



# Trust-wide Safeguarding Statement

<b>Policy Code:</b>	SG4
<b>Policy Start Date:</b>	October 2023
<b>Policy Review Date:</b>	October 2024

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

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 & Safeguarding policies. (Our school Child Protection & 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) 2023
- Working Together to Safeguard Children 2018
- Guidance for Safer Working Practice 2019
- Meeting the needs of children and families in Lincolnshire

[Keeping children safe in education - GOV.UK \(www.gov.uk\)](https://www.gov.uk/keeping-children-safe-in-education)

The CIT Trust Board and the Local School Board (LSB) 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 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 CIT model policy provided by the Trust for the local authority area the school is located. This policy will set out the unique contextual safeguarding issues and threats to children in the school community and locality.

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

All trustees understand their safeguarding duties and should be kept up to date with legislation and regulation annually as a minimum. 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 at least annually, with regular on site as well as remote check-ins from the central safeguarding team;
- Commissioning external quality assurance on a two-year cycle;
- Receiving from the executive regular safeguarding assurance reports presented to the Trust Board as a fixed agenda item at every meeting;
- 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 Safeguarding Lead – 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 will follow the CIT 3 Year Training Pathway, as set out in the Trust Safeguarding Handbook.

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. DSLs and Headteachers will ensure that staff training follows the CIT 3 Year Training Pathway, as set out in the Trust Safeguarding Handbook.

All members of staff, volunteers, governors and trustees will be updated on changes to legislation and procedure as necessary. There is an expectation that all staff read any safeguarding materials that are sent to them and ask questions if they don't understand what they are reading.

All members of staff, volunteers, governors and trustees are trained to 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 members of staff, volunteers, governors and trustees are trained to know how to report concerns about adults working in schools. They know how and where to report low level concerns and those that meet the thresholds of harm. They know who to report to if the concern is related to school or Trust leaders.

All staff, trustees and LSB governors 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 4141  
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 that the conduct of a colleague has or may have harmed a child, 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 and LADO referrals must be reported to the appropriate Director of Education.

**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 post-holder'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 DDSL(S) must be trained to the same level and quality as the DSL.

All school Safeguarding and child protection policy documents will set out the full scope of the role for the DSL and the DDSL.

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

The DSL is responsible for the accurate completion of the Trust Annual Safeguarding Audit.

The DSL is responsible for knowing and understanding the school's mechanisms and arrangements for filtering and monitoring the Internet.

The DSL will ensure all required documentation requested by LSCPs are 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 & 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.

If a school receives an allegation relating to an incident that happened when an individual or organisation was using their school premises for the purposes of running activities for children (for example community groups, sports associations, or service providers that run extra-curricular activities). As with any safeguarding allegation, schools will follow their safeguarding policies and procedures, including informing the LADO.

#### **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.

All volunteers are trained to know the school's procedures for recognising and reporting concerns within the school and know who the DSL is while they are on site.

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

Staff responsible for Trust selection and recruitment procedures will ensure that at least two members of staff on every recruitment panel have completed the appropriate training. This includes any LSB members or trustees who sit on recruitment panels.

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-April-2023.pdf \(citacademies.co.uk\)](https://citacademies.co.uk/Safer-Recruitment-Policy-April-2023.pdf)

#### **13. Headteachers**

At all CIT schools the Headteacher is responsible for the effectiveness of safeguarding in their school.

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 & 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.