



St Chad's
Academies Trust

Safeguarding Policy Statement

Children first: in the footsteps of St. Chad

As we follow Christ in the footsteps of St. Chad, we seek to be servant leaders who have a desire to see all those, within our Trust family, truly flourish both spiritually and academically

Document information

Document title	Safeguarding Statement		
Owner	Compliance		
Version	4.0	Status Pending	Final
Last updated	21 August 2025	Last updated by	Trust Compliance Officer
Approved on	Pending	Effective from	1 September 2025
Purpose	This policy applies to all employees across the organisation to ensure robust child protection measures are in place to protect children from exploitation in any form, including abuse, neglect, and trafficking.		
This policy links to:	KCSIE 2025 The Academies Child Protection Policy The Academies Staff Code of Conduct The Academies procedures for Children Missing in Education Safer Recruitment Policy		

Contents

1	Table of Substantive changes from previous version	4
2	Introduction	5
3	Purpose and Aims	5
4	Scope	6
5	St Chad's Academies Trust Ethos	8
6	Policy Consultation and Review	9
7	Trust safeguarding Team	9

2 Introduction

- 2.1 St Chad’s Academies Trust (‘the Trust’) is committed to ensuring that it provides a strong infrastructure to enable our academies to flourish and improve. The Trust recognises that its leaders and colleagues are central to this success and greatly values their commitment and contribution.



- 2.2 The core values of the Trust form the basis of all discussions with colleagues. We expect all colleagues of St. Chad’s Academies Trust to respect and model these values.
- 2.3 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, St Chad’s Academies Trust take seriously it’s duty to safeguard and instils the ethos that safeguarding and promoting the welfare of children is everyone’s responsibility.
- 2.4 The Trust Board understands the safeguarding responsibilities placed upon the Trust as outlined in Keeping Children Safe in Education (KCSIE) 2025

3 Purpose and Aims

- 3.1 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 directions to colleagues, volunteers, visitors and parents about expected behaviour, internal and external systems and our legal responsibility to safeguard and promote the welfare of all pupils within our academies. 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 academies. The elements of our policy are prevention, protection and support.
- 3.2 We recognize that our safeguarding responsibilities are clearly linked to our responsibilities for ensuring that appropriate safeguarding responses are in place for pupils who are absent from our academies, 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, colleagues, parents, C/LAC members, volunteers and visitors in academies across our Trust. All pupils, colleagues, parents, C/LAC members, volunteers and visitors in individual academies should refer to the local policy on safeguarding held at those academies.

- 3.3 The purpose of each academy’s safeguarding policy is to ensure every child who is a registered pupil at one of our academies is safe and protected from harm.
- 3.4 Safeguarding and promoting the welfare of children is defined for the purposes of this guidance (Source: KCSIE 2025)
- 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 include everyone under the age of 18.

4 Scope

- 4.1 Each academy maintains a local policy regarding safeguarding. This outlines how each academy delivers safeguarding at a local level and is reviewed on an annual basis by the Combined/Local Academy Committee. As St Chad’s Academies Trust serves seven local authority areas, we have a duty to match the academy’s safeguarding policies to their Local Authority Safeguarding Board requirements.
- 4.2 This document provides the Safeguarding Policy statement for the whole Trust and is the policy against which each local academy is delivering. This policy is also reviewed on an annual basis by the Trust Board and disseminated to our academies through the Combined/Local Academy Committee for each academy.
- 4.3 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 shares overall accountability for safeguarding in their academy. Their names are clearly displayed for colleagues, pupils, and visitors to see. In accordance with KSCIE (2025), training for DSLs is formally refreshed every two years, and updated at least annually.
 - Review and scrutinise Safeguarding through their own internal systems and quality assurance through the monitoring systems of the Combined/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 2025 for full list.)
 - Adhere to Trust 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.
 - As outlined above, meet statutory requirements in relation to Disclosure & Barring Service as outlined in Keeping Children Safe in Education 2025. All colleagues, members, Trustees, C/LAC members, and volunteers who meet the ‘regulated activity test’ are required to undergo an enhanced DBS and online check prior to employment or engagement. Each Academy’s Single Central Record (SCR) details

safer recruitment checks and DBS information.

