



## **Child Protection and Safeguarding Statement**

Date Adopted: November 2020

Review Date: September 2021

## 1.0 Principles

The Diocese of Bristol Academies Trust (DBAT) believes every person has a value and dignity which comes directly from their creation in God's own image and likeness. Among other things this implies a duty to value all children and adults, and to protect them from harm.

DBAT recognises the contribution it can and must make to protecting children and young people in our care. Each individual academy within DBAT works in line with the following legislation and statutory guidance:

### 1.1 [The Education Regulations \(Independent School standards\) 2014](#)

### 1.2 [Keeping Children Safe in Education \(KCSIE\) September 2020](#)

The Department for Education (DfE) publish statutory guidance for schools and colleges in 'Keeping Children Safe in Education' (KCSIE). This document contains legal requirements and guidance for academies to ensure clarity over what all schools must do to protect children and young people from harm, and what action they must take if they believe there is a risk of harm.

This policy statement, and the individual Safeguarding policies for each DBAT academy, are regularly updated in accordance with KCSIE updates, to ensure they are compliant.

### 1.3 [Working Together \(July 2018\)](#)

This document provides statutory guidance for all agencies working with children and young people and includes procedures for making referrals to social care, the child protection process and child death reviews.

### 1.4 [Multi-agency statutory guidance on Female Genital Mutilation \(July 2020\)](#)

This guidance sets out responsibilities of all agencies involved in safeguarding and supporting women and girls affected by FGM.

### 1.5 [Sexual violence and sexual harassment between children in schools and colleges \(May 2018\)](#)

The advice sets out what sexual violence and sexual harassment is, how to minimise the risk of it occurring and what to do when it does occur or is alleged to have occurred.

### 1.6 [Relationships Education, Relationships and Sex Education and Health Education](#)

This document contains information on what schools should deliver as part of their Relationships Education, Relationships and Sex Education and Health Education.

1.7 [The Early Years Framework](#) – safeguarding and welfare arrangements laid out in section 3

*For schools with nursery and reception pupils*

In addition to the legislation and statutory guidance above, academies have a duty to understand their role in the three safeguarding partner arrangements. All academies have a duty to ensure that safeguarding underpins the way in which all functions are performed.

1.8 Covid-19 Additional Guidance

At the time of writing, DBAT is working in accordance with the additional guidance that has been produced by the DfE to respond to the Covid-19 pandemic.

## **2.0 Code of Conduct**

[Guidance for safer working practice for those working with children and young people in education settings May 2019](#)

The above Safer Recruitment Consortium document contains expectations about staff conduct and behaviour, including acceptable use of technologies and staff/pupil relationships.

[Guidance for safer working practice for those working with children and young people in education settings - Addendum April 2020](#)

The above addendum is a temporary supplement to the main Guidance for safer working practice document, in response to the Covid-19 pandemic.

DBAT require all members of staff to adhere the expected standards of behaviour stated in the above two documents. These documents constitute the Trust wide Code of Conduct, applicable to all staff.

The Code of Conduct is a Level 1 policy: A DBAT policy that must be adopted by all academies.

## **3.0 Academy Policies**

Local Boards ensure that there are appropriate policies and procedures in place in order for appropriate action to be taken in a timely manner to safeguard and promote children's welfare.

This includes:

- A Safeguarding and Child Protection Policy which includes the individual academy's procedures for responding to concerns about a child's safety and welfare and procedures for responding to concerns and allegations involving an adult who works or volunteers with children.

Each individual academy's Safeguarding and Child Protection Policy can be found on their website and paper copies are available at the academy office/reception.

The Safeguarding and Child Protection Policy is a Level 2 policy: A DBAT policy, with areas for the academy to update in relation to local practice, to be approved by the individual academy Local Board.

