



Safeguarding and Child Protection - Overarching Trust Policy

(To be read in conjunction with each Academy's Safeguarding and Child Protection Policy)

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This Trust-wide policy applies to all staff, including the Board of Trustees and Central Staff, paid staff, volunteers, agency staff, students or anyone working for and on behalf of the Bay Learning Trust. This policy should be read in conjunction with the Academy-specific policies published by individual academies.

1 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) (September 2020 edition)
- Working Together to Safeguard Children 2018
- Guidance for Safer Working Practice

The Bay Learning Trust and the Local Governing Bodies (LGBs) of all academies take seriously their responsibilities 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 Academies to identify, assess and support those children and young people who are suffering harm.

2 The purpose of this policy:

The purpose of this safeguarding policy is to ensure every child who is a registered pupil at each Academy within the Trust is safe and protected from harm. This means we will always work to:

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

This policy will provide the overarching principles that guide our 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 who are registered pupils in our Academies.

This policy should be read in conjunction with each Academies policies and Safeguarding documents.

3 Ethos

Improving outcomes for all children and young people underpins all of the development and work within the Trust.

Safeguarding is considered everyone's responsibility and as such our Academies aim to create the safest environment within which every student has the opportunity to achieve. The

Academies recognise the contribution they can make in ensuring that all students registered or who use our facilities feel that they will be listened to and appropriate action taken.

We will do 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 our students with the skills they need. This will include materials and learning experiences that will encourage our students to develop essential life skills and protective behaviours.

4 Trustees' Responsibilities

All Trustees need to 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 that the Academies have effective safeguarding policies and procedures in place and monitors the implementation of these policies regularly. The Trust Board will do this by:

- commissioning independent safeguarding audits of each Academy and the MAT once per year
- receiving regular reports from the CEO on safeguarding to the MAT board
- delegating operational responsibilities to LGBs as defined below
- receiving and approving this policy once per year

5 Governors' Responsibilities

The LGB of each Academy has appointed a named Safeguarding Governor who has lead responsibility for overseeing and monitoring all safeguarding issues in each Academy.

The LGB will ensure that the named governor for Safeguarding & Child Protection attends the required training and that they refresh their training every two years.

The LGB must receive at least annually a Safeguarding Report, prepared by the DSL.

6 Staff Responsibilities

The Trust and our LGBs recognise that for this policy to be effective, it is essential that Academy 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 students and how to access further advice, support, or services. Each Academy will appoint at least one Designated Safeguarding Lead (DSL) and one Deputy Safeguarding Lead who will have day to day responsibility for dealing with safeguarding in the Academy.

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 2 years.

All will receive appropriate safeguarding and child protection which is regularly updated. In addition, all staff will receive safeguarding and child protection updates (e.g.: via email, e-bulletins and staff meetings), as required, and at least annually to provide them with the relevant skills and knowledge to safeguard children effectively.

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 a student who discloses abuse, and the procedure to be followed in appropriately sharing a concern of possible abuse or a disclosure of abuse. All staff are responsible for ensuring that they know or are familiar with their respective school's Child Protection and Safeguarding Policy.

All staff will be provided with Part 1 of KCSiE at the start of each Academy year (or on joining if later) and are required to sign to familiarise themselves with the contents, particularly any changes.

All staff are entitled to raise concerns directly with Children's Social Care Services.

7 Roles and Responsibilities of named persons

7.1 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 any practitioner who works with children and young people.

The LADO should be alerted to all cases in which it is alleged that a person who works with 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 practitioner has concerns regarding the conduct of a colleague then they should in the first instance report this to the Designated Safeguarding Lead 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.

7.2 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 Academy's leadership team, and the DSL role must be set out in the post holder's job description.

It is good practice to nominate a deputy to cover the role of the designated safeguarding lead when they are unavailable. In large academies it is advisable to have other senior staff who can also take on this role and work as part of a 'designated safeguarding team'. The lead responsibility for safeguarding and child protection remains with the DSL.

The DSL should consider whether to:

- refer cases of suspected abuse to Children's Social Care (CSC), and support staff who have raised concerns about a child or have made a referral to CSC
- where there are concerns about radicalisation, to make referrals to the Channel programme and offer support to other staff who have concerns about radicalisation (England and Wales only)

- refer cases to the Disclosure and Barring Service (DBS), Disclosure Scotland, or Access NI where a member of staff has been dismissed following concerns they posed a risk to a child.
- refer cases to the police where a crime has been or may have been committed.

If a practitioner has concerns regarding the conduct of a colleague then they should in the first instance report this to the Designated Safeguarding Lead 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.

All referrals and decisions not to refer must be recorded.

7.3 Parents

All parents/carers are made aware of the Academy's responsibilities in regard to child protection procedures through publication of the individual Academy Safeguarding and Child Protection Policy.

7.4 Community Users

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

7.5 Persons involved in recruitment and selection of staff

Staff responsible for Trust selection and recruitment procedures must have completed the appropriate training and must follow safer recruitment practices. They are responsible for making all appropriate checks as required by the Department of Education's guidance on Keeping Children Safe in Education 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) and for ensuring that we hold and upkeep a Single Central Record of all staff and regular volunteers in accordance with government guidance.

Our child protection and safeguarding policy and procedures are reviewed and updated annually.

7.6 Principal

Principals in each Academy throughout the Trust are required to ensure all staff, volunteers and visitors are provided with up-to-date guidance, in line with the publications from the Department for Education's guidance on Keeping Children Safe in Education.

In addition to the basic requirements and good practice provided within this Child Protection policy, the Trust requires each Principal to implement a bespoke Child Protection policy which is contextualised. A copy of the academy policy is to be forwarded to the Trust upon publication.

Each Principal has the duty to ensure their own Child Protection policy is up-to-date and is displayed on the Academy website.