- The Trust is committed to creating a culture of safe recruitment and, as part of this, adopts consistent recruitment procedures across all its academies that help deter, reject or identify people who might present a risk to children. Ensure all recruitment processes act reasonably in making decisions about the suitability of any prospective member of staff based on relevant checks and evidence, including criminal record checks, enhanced DBS checks, barred list checks, online and prohibition checks, medical suitability and childcare disqualification checks, together with references and interview information.
- Adherence to the Trust Safer Recruitment panel where there is trace information received at appointment and/or renewal on the DBS certificate.
- 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 including
 - Behaviour
 - Positive Handling
 - Attendance
 - Prevent
 - Online Safety / E-Safety
 - Whistleblowing
- Embed a culture where the voice of the child is paramount
- Provide appropriate supervision and support for colleagues including undertaking safeguarding induction and training and local in-school opportunities for the debriefing of other colleagues.
- All colleagues should receive appropriate safeguarding and child protection training (including online safety which, amongst other things, includes an understanding of the expectations, applicable roles and responsibilities in relation to filtering and monitoring (see KCSIE 2025 Paragraph 140 for further information) at induction, and below Online Safety. The training should be regularly updated. In addition, all colleagues should receive safeguarding and child protection (including online safety) updates (for example, via email, e-bulletins, and staff meetings), as required, and at least annually, to continue to provide them with relevant skills and knowledge to safeguard children effectively.
- All training is recorded on the Trust Compliance system and the monitoring of this managed at Finance, Risk and Audit committee.

Online Safety

Online safety and protecting learners from potentially harmful and inappropriate online material forms part of each academy's approach to safeguarding, including policies, curriculum, staff training, roles and responsibilities of the Designated Safeguarding Lead and parental engagement. All academies have filtering and monitoring systems in place, which meet DfE filtering and monitoring standards. This includes:

- Identifying and assigning roles and responsibilities to manage filtering and monitoring systems
- Reviewing filtering and monitoring provision regularly
- Blocking harmful and inappropriate content without unreasonably impacting teaching and learning
- Having effective monitoring strategies in place that meet safeguarding needs

- Ensure that C/LAC members and Trustees receive appropriate safeguarding child protection training at induction, and then at regular intervals.

- All colleagues and school leaders that work directly with children should also read:
 - Keeping Children Safe in Education (2025) [Part One]
 - The Child Protection Policy
 - The Staff Code of Conduct
 - The Behaviour Policy, and
 - The academies 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.

- Adhere to guidance set out in the Equality Act 2010.

5 St Chad's Academies Trust Ethos

- 5.1 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.

- 5.2 Safeguarding is everybody's responsibility. We recognize that colleagues across our Trust and at our academies 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, colleagues must always act in the best interests of the child.

- 5.3 All colleagues and regular visitors to our academies 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.

- 5.4 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 C/LAC link member. This is submitted to the Trust by the end of the Autumn term. Spring and Summer Trust audits are completed by the Safeguarding C/LAC members and Exec-/Principal/DSL of the academy. These are used to aid discussions at the termly C/LAC meetings and are submitted termly to the Trust.
- 5.5 Audits of the Single Central Record are undertaken a minimum of twice a year by the Trust's central team. All academies receive an audit report with areas for action.
- 5.6 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 DSLs to undertake an annual Safeguarding review. The DSLs receive a comprehensive training program from the strategic safeguarding lead; this includes quality assurance of the process and termly meetings to scrutinise reports and support the team. 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 and by the Trust's Compliance Officer. 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.
- 5.7 The curriculum in each academy provides activities and opportunities for pupils 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. This is supported through PSHE, RSE, and Computing curriculum content/lessons.
- 5.8 Our academies will work in partnerships and endeavor 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.
- 5.9 Colleagues within our academies are trained to recognize potential risk factors and know where and how to refer if they are concerned. Colleagues are aware of the need to recognize risk related to children who are:
- Disabled and have specific additional needs; have special educational needs (whether they have a statutory education, health and care plan)
 - Analysis of persistent absence
 - 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 radicalized or exploited
 - are privately fostered

In addition, the Trust provides termly training meetings for the DSLs across the whole Trust.

6 Policy Consultation and Review

- 6.1 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 academy

office.

- 6.2 We recognise the expertise our colleagues build by undertaking robust safeguarding training and managing safeguarding concerns on a daily basis. We therefore invite colleagues to contribute to and shape this policy and associated safeguarding arrangements.
- 6.3 The policy is communicated to all colleagues at induction alongside a colleague Handbook / Code of Conduct, Behaviour Policy, and Attendance Policy. In addition, all colleagues are provided with Part One of the Department for Education's statutory safeguarding guidance "Keeping Children Safe in Education (2025).
- 6.4 We recommend all members of the Combined/Local Academy Committees read the whole of KCSIE 2025. This is because the Trust Board as a whole is responsible for safeguarding, and making sure their academy's policies, procedures and training are compliant.
- 6.5 To comply with the updated statutory guidance, it is essential that all Combined/Local Academy Committee members complete Part Two of KCSIE 2025, "The management of safeguarding." This sets out the responsibilities of Combined/Local Academy Committees, 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."
- 6.6 All colleagues 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.
- 6.7 Local policies for safeguarding will be reviewed on an annual basis by each academies Combined/Local Academy Committee. Each academy has a named C/LAC Member for Safeguarding. The link C/LAC member reviews the safeguarding arrangements for the academy on a termly basis.

7 Trust Safeguarding Team

Sarah Davies – School Improvement and Designated Safeguarding Lead

Lea Millinchip – Compliance Officer and Designated Safeguarding Lead