



Safeguarding and Child Protection Policy

Policy Preface

Northumberland Church of England Academy Trust is a Christian learning environment at the heart of its communities. We promote care and respect, and expect high standards in all aspects of our Trust life.

As a Church of England Academy Trust, we aim to build communities clearly based on the Christian values of love, forgiveness and reconciliation, integrity and the unique value of each individual. We aim to build self-esteem, model conflict resolution, protect the weak and are committed to justice and compassion. Mutual respect and trust are central within the Academy Trust.

This policy, and its associated procedures and protocols, is based on these key principles.

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Version	1
Last updated and approved:	17 September 2018
Next review due by:	September 2019
Approved by:	Full Governing Body
Statutory Requirement:	Yes
Linked to:	<ul style="list-style-type: none">• <i>Castle School Safeguarding and Child Protection Policy</i>• <i>Bishop's Primary School Safeguarding and Child Protection Policy</i>• <i>Duke's Secondary School Safeguarding and Child Protection Policy</i>





Northumberland Church of England Academy Trust

Overarching Safeguarding Position Statement

Safeguarding and promoting the welfare of children refers to the process of protecting children from maltreatment, preventing the impairment of health or development, ensuring that children grow up in circumstances consistent with the provision of safe and effective care and taking action to enable all children to have the best outcomes.

Safeguarding also encompasses issues such as health and safety, bullying, attendance and a range of other issues, for example, arrangements for meeting the medical needs of children by providing first aid, academy security, drugs and substance misuse and positive behaviour. There may also be other safeguarding issues that are specific to the local area or population.

Local authorities have overarching statutory responsibility for safeguarding and promoting the welfare of all children and young people in their area. Whilst local authorities play a lead role, safeguarding children and protecting them from harm is everyone's responsibility.

Under Section 11 of the Children Act 2004 duties are placed on a range of organisations and individuals to ensure to ensure their functions are discharged with regards to the safeguarding of children and young people. The statutory guidance (*Working Together*) does not identify a multi academy trust as a separate organisation. Nor are academies named under Section 11 of the Children Act 2004 but they are captured under other legislation, for example Sections 157 and 175 of the Education Act 2002, Sections 94 (1) and (2) of the Education and Skills Act 2008, the Education Regulations 2011 and 2014.

In September 2018 The DfE reviewed the guidance 'Keeping Children Safe in Education' statutory guidance for schools and colleges. This guidance contains information on what schools, including academies, should do and sets out the legal duties which they must comply with.

In law individual academies are deemed to be 'relevant partners' of their local authority and as such are under a duty to co-operate in that local authority's Local Safeguarding Children's Board arrangements. The Education (Independent School Standards) Regulations 2014 apply a duty on proprietors of independent schools including academies to make arrangements for ensuring that their functions are exercised with a view to safeguarding and promoting the welfare of children. This legal requirement and the values and principles that underpin NCEAT mean that it is essential that the multi-academy trust ensures not only compliance at the local level but also assumes a strategic responsibility to ensure that safeguarding practice is of high quality.

NCEAT will ensure that our schools:

- have a designated professional lead and a deputy for safeguarding
- have in place safeguarding arrangements which are designed to take account of all possible safeguarding issues including Child Sexual Exploitation and Preventing Radicalisation
- adhere to safe recruitment practices
- have arrangements for working together with other agencies and for sharing information with other professionals

- take account of their local authority's procedures and practices established by the Local Safeguarding Children's Board and comply with any requests from that Board
- have in place effective child protection and staff behaviour policies
- develop a culture of listening to children and take account of their wishes and feelings
- provide appropriate supervision and support for staff including undertaking safeguarding induction and training
- follow clear policies for dealing with allegations against people who work with children
- have clear procedures in place to handle allegations of abuse against children
- have clear whistleblowing procedures
- consider how children may be taught about safeguarding, including online, through teaching and learning opportunities as part of a broad and balanced curriculum
- appoint a designated teacher to promote the educational achievement of children who are looked after and ensure that staff have the skills, knowledge and understanding necessary to keeping looked after children safe
- put in place appropriate safeguarding responses to children who go missing from education
- fulfil all of their statutory responsibilities in respect of safeguarding and promoting the welfare of children