In addition to these, our individual academies have a number of 'related' safeguarding policies including:

- Behaviour policy (including information about use of physical intervention)
- Anti Bullying Policy
- Volunteers Policy
- PSHE Policy
- RSE Policy
- Intimate care guidance
- Health and safety policy
- Trips and visits off site
- Online Safety
- Managing Medical Needs
- First Aid

All policies relating to safeguarding are reviewed by senior leaders in school on an annual basis, following updates and revision to the statutory guidance, in particular 'Keeping Children Safe in Education' and are ratified by academy Local Boards.

In addition, safeguarding policies are reviewed following any major incident where procedures are not followed effectively to address any failings with procedure.

Academy senior leaders and Local Board have responsibility for ensuring safeguarding policies are fit for purpose and known to all staff.

It is the role of the Local Board to ensure that all statutory duties with regard to safeguarding and child protection are fulfilled at their academy. To support with this each academy completes an annual audit of safeguarding (provided by the academy's local authority) in partnership with the designated Safeguarding Local Board member. The central Trust Senior Leadership Team ensures that this self-evaluation is quality assured. Where weaknesses or areas for development are identified, the Trust Senior Leadership Team and the Academy Local Board monitor the implementation and impact of identified actions to address these areas.

#### **4.0 DBAT's Commitment to Safeguarding**

Safeguarding and protecting children and young people is at the core of DBAT's values and principles, as well as our legal duty. DBAT ensures compliance, and best practice, at a local level and also assumes a strategic responsibility for the adoption of the highest quality safeguarding practice.

DBAT ensures that all academies:

- have a Designated Safeguarding Lead (DSL) (who is a member of the senior leadership team), at least one deputy DSL to cover in the absence of the DSL, and a designated Local Board member with responsibility for safeguarding
- have safeguarding arrangements in place which are designed to take account of all possible safeguarding issues (as listed in Annex A of 'Keeping Children Safe In Education'), including Child Sexual Exploitation and Preventing Radicalisation Prevent Duty (DfE)
- have a monitoring schedule in place across the academic year, to ensure all aspects of safeguarding are robust
- understand the importance of early help support and intervene as soon as possible and where applicable.
- adhere to safer recruitment practices (as listed in Part 3 of 'Keeping Children Safe in Education' for staff, visitors from external organisations and regular volunteers
- understand their role in the Local Safeguarding Partnerships and follow local arrangements, including use of the local authority's criteria for action/threshold guidance when responding to safeguarding or child protection concerns
- develop a culture of listening to children/young people and take account of their wishes and feelings
- provide appropriate regular, planned supervision and support for staff including undertaking safeguarding induction and training
- follow procedures (included in Part 4 of 'Keeping Children Safe In Education') for dealing with allegations against adults who work or volunteer with children
- have clear whistleblowing procedures
- make age appropriate provision for teaching children and young people about how to keep themselves safe, including online safety, relationships education (primary), relationships and sex education (Secondary) and Health Education as part of a broad and balanced curriculum
- appoint a designated teacher to promote the educational achievement of children who are looked after (CLA), and (from January 2018) for those who are post adoption, and to ensure that staff have the skills, knowledge and understanding necessary to keep CLA safe
- put in place appropriate safeguarding responses to children who are missing from education.

## 5.0 Knowledge, Awareness and Training

DBAT's Main Board of Directors ensure that all staff undergo safeguarding and child protection training which equips staff with the knowledge and understanding to safeguard children effectively. This training is then regularly updated in line with guidance from the local safeguarding partnership where the academy is located. The DSL has responsibility for ensuring this training is completed and regularly updated.

The required level of training, for all staff groups, can be found in Appendix A. Additional, role specific, training is identified through a regular review of roles and responsibilities. The Principal is responsible for this within academies. The Trust Senior Leadership Team is responsible for this within the central Trust team.

## 6.0 Trust Named Contacts

DBAT expects the highest standards of conduct from all staff and board members and will treat seriously all concerns about poor or unsafe practice and potential failings in the Trust's safeguarding regime.

