



# Trust-wide Safeguarding Statement

<b>Policy Code:</b>	SG4
<b>Policy Start Date:</b>	May 2022
<b>Policy Review Date:</b>	May 2023

## Community Inclusive Trust -**Trust-wide Safeguarding Policy**

The Community Inclusive Trust (CIT) recognises the contribution it can and must make to safeguard and support children and young people in all its schools across the Trust. Their welfare is of paramount importance.

This Trust-wide policy applies to all staff, including the Board of Trustees, Central staff, paid staff, volunteers, agency staff, students or anyone working for and on behalf of CIT. This policy must be read in conjunction with individual schools' Child Protection and Safeguarding policies. (Our school Child Protection and Safeguarding policies and procedures are reviewed and updated annually.)

### **Introduction**

This policy has been developed in accordance with the principles established by:

- The Children's Act 1989
- The Education Act 2002
- The Children's Act 2004
- Keeping Children Safe in Education (KCSiE) – link below  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1021914/KCSiE\\_2021\\_September\\_guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1021914/KCSiE_2021_September_guidance.pdf)
- Working Together to Safeguard Children 2018
- Guidance for Safer Working Practice 2019
- Meeting the needs of children and families in Lincolnshire

The CIT Trust Board and the Local School Boards (LSBs) of all CIT schools take their responsibilities seriously under section 175 of the Education Act 2002 to safeguard and promote the welfare of children and to work together with other agencies to ensure adequate arrangements within our schools to identify, assess and support those children and young people who are suffering harm.

### **1. The Purpose of this Policy**

The purpose of this Trust-wide Safeguarding Policy is to ensure every child who is a registered pupil at each school within the Trust is safe and protected from harm. This means the Trust will always work to:

- Protect children and young people at our schools from maltreatment.
- Prevent impairment of our children's and young people's health or development.
- Ensure that children and young people at our schools grow up in circumstances consistent with the provision of safe and effective care.
- Enable children at our schools to have the best outcomes.

This policy will provide the over-arching principles that guide the Trust's approach to safeguarding and child protection for staff, Governors, volunteers, visitors and parents.

The Trust fully recognises the contribution it can make to protect children from harm and to support and promote the welfare of all children in every school within the Trust.

### **2. Ethos**

The Trust's Executive Leadership Team working in partnership with the Trust Board drives and supports the culture of improving outcomes for all children and young people, which underpins all of the development and work within the Trust.

Safeguarding is considered everyone's responsibility and, as such, CIT aims to create the safest environment within which every student has the opportunity to achieve. The schools

recognise the contribution they can make in ensuring that all children and young people feel they will be listened to and appropriate action taken where necessary.

CIT does this by working in partnership with other agencies and seeking to establish effective working relationships with parents, carers and other colleagues to develop and provide activities and opportunities throughout our curricula that will help equip all children and young people with the skills they need. This includes materials and learning experiences that will encourage children and young people to develop essential life skills to protect themselves.

### **3. School Policy Documents**

Each CIT school will have its own Child Protection and Safeguarding Policy which follows a Trust-wide standard format, based on the model policy provided by the LSCP for the area the school is located in.

### **4. Member & Trustee Responsibilities**

All Trustees understand their safeguarding duties and should be kept up to date with legislation and regulation. The Trust Board has a legal responsibility to make sure the schools have effective safeguarding policies and procedures in place and monitors the implementation of these policies regularly. The Trust Board will do this (through its Education and Safeguarding Committee) by:

- Commissioning internal safeguarding audits of schools on an annual basis;
- Commissioning external quality assurance on a two-year cycle;
- Receiving from the Executive regular safeguarding assurance reports presented to the Trust Board;
- Delegating assurance responsibilities to LSBs as defined below;
- Appointing a Safeguarding Trustee who liaises with the Trust's Executive Safeguarding Lead.

### **5. Governor Responsibilities**

The Local School Board (LSB) of each school has appointed a named Safeguarding Governor who has responsibility to report assurances to the LSB. The name of the LSB Safeguarding Governor is displayed in each school and also on each school website.

The LSB will:

- Receive regularly updated safeguarding information from the school's Designated Safeguarding Lead (DSL).
- Receive, at least annually, a Safeguarding Report (Education Act 2002, Section 157), prepared by the school's DSL.
- Report assurances regarding safeguarding compliance and best practice to the Trust Board's Education and Safeguarding Committee.

### **6. Staff Responsibilities**

The Trust's Safeguarding Lead (Trust level DSL) – who is a member of the Executive Leadership Team - will ensure all DSLs receive the appropriate level of training to meet statutory requirements, as well as quality assure safeguarding across the Trust.

All Executive Leadership Team members will have an aspect of safeguarding as a key part of their responsibilities. The co-ordination of these is undertaken by the Trust's Safeguarding Lead.

The Trust and our LSBs recognise that for this policy to be effective, it is essential school staff understand what safeguarding is, know how to access safeguarding information, know of any possible contribution that they may be required to make to safeguard our children and young people, and how to access further advice, support or services from external professional bodies. Each school will appoint a DSL and a Deputy Designated Safeguarding Lead (DDSL) who will have the day-to-day responsibility for dealing with safeguarding within the school.

