



Educate Together  
Academy Trust

# Safeguarding Policy

<b>Approval by:</b>	Trust Board
<b>Date of approval:</b>	October 2024
<b>Review date:</b>	October 2025

<b>Version</b>	<b>Date</b>	<b>Summary of changes</b>	<b>Author</b>
23.1	September 2023		CEO
24.1	September 2024	Ethos updated and document streamlined	CEO

# 1. Rights Respecting

- 1.1 In line with our ethos, we are a Unicef Rights Respecting Trust. This policy advocates the following rights from the UN convention of the rights of the child: Articles 2, 3, 11,12, 13 17,18,19, 20,22, 23,24 28, 29, 31,32,33,34, 35,36,37,38,39,40

## 2. Introduction

- 2.1 Educate Together Academy Trust and the Local Governing Bodies (LGBs) of all our schools fully recognise and enact our responsibilities under section 175 of the Education Act 2002 to safeguard and promote the welfare of children. We are committed to working together with other agencies to ensure rigorous and robust measures within our schools to identify, assess and support children and young people who at risk from harm or who are suffering harm.
- 2.2 This policy provides the overarching principles that underpin our approach to safeguarding and child protection. The policy applies to trustees, staff, governors, volunteers, visitors, contractors, trainees and parents.
- 2.3 This policy should be read in conjunction with each school's Child protection and Safeguarding Policy, which will reflect and detail the procedures, processes and priorities of each school's local safeguarding arrangements.
- 2.4 Educate Together Academy Trust recognises that safeguarding and promoting the welfare of children is **everyone's** responsibility. **Everyone in our organisation** who is in contact with children, their families and carers, has a role to play. Educate Together Academy Trust will safeguard and promote the welfare of children by:
- **Protecting** children from maltreatment.
  - **Preventing** impairment of children's health or development including impairment of children's **mental and physical** health
  - Ensuring that children grow up in circumstances consistent with the provision of safe and **effective care**
  - Taking action to enable all children to have the **best outcomes**
  - Providing a safe environment in which **all** children and young people can learn and flourish.
  - Acting on concerns about a child's welfare immediately.

- Fulfilling our legal responsibilities to identify children who may need early help, who are suffering, or are likely to suffer, significant harm and acting immediately to protect and support them.

### 3. Statutory guidance

- [Working Together to Safeguard Children \(2023\)](#), which sets out the multiagency working arrangements to safeguard and promoted the welfare of children and young people and protect them from harm; in addition, it sets out the statutory roles and responsibilities of schools.
- [Keeping Children Safe in Education \(2024\)](#) is statutory guidance issued by the Department for Education which all schools and colleges must have regard to when carrying out their duties to safeguard and promote the welfare of children.
- [Early years foundation stage statutory framework \(2024\)](#) is statutory guidance which sets standards that school and childcare providers must adhere to.

### 4. Core principles

- 4.1 Educate Together Academy Trust has 4 core principles that guides all of its work:
- Equity-based
  - Aspirational
  - Collaborative
  - Child-centred
- 4.2 In our approach to safeguarding, Educate Together Academy Trust recognise our duties under the Equality Act 2010 and our general and specific duties under the Public Sector Equality Duty. General duties include:
- a. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
  - b. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
  - c. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.
- 4.3 We recognise that racism and other forms of discrimination are safeguarding issues. Preventing harm requires addressing and preventing all forms of systemic, institutional and individual racism and discrimination.

- 4.4 We believe our role and responsibility as educators is to provide a **child-centred** education which ensures inclusion, not by treating all pupils in exactly the same way, but through the process of identifying and understanding individual needs and finding solutions to remove or reduce barriers.
- 4.5 Understanding the whole child including any physical, emotional or mental health needs, special educational needs and contextual safeguarding factors that may make an individual more vulnerable to discrimination, abuse or poor outcomes and acting to prevent harm and promote best outcomes, is essential in our endeavour to achieve **equity** for all our pupils.
- 4.6 Our **child-centred** approach means:
- a. Everyone working within Educate Together Academy Trust should always consider what is in the best interests of the child.
  - b. Ensuring children at risk of harm or who are victims of harm are never given the impression that they are creating a problem by reporting abuse. Never should a victim ever be made to feel ashamed for making a report.
  - c. Educate Together Academy Trust is committed to ensuring the voices of our children and young people are always heard, taken seriously and acted upon.
- 4.7 Through being **aspirational** for all of our children, we strive to:
- a. Proactively develop anti-discriminatory practice within all our schools.
  - b. Create an environment, culture and curriculum which empowers our staff and children to challenge stereotypes and inequalities as well as actively promote and celebrate diversity in all its forms.
  - c. Equip our children and young people with the knowledge and understanding to keep themselves and their peers safe and healthy.
  - d. Promote a culture of respect, tolerance and reflection where each child's individual and unique characteristics are recognised and celebrated. We aim for everyone to understand that racism is a safeguarding issue wherever it occurs.
- 4.8 Our **collaborative** approach ensures:
- a. Educate Together Academy Trust schools do not work in isolation. We promote strong collaborative practice and liaise closely with children, parents, external professionals and members of the local community, in order

to establish safe and Inclusive learning environments and safeguard our children and young people.

