupils feel secure, are encouraged to talk, are listened to and are safe.

- Safeguarding is everybody's responsibility. We recognise thar staff across our Trust and at our schools play a particularly important role as they are in a position to identify concerns early and provide the required help to prevent concerns from escalating. When concerned about the welfare of a child, staff members must always act in the best interests of the child.

- All staff and regular visitors to our schools will, through training and induction, know how to recognise indicators of concern, how to respond to a disclosure from a child and how to record and report this information. We will not make promises to any child and we will not keep secrets. Every child will know what the adult will have to do with any information they have chosen to disclose.

- There is clarity around local systems, and these are communicated regularly and effectively to all members of the school communities. Academies are expected to complete the Trust's Safeguarding Audit in partnership with their Safeguarding Governor. This is submitted to the Trust by the end of the Autumn term. Spring and Summer Trust audits are completed by the Safeguarding LAC member and Headteacher/DSL of the school. These are used to aid discussions at the termly LAC meetings and are submitted termly to the trust on a termly basis.

- Audits of the Single Central Record are undertaken twice a year by the Trust's compliance officer. All academies receive an audit report with areas for action.

- In order to ensure that the Trust and academy leaders are confident that policies, procedures and training in all academies are in place, complying with statutory requirements, the Trust commissions an external safeguarding specialist consultant to undertake an annual Safeguarding review. This model enables academies to devise a safeguarding action plan based on quality information and a secure evidence base. Key priorities from the Safeguarding Audit and the Safeguarding Review are followed up in subsequent SIP visits, by the Trust's compliance officer, and termly Trust RAB meetings. This rigorous process clearly demonstrates that the Trust and academies take safeguarding very seriously and have measures in place to ensure compliance and a safe environment for **all** the children in our care.

- The curriculum in each school provides activities and opportunities for children to develop the skills they need to identify risks and stay safe. This will also be extended to include material that will encourage our children to develop essential life skills. Teaching pupils about how to stay safe and behave online, including identifying risks and how and when to seek support is crucial.

- Our academies will work in partnership and endeavour to establish effective working relationships with parents, carers and colleagues from other agencies to ensure information is shared appropriately and in a timely manner to keep our children safe.

- Staff within our academies will be trained to recognize potential risk factors and know where and how to refer if they are concerned. Staff are aware of the need to recognize risk related to children who are disabled and have specific additional needs; have special educational needs (whether or not they have a statutory education, health and care plan); are young carers; are showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups; are frequently missing/goes missing from care or from home; are misusing drugs or alcohol themselves; are at risk of modern slavery, trafficking or exploitation; in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health problems or domestic abuse; have returned home to their family from care; are showing early signs of abuse and/or neglect; are at risk of being radicalised or exploited; are privately fostered.