All designated staff will undergo training to provide them with the knowledge and skills required to carry out the role and will update their training every two years and ensure they keep abreast of any changes that may occur. This is in line with the Lincolnshire Safeguarding Children's Panel (LSCP) 6 Year Training Pathway. Training certificates will be kept in the designated staff personnel files.

The Trust's Safeguarding Lead will have regular meetings with the school based DSLs to share good practice.

All other members of staff will receive appropriate training in order to develop their understanding of the signs and indicators of abuse and of the school's child protection procedures every year.

All staff will be updated on changes to legislation and procedure as necessary.

All members of staff, volunteers, Governors and Trustees must know how to respond to children and young people who disclose abuse and the procedure to be followed in appropriately sharing a concern of possible abuse or a disclosure of abuse.

All staff will be provided with Part 1 of KCSiE at the start of each school year (or during the induction process for new recruits) and are required to sign to confirm they have read it.

All staff are entitled to raise concerns directly with:

- Lincolnshire Customer Service Centre: 01522 782111
- Leicestershire First Response: 0116 305 0005
- Nottingham MASH (Multi-Agency Safeguarding Hub): 0300 500 80 90

## **7. Roles and Responsibilities of Named Persons**

### **LADO Role**

A Local Authority Designated Officer (LADO) works within each Local Authority area and is there to support staff across all organisations who work with children and young people if any concerns arise regarding anyone who works with or cares for children and young people.

Lincolnshire LADO

Rachel Powis, Kim Murray and Ildiko Kiss: 01522 554674

[LSCP\\_LADO@lincolnshire.gov.uk](mailto:LSCP_LADO@lincolnshire.gov.uk)

Leicestershire LADO

Kim Taylor: 0116 305 7597

Lovona Brown: 0116 305 8161

[CFS-LADO@leics.gov.uk](mailto:CFS-LADO@leics.gov.uk)

Nottinghamshire LADO

Eva Callaghan: 0115 804 1272

The LADO should be alerted to all cases in which it is alleged that a person who works with, or cares for, children has:

- Behaved in a way that has harmed a child;
- May have harmed a child;
- Possibly committed a criminal offence against a child/children.

If a person has concerns regarding the conduct of a colleague then they should in the first instance report this to the DSL within their own organisation, who is required by law to report this concern to the LADO. However, it is important to note that anyone can contact the LADO if they need to do so for advice or support, especially if concerns are regarding the conduct with children and young people of management or holistic organisational practice.

Referrals and decisions not to refer must be recorded.

#### **8. Designated Safeguarding Lead (DSL) Role**

The DSL is the person appointed to take lead responsibility for child protection issues in school. The person fulfilling this role must be a senior member of the school's leadership team and the DSL role must be set out in the postholder's job description.

All schools are required to nominate a deputy to cover the role of the Designated Safeguarding Lead when they are unavailable. The lead responsibility for safeguarding and child protection remains with the DSL in the first instance.

The DSL should always act in accordance with the approved Child Protection and Safeguarding Policy for their school and, if necessary, contact the Trust's Safeguarding Lead.

The DSL will ensure all required documentation requested by LSCPs (e.g. Lincolnshire LSCP's annual safeguarding checklist) is completed and shared with the Trust's Safeguarding Lead and LSBs as appropriate, and within prescribed deadlines.

#### **9. Parents/Carers**

All parents/carers are made aware of the school's responsibilities in regard to child protection procedures through publication of each individual school's Child Protection and Safeguarding Policy, details of which can be found on individual school websites.

#### **10. Community Users**

Community users organising activities for children are to be made aware of and understand the need for compliance with the Trust and schools' child protection guidelines and procedures. This must be carried out with the organiser during the planning stages for events and activities.

#### **11. Volunteers**

All volunteers will undergo an Enhanced DBS with Children's Barred check (and Adults Barred if volunteering in a school with a 6<sup>th</sup> form) and references applied for.

#### **12. Persons involved in Recruitment and Selection of Staff**

Staff responsible for Trust selection and recruitment procedures must have completed the appropriate training. They are responsible for making appropriate checks on staff suitability, including Disclosure and Barring Service checks. (The Disclosure Barring Service (ISA) merged with the Criminal Records Bureau (CRB) to form the Disclosure and

Barring Service (DBS) in December 2012.) They are also responsible for ensuring that we hold and upkeep a Single Central Record of all staff and regular volunteers in accordance with Government guidance.

[Safer-Recruitment-Policy-Jan-2022.pdf \(citacademies.co.uk\)](#)

### **13. Headteachers**

Headteachers in each school throughout the Trust are required to ensure all paid staff, volunteers, agency staff, students or anyone working for and on behalf of CIT within their individual school are provided with up to date guidance and that this is implemented in line with the publications from the Department for Education's guidance on Keeping Children Safe in Education.

Headteachers have the duty to ensure their own Child Protection and Safeguarding Policy is up to date and is displayed on the school website.

Failure to implement appropriate arrangements in school to safeguard and promote the wellbeing of children and young people will result in direct intervention by the Trust, in order that children and young people are fully and properly protected.