- b. We actively encourage children and young people in our schools to discuss, reflect and help decide on important issues that affect them in and outside of school through our Learn Together curriculum and pupil voice initiatives.
- c. We build strong teams around individual children who are vulnerable and in need through effective communication and collaboration with all involved.
- d. We value the contributions made by all members of our Trust community and all who we work in partnership with to ensure the safety, welfare and best outcomes for all children.

## **5. Trustees Responsibilities**

- 5.1 All Trustees will understand their safeguarding duties and statutory legislation, regulation and guidance.
- 5.2 The Trust Board will approve this policy at each review and hold the CEO to account for its implementation.
- 5.3 There will be a lead Trustee on safeguarding to monitor the effectiveness of this policy in conjunction with each school's Child Protections and Safeguarding policy. The designated Trustee for safeguarding will act as the 'case manager' in the event that an allegation of abuse is made against the CEO.
- 5.4 The Trust Board has legal responsibility for safeguarding arrangements throughout the Trust. It will make sure that the schools have effective safeguarding policies and procedures in place and will monitor the implementation of these policies.
- 5.5 The Trust Board will do this by:
  - commissioning independent safeguarding audits of ETAT and its schools
  - receiving regular updates and reports from Trust leaders
  - delegating operational responsibilities to LGBs as set out below
  - receiving and approving this policy at regular reviews

## **6. Governor Responsibilities**

- 6.1 Each school will have a named governor who takes responsibility for the school's safeguarding to ensure that safeguarding and child protection practice, process, and policy (including online safety) is effective and is compliant with legislation, statutory guidance, and local safeguarding arrangements.

## 6.2 The appointed safeguarding governor will:

- follow the Trust safeguarding audit framework, within the agreed timeframe;
- liaise with the headteacher and the DSL to produce an annual report for governors and complete the S. 175 (annual safeguarding) audit for their local authority;
- ensure that the school remedies any deficiencies or weaknesses brought to its attention without delay;
- ensure that the school's safeguarding policy is current, aligned with national statutory guidance, in line with local arrangements and updated annually (or when there are significant updates);
- ensure that the DSL is an appropriate senior member of setting's senior leadership team and ensure that they have adequate time, funding, training, resources, and support to carry out their role effectively;
- ensure that the training and learning for the school community is robust and effective;
- ensure that children are taught about safeguarding throughout the curriculum, including online safety, in compliance with statutory guidance;
- to ensure that teachers, including supply teachers, other staff, volunteers, and contractors have appropriate checks carried out in line with statutory guidance Keeping Children Safe in Education;
- ensure that there are procedures in place to manage safeguarding concerns or allegations against teachers, including supply teachers, other staff, volunteers, and contractors who may not be suitable to work with or pose a risk to learners, this includes having a process to manage low level concerns; and
- ensure that systems are in place for learners to effectively share a concern about a safeguarding issue they are experiencing, express their views and give feedback.

## 6.3 Duties are further outlined in Keeping Children Safe in Education

# 7. Staff responsibilities

7.1 All Educate Together Academy Trust staff will read and understand Part 1 of the current version of the statutory guidance Keeping Children Safe in Education.

- 7.2 All staff will read and understand their school's Child Protection and Safeguarding Policy.
- 7.3 All staff will adhere to statutory guidance and school policies and procedures pertaining to safeguarding arrangements.
- 7.4 Where staff are not clear on any item in statutory guidance or local safeguarding policies, they must seek clarification from a senior member of the leadership team.
- 7.5 Staff must complete all assigned safeguarding training and seek clarification for any aspects they are unclear about.
- 7.6 Staff must be aware of the signs of different types of abuse and neglect, as well as specific safeguarding issues, such as child sexual exploitation (CSE), FGM and radicalisation.
- 7.7 Staff will be aware of additional systems in place which support safeguarding including, but not limited to, the Behaviour Policy; the Staff Code of Conduct; dealing effectively with discriminatory behaviour; acceptable use agreements; anti-bullying policies; safeguarding response to children who go missing from education; and the role of the Designated Safeguarding Lead (DSL).
- 7.8 Know who is and how to contact the DSL and any deputies, the chair of governors, and the governor responsible for safeguarding.
- 7.9 All staff will be able to identify vulnerable learners and take action to keep them safe.
- 7.10 Information or concerns about learners will be shared with the DSL in line with school's Child Protection and Safeguarding Policy
- 7.11 Be involved, where appropriate, in the implementation of individual plans to further safeguard vulnerable children and understand their academic progress and attainment and maintain a culture of high aspirations for this cohort.
- 7.12 To be aware of the need to raise to the senior leadership team any concerns they have about safeguarding practices within the school.