NCEAT will also:

- Monitor the quality of safeguarding practices and their impact on outcomes for children across the Trust and provide regular reports to the Chief Executive Officer.
- Work with the the Principals of Bishops's, Duke's and Castle Schools to ensure that the performance of vulnerable children is effectively monitored and that appropriate support is made available to those children who are at risk of achieving poor outcomes because they are the subject of a EHA (Early Help Assessment) or there is Children's Social Care intervention
- Report on the outcomes of vulnerable children who are in need, subject to Child Protection plans or who are Looked After.
- Liaise with local authority lead professionals for safeguarding, LSCBs, Ofsted, EFA and other agencies as required
- Produce an annual Safeguarding action and reporting plan
- Commission external challenge and support where appropriate to ensure schools meet their statutory responsibilities in respect of safeguarding and promoting the welfare of children

NCEAT is wholly committed to ensuring that all children and young people are cared for in a safe, nurturing and secure environment in our Schools. We are fully committed to:

Safeguarding and promoting the welfare of all the pupils and staff within the Academy Trust this is paramount and it is expected all staff and volunteers share this commitment. To fulfil this there are robust systems in place.

Policy and Procedure

The NCEAT Child Protection/Safeguarding policy is reviewed and agreed on an annual basis to ensure that key messages from legislation and guidance are embedded within all of our schools.

NCEAT expects that each School will follow the guidance and child protection procedures laid out in this document and provided by Northumberland Safeguarding Children's Board (NSCB) and Local Authority children's services departments.

Safer Recruitment of staff and volunteers

Safer recruitment is an important part of safeguarding children and is often the first step to safeguarding and promoting the welfare of children in education.

NCEAT ensure that there is a culture of safe recruitment and has adopted recruitment procedures that will deter, reject and identify people who might be unsuitable to work with children and young people.

The policy outlines the steps that NCEAT will take to ensure those employed in our academies are safe to work with children and young people and its main purpose is:

- To prevent unsuitable people working within our Schools / Trust
- To attract the best possible candidates
- To create and maintain a safe workforce
- To safeguard our pupils

NCEAT provide clear guidance, expectations, challenge and support to all schools. The single central record is maintained as a central function of the Trust but is accessible to each school.

Trust Responsibilities

NCEAT is committed to the following core safeguarding principles:

- The Trust's responsibility to safeguard and promote the welfare of children is of paramount importance.
- All children, regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection.
- Children who are safe and feel safe are better equipped to learn.
- All staff, volunteers, Governors and Directors have an equal responsibility to act on any suspicion or disclosure that may suggest a child is at risk of harm at home, in the community or in School.
- If, at any point, there is a risk of immediate serious harm to a child anyone can make a referral to Children's Social Care immediately.
- All staff members will maintain an attitude of 'It could happen here' If concerned about the welfare of a child, staff members should always act in the interests of the child.
- Students and staff involved in child protection issues will receive appropriate support and supervision.

- Policies will be reviewed at least annually unless an incident or new legislation or guidance suggests the need for an interim review.

Training

NCEAT ensure that Schools comply with training requirements as defined in Keeping Children Safe in Education:

- all school staff must undergo safeguarding and child protection training at induction. This training should be updated "regularly". It should also be in line with advice from the local safeguarding children board (LSCB).
- safeguarding training during induction should give staff an awareness of the school's safeguarding systems. Induction training should also cover:
 - The child protection policy
 - The staff behaviour policy/code of conduct (training should cover the school's whistle-blowing procedures)
 - The role of the designated safeguarding lead (DSL)
 - The DSL and any deputy DSLs should undergo training that provides them with the knowledge and skills needed to perform the role. This training should be updated every two years.
 - The DSL should undertake training on the government's anti-radicalisation strategy, Prevent. All staff, volunteers and Governors receive Prevent training.
 - The knowledge and skills of the DSL and deputies should be updated "at regular intervals". NCEAT provides termly training opportunities/updates to DSL's.
 - Safer recruitment training is completed for required staff and Governors.
 - Our schools are additionally required to ensure all staff, volunteers and Governors have opportunities to explore learning in relation to female genital mutilation, managing allegations and E Safety.