In the first instance, any concerns should be raised with the Principal of the Academy. If the concern relates to the Principal, it should be reported to the Chair of the Local Board, who will in turn report to the Trust DSL.

For central Trust staff, any concerns should be raised with the CEO (DSL). If the concern relates to the CEO, it should be reported to the Chair of the Main Board of Directors.

Trust Designated Safeguarding Lead	Jez Piper, CEO	07761 521669	<a href="mailto:jez.piper@dbat.org.uk">jez.piper@dbat.org.uk</a>
Trust Deputy Designated Safeguarding Leads	Nicki Antwis, Executive Director of Learning	07761 521675	<a href="mailto:nicki.antwis@dbat.org.uk">nicki.antwis@dbat.org.uk</a>
	Hannah Snelling, Head of Peoples' Services	07761 521672	<a href="mailto:hannah.snelling@dbat.org.uk">hannah.snelling@dbat.org.uk</a>
Main Board Director with Safeguarding Responsibility	Chris Dursley		<a href="mailto:chris.dursley@dbat.org.uk">chris.dursley@dbat.org.uk</a>
Chair of Main Board of Directors	Lynda Fisher		<a href="mailto:lynda.fisher@dbat.org.uk">lynda.fisher@dbat.org.uk</a>

Safeguarding concerns relating to the welfare and safety of pupils /students should be raised to the appropriate Designated Safeguarding Lead, details of which can be found on each academy website.

## 7.0 Reporting Protocols

As part of the Principal's report to the Local Board, at least three times a year, the following aspects of safeguarding are reported on:

- Safer recruitment and the single central record
- Policy and procedures
- Case management (specific details about children and families is not shared)
- Behaviour
- Training

The outcomes of the annual safeguarding audit (provided by the local authority) are reported to the board of governors during term 3 by the designated safeguarding governor.

External quality assurance is reported to the Trust annually.

Safeguarding is a standing agenda item in the following meetings

<i>Meeting</i>	<i>Frequency</i>
Trust Main Board Meetings	Termly
Local Board Meetings	Termly
Safeguarding Local Board link meetings	Termly discussion/visit
Principal Meetings	Fortnightly
Trust Senior Leadership Team meetings	Weekly
Audit, as part of Main Board Assurance Framework	As requested

## APPENDIX 1 – KNOWLEDGE, AWARENESS AND TRAINING

	KNOWLEDGE AND AWARENESS				
	Read and understand <ul style="list-style-type: none"> <li>Keeping Children Safe in Education: Whole document (5 chapters and appendices)</li> </ul>	Read and understand <ul style="list-style-type: none"> <li>Keeping Children Safe in Education: Part 1 and Annex A and B</li> </ul>	Read and understand <ul style="list-style-type: none"> <li>DBAT’s Child Protection and Safeguarding Statement</li> </ul>	Read and understand <ul style="list-style-type: none"> <li>DBAT’s Code of Conduct</li> </ul>	Read and understand <ul style="list-style-type: none"> <li>Academy Safeguarding and Child Protection Policy and procedures</li> <li>Academy Pupil Behaviour Policy</li> </ul>
	<i>Frequency:</i>				
<i>Staff Group:</i>	<ul style="list-style-type: none"> <li>At induction</li> <li>Annually</li> <li>When updates are made</li> </ul>	<ul style="list-style-type: none"> <li>At induction</li> <li>Annually</li> <li>When updates are made</li> </ul>	<ul style="list-style-type: none"> <li>At induction</li> <li>Annually</li> </ul>	<ul style="list-style-type: none"> <li>At induction</li> <li>Annually</li> </ul>	<ul style="list-style-type: none"> <li>At induction</li> <li>Annually</li> </ul>
Main Board	YES	YES	YES	YES	NO
Central Trust Senior Leadership Team	YES	YES	YES	YES	NO
Local Boards	YES	YES	YES	YES	YES
Academy Senior Leadership Teams	YES	YES	YES	YES	YES
Central Trust Staff (non SLT)	NO	YES	YES	YES	NO
All academy staff (non SLT)	NO	YES	YES	YES	YES