## **8. Responsibilities of named persons**

### **The Designated Safeguarding Lead (DSL)**

- 8.1 The DSL is named in each school's policy, as well as other DSL trained staff available in their absence.
- 8.2 Details of each DSL and Deputy DSL are available on each of our school's website.

- 8.3 The DSL in each school will be given the time, funding, training, resources and support to fulfil their role.
- 8.4 The DSL is a senior member of staff who undertakes lead responsibility for safeguarding and child protection within the setting.
- 8.5 The DSL works with the headteacher, and relevant strategic leads, taking lead responsibility for promoting educational outcomes by knowing the welfare, safeguarding and child protection issues that learners in need are experiencing or have experienced, and identifying the impact that these issues might be having on learner's attendance, engagement and achievement at school or college.
- 8.6 The DSL will:
- be available for staff to discuss any safeguarding concerns. When they are not available, they should ensure alternative arrangements are in place;
  - manage referrals;
  - work effectively with others, including with external agencies, always in the best interest of the child and in line with statutory guidance;
  - ensure child protection files (on CPOMs) are up-to-date, confidential and stored securely;
  - raise awareness and ensure policies and procedures relating to safeguarding and child protection are understood by all staff, especially new and part time staff;
  - ensure their training is kept up to date for all matters relating to child protection;
  - ensure all staff's safeguarding training is kept up to date;
  - provide support to staff;
  - understand the views of children;
  - understand the importance of holding and sharing information and ensure this is in line with confidentiality and GDPR regulations;
- 8.7 A full list of the duties of the DSL (and deputy DSL) can be found in Keeping Children Safe in Education, Annex C.

## Headteachers

- 8.8 The Headteacher of each school is responsible for the implementation of their school's Child protection and Safeguarding policy.
- 8.9 Headteachers will:



- ensure that staff (including temporary staff) and volunteers are informed of the policy as part of their induction;
- communicate their Child protection and Safeguarding policy to parents/carers via the school website;
- ensure that the DSLs have appropriate time, funding, training and resources, and that there is always adequate cover if a DSL is absent;
- ensure that all staff undertake appropriate safeguarding and child protection training and update this regularly;
- act as the 'case manager' in the event of an allegation of abuse made against another member of staff or volunteer; and
- ensure the relevant staffing ratios are met.

## LADO

8.10 A Local Authority Designated Officer (LADO) operates in 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.

8.11 Each school within our Trust will have the name and contact details of the LADO for their Local authority clearly set out in the Child Protection and Safeguarding Policy.

8.12 The LADO should be alerted to all cases in which allegations have been made that a person who works with children has:

- behaved in a way that has harmed a child
- behaved in a way that suggests they may pose a risk of harm to children
- behaved in a way that suggests they may not be suitable to work with children
- committed a criminal offence against a child

8.13 If a person working within ETAT has concerns regarding the conduct of a colleague then they should in the first instance report this to the Designated Safeguarding Lead/Headteacher within their own school, who is required by law to report this concern to the LADO.

8.14 If there is a concern about the Headteacher or DSL then the CEO should be informed.

8.15 If there is a concern about the CEO, the Chair of Trustees should be contacted via the Trust Governance Officer.

8.16 Anyone can contact the LADO if they need to do so for advice or support, especially if concerns are regarding SLT, the CEO, Governors or Trustees.

## 9. Whistleblowing procedures

9.1 If staff believe their genuine safeguarding concerns are not being taken seriously, they should use the Trust whistleblowing policy.

9.2 There are additional whistleblowing advice resources available:

- General guidance can be found at: Advice on whistleblowing <https://www.gov.uk/whistleblowing>.
- The NSPCC whistleblowing helpline is available [here](#) for staff who do not feel able to raise concerns regarding child protection failures internally.

## 10. Safer recruitment

10.1 Educate Together Academy Trust pays full regard to the safer recruitment practices detailed in 'Keeping Children Safe in Education', Part 3

## 11. Confidentiality

11.1 Educate Together Academy Trust has a data protection policy and is committed to relevant data protection principles which allow for sharing (and withholding) personal information as provided for in the Data Protection Act 2018 and UK General Data Protection Regulations. This includes how to store and share information for safeguarding purposes, including information which is sensitive and personal and should be treated as 'special category personal data'.

11.2 Each school will have guidance on confidentiality and sharing information in their Child and Safeguarding Policy.