Safeguarding Policy

Date of Review: September 2018
Approved by: Trust Board
Next Review Date: September 2019

What is safeguarding?

Government guidance defines safeguarding children and promoting their welfare as:

- protecting children from maltreatment;
- preventing impairment of children's health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care;
- enabling children to have optimum life chances and enter adulthood successfully.

The Rodillian Multi Academy Trust (RMAT) aims to help keep children and young people safe by:

- providing a safe environment for children and young people to learn;
- identifying children and young people who are suffering or likely to suffer significant harm, and taking appropriate action with the aim of making sure they are kept safe both at home and at academy.

To achieve this, systems need to be in place to:

- prevent unsuitable people working with children and young people;
- promote safe practice and challenge poor and unsafe practice;
- identify instances in which there are grounds for concern about a child's welfare and initiate or take appropriate action to keep them safe;
- contribute to effective partnership working between all those involved with providing services for children and young people.

The RMAT will follow the statutory requirements as laid out within:

- Keeping Children Safe in Education (KCSIE);
- Working Together to Safeguard Children;
  and in line with other safeguarding statutory legislation and RMAT policy
  and procedure.

Trust Board

The Trust Board will ensure that all safeguarding policies are in place across the RMAT and reviewed as necessary. Additionally, the Trust Board will make decisions about serious safeguarding issues, where necessary, and determine appropriate action to be taken in line with statutory requirements, informing the Chair of Local Review Board (LRB) as appropriate. A member of the Trust Board will be nominated as the safeguarding lead.

Dominic Graham is the current Board member with responsibility for Safeguarding. Designated Safeguarding Leads/Heads of School across the RMAT and RMAT Central Team members will provide updates to The Trust Board on an annual basis. Dominic will liaise with individual DSLs and other members of the Leadership Team Central RMAT Team to monitor other areas which fall within the Safeguarding remit (e.g. Health & Safety, Attendance, SEND).

The RMAT HR Team

The RMAT HR team will ensure that:

- the RMAT Recruitment and Selection Policy is adhered to with all new appointments.
- all new employees receive a Safeguarding Induction.
- all new employees, supply staff, ITT students, Board members, governors and regular visitors/volunteers have the required statutory checks in line with KCSIE;
- all new employees, supply staff, ITT students, Board members, governors and regular visitors/volunteers receive safeguarding information, policy and guidance and understand their responsibilities within them;
- short term risk assessments are in place when the required statutory checks are pending;
- all employees, Board members and governors have the required child protection training in accordance with KCSIE.

Across the RMAT each establishment has its own Single Central Record (SCR) which is maintained and monitored by the PA to the Head of School in liaison with the Head of School. The RMAT HR team will audit and review each SCR across the RMAT on a termly basis to ensure compliance and provide guidance and support as required. The HR team will provide advice across the RMAT on safer recruitment, statutory employment checks, safe working practice and other safeguarding matters.

The Director of HR will liaise with the Local Authority Designated Officer (LADO) in line with statutory requirements, where required around any concerns relating to staff and adults working across the RMAT.

Local Review Boards will ensure that:

- all safeguarding policies are adhered to and are effective within the academy;
- the academy operates safe recruitment procedures;
- any deficiencies or weaknesses in regard to child protection arrangements are remedied without delay and reported to the Trust Board;
- A Designated Lead Officer and Designated Officers for child protection are identified at each academy;
- The Designated Safeguarding Lead Officer (every 2 years), Designated Child Protection Officers and all other staff (on a regular basis and at an appropriate level) undertake training in Child Protection;
- the Local Review Board has basic training in Child Protection on a regular basis.

The Head of School /Designated Lead will ensure that:

- there is a Single Central Record in place which is fully compliant and meets all the statutory requirements;
- policies and procedures adopted by the Trust Board are fully implemented;
- policies and procedures are followed by all staff and that staff understand their individual roles and responsibilities;
- all staff and volunteers feel able to raise concerns about poor or unsafe practice and that such concerns are addressed sensitively and effectively in accordance with whistle blowing policies;
- all staff are very clear on how to report a *Cause for Concern* within each academy and who the Designated Safeguarding Lead and other Designated CP staff are;
- all staff understand their individual reporting responsibilities in specific areas of safeguarding (e.g. Prevent, FGM etc) as outlined in within the Child Protection Policy in line with the statutory requirements of legislation and KCSIE
- Safeguarding is part of the curriculum;
- children and young people are listened to;
- training, guidance and briefings in Safeguarding and Child Protection is provided for all staff on a regular basis;
- Parents/carers are informed and updated re safeguarding policies and procedures;
- the Attendance Team notifies the local authority of *Children Missing in Education* in line with statutory requirements;
- attendance is effectively monitored and close liaison with the Director of Attendance and Welfare within the RMAT and Attendance and Welfare Officers within the academies is established.

Partnerships

Partnership sites such as Alternative Provision, will provide written assurance that their employees have the required statutory employment checks and that they follow their employers safeguarding policies and procedures, as laid out within the KCSIE document.

Policies relating to Safeguarding and Child Protection

All RMAT policies which relate to Safeguarding and Child Protection can be found on the RMAT and individual academy websites for access. All policies are reviewed in line with the requirements of each policy as stated.