	TRAINING REQUIRED							
	Safeguarding and Child Protection Training (Level 2)	Safeguarding update (face to face training)	Prevent Duty Training	Online Safety	Advanced Safeguarding and Child Protection Training and subsequent update training (Level 3)	Safer Recruitment Training  *for all staff actively involved in recruitment, in addition to the groups below	Managing Allegations Training	Understanding the safeguarding role and responsibilities of Governors
	<i>Frequency:</i>							
<i>Staff Group:</i>	<ul style="list-style-type: none"> <li>• Induction</li> <li>• Annually</li> </ul>	<ul style="list-style-type: none"> <li>• Every two years</li> </ul>	<ul style="list-style-type: none"> <li>• Induction</li> <li>• Annually</li> </ul>	<ul style="list-style-type: none"> <li>• Induction</li> <li>• Annually</li> </ul>	<ul style="list-style-type: none"> <li>• Induction</li> <li>• Subsequent update training</li> </ul>	<ul style="list-style-type: none"> <li>• Induction</li> <li>• Every 3 years</li> </ul>	<ul style="list-style-type: none"> <li>• Induction</li> <li>• Every 3 years</li> </ul>	<ul style="list-style-type: none"> <li>• Induction</li> <li>• Subsequent revisions to statutory guidance</li> </ul>
Main Board - all members	YES	YES	YES	YES	NO	YES	YES	YES
Central Trust Senior Leadership Team	YES	YES	YES	YES	NO	YES	YES	NO
Local Boards – all members	YES	NO	YES	YES	NO	NO	NO	YES
Local Boards – nominated representatives	YES	YES	YES	YES	NO	YES	YES	YES
Principal	YES	YES	YES	YES	NO	YES	YES	NO

	<b>TRAINING REQUIRED CONTINUED</b>							
	Safeguarding and Child Protection Training (Level 2)	Safeguarding update (face to face training)	Prevent Duty Training	Online Safety	Advanced Safeguarding and Child Protection Training and subsequent update training (Level 3)	Safer Recruitment Training  *for all staff actively involved in recruitment, in addition to the groups below	Managing Allegations Training	Understanding the safeguarding role and responsibilities of Governors
	<b>Frequency:</b>							
<b>Staff Group:</b>	<ul style="list-style-type: none"> <li>• Induction</li> <li>• Annually</li> </ul>	<ul style="list-style-type: none"> <li>• Every two years</li> </ul>	<ul style="list-style-type: none"> <li>• Induction</li> <li>• Annually</li> </ul>	<ul style="list-style-type: none"> <li>• Induction</li> <li>• Annually</li> </ul>	<ul style="list-style-type: none"> <li>• Induction</li> <li>• Subsequent update training</li> </ul>	<ul style="list-style-type: none"> <li>• Induction</li> <li>• Every 3 years</li> </ul>	<ul style="list-style-type: none"> <li>• Induction</li> <li>• Every 3 years</li> </ul>	<ul style="list-style-type: none"> <li>• Induction</li> <li>• Subsequent revisions to statutory guidance</li> </ul>
Academy Senior Leadership Teams	YES	YES	YES	YES	NO	NO	NO	NO
All central Trust staff	YES	YES	YES	YES	NO	NO	NO	NO
All academy staff	YES	YES	YES	YES	NO	NO	NO	NO
Designated Safeguarding Leads and Deputy Safeguarding Leads (Trust and academy)	YES	YES	YES	YES	YES	NO	NO	NO

### History of most recent Policy changes

Date	Page	Change	Origin of Change e.g. TU request, Change in legislation
Nov 2020	All	New Trust Statement to include reference to local arrangements as appropriate and Trust/Academy responsibilities	Safeguarding review