



Avonreach

# Statement Regarding Child Protection and Safeguarding in Avonreach Schools

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Avonreach Academy Trust

This document sets out the regulations for the MAT and member academies.

Responsibility	Trust Board
Author	CEO
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## Policy Statement

- 1.1. Avonreach Academy Trust fully recognises its moral and statutory responsibilities for safeguarding and promoting the welfare of children and is fully committed to safeguarding and promoting the welfare of all the pupils and staff within the academy Trust and expects all staff and volunteers to share this commitment.
- 1.2. Avonreach Academy Trust expects that everyone working within the trust schools will contribute to the creation of an environment in which all children and adults have an equal right to protection regardless of gender, religion, ethnicity, sexual identity, or culture.
- 1.3. Avonreach Academy Trust requires everyone in the organisation to maintain an open mind and an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child, everyone should always act in the interests of the child.
- 1.4. Avonreach Academy Trust expects that all adults are aware that they 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 the trust's schools. Anybody can make a referral to a designated safeguarding lead.
- 1.5. Avonreach Academy Trust expects that each trust school will follow the guidance provided by Worcestershire Safeguarding Children Partnership and Worcestershire Children First Safeguarding Team.
- 1.6. Avonreach Academy Trust has nominated Phil Hanson, Chief Executive Officer as the trust's Designated Safeguarding Lead Officer and Sue Christian as the safeguarding trustee.

## Definitions

- 2.1 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 and promoting the welfare of children is defined as:

- providing help and support to meet the needs of children as soon as problems emerge
  - protecting children from maltreatment, whether that is within or outside the home, including online
  - preventing the impairment of children's mental and physical health or development
  - 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
- 2.2 Child protection refers to the processes undertaken to protect children who have been identified as suffering or being at risk of suffering significant harm.
  - 2.3 Staff refers to all those working for or on behalf of the academy, full-time or part-time, temporary, or permanent, in either a paid or voluntary capacity.
  - 2.4 Child includes everyone under the age of 18 (including staff or volunteers under that age).
  - 2.5 Parent refers to birth parents and other adults who are in a parenting role, for example stepparents, foster carers and adoptive parents.

## Aims of the Safeguarding Statement

- 3.1 Establish the commitment of Avonreach Academy Trust to promoting good safeguarding and child protection practices throughout the organisation.
- 3.2 To set out the requirements that every trust school must:
  - Ensure the school Child Protection and Safeguarding Policy is updated annually to include any updates in Keeping Children Safe in Education (KCSIE).
  - Ensure a senior leader is nominated as Designated Safeguarding Lead (DSL) and that they have received appropriate training and support for this role.
  - Ensure the job description for the DSL clearly delineates the role and responsibilities of this post.
  - Ensure there are clear lines of communication between the DSL and the member of staff with responsibility for attendance.
  - Ensure it has at least one member of staff who will act in the absence of the DSL (Deputy DSL) who has received appropriate training and support for this role.
  - Ensure appropriate supervision is in place to support the DSL and all Deputy DSLs.
  - Ensure the Single Central Record is kept up to date. Staff files are to include photo identity and are compliant with statutory guidance.
  - Ensure a signed record of training attended by members of staff, Governors and volunteers is kept in line with KCSIE.
  - Ensure all staff (including new members of staff) sign to say they have read and understood the following MAT / school policies: Whistleblowing, Child Protection and Safeguarding, Code of Conduct, Health and Safety and Online Safety Policy.
  - Ensure the Academy Standards Committee (ASC) nominates a member to be responsible for safeguarding children and liaise with the DSL and / or Headteacher in matters relating to safeguarding.
  - Ensure every member of staff (including temporary and supply staff and volunteers) and the Academy Standards Committee knows the name of the DSL and any deputies and understands their role.
  - Ensure that the DSL and/or a Deputy DSL is always available during school hours and has made adequate and appropriate cover arrangements for any out of hours/out of term time activities.
  - Ensure that the school website includes the latest Child Protection and Safeguarding Policy reminds all that Safeguarding is everyone's responsibility and provides the name and contact details of the DSL, the ASC member responsible for Safeguarding and each Deputy DSL.
  - Ensure all staff and volunteers have read and understand (and signed to confirm) the school Safeguarding / Child Protection Policy including its Appendices, Part 1 and Annex B (or Annex A if directed by DSL) of Keeping Children Safe in Education, and the school's Code of Conduct.
  - Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and neglect, including the specific issues of Female Genital Mutilation (FGM), Child Sexual Exploitation (CSE), Children Missing Education (CME) and Radicalisation and Extremism, and maintain an attitude of 'it could happen here'.
  - Ensure that there are effective procedures in place to deal with any safeguarding issues which may rise and that these are embedded, shared and followed by everyone within the academy community.

- Ensure the school has an appropriate system for recording all incidents of physical restraint and ensuring all parents are informed when physical intervention is used.
- Ensure all staff and volunteers understand their responsibility for referring any concerns to the DSL or Headteacher in a timely manner and are aware that they may raise concerns directly with Children's Social Care if they believe their concerns have not been listened to or acted upon.
- Ensure the MAT DSL is informed of any safeguarding or child protection issues or concerns relating to a Headteacher, ASC Member, member of staff, volunteer or visitor or where staff feel there is significant risk to a child.
- Ensure staff new to the schools are informed of the safeguarding children arrangements in place. They will be given a copy of the school Safeguarding / Child Protection Policy, its Appendices, Part 1 and Annex A/B of Keeping Children Safe in Education, the school's Code of Conduct and told who the DSL is, who acts in their absence and what this role includes.
- Ensure all volunteers, supply staff and regular visitors to the school are told where the policy is kept, given the name of the DSL and deputy/ies and informed of the school's procedures in reporting concerns.
- Establish a safe environment in which children and young people can learn and develop.
- Ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in communications and publishing its policy on the school website.
- Ensure that the duty of care towards its pupils and staff is promoted by raising awareness of illegal, unsafe and unwise behaviour and assist staff to monitor their own standards and practice.
- Ensure that all staff and volunteers feel able to raise concerns about poor or unsafe practice and are aware of whistleblowing procedures and helplines.
- Be aware of and follow procedures set out by the DfE and the Local Safeguarding Children Board and Local Authority children's services departments where an allegation of abuse is made against a member of staff or volunteer, including making a referral to the Local Authority Designated Officer (LADO).
- Ensure that a referral is made to the DBS and/or National College for Teaching and Leadership if a person in regulated activity has been dismissed or removed due to safeguarding concerns or would have been had they not resigned.
- Ensure that there are effective procedures in place to deal with any safeguarding issues which may arise and that these are embedded, shared and followed by everyone within the academy community.
- Ensure all staff and governors receive appropriate regular training on dealing with safeguarding and child protection issues and are aware of the wide range of indicators and types of abuse and what action to take if they have a concern. A record of this training must be retained by each school.
- Ensure all ASC members have read (and signed to confirm) the school Safeguarding / Child Protection Policy including its Appendices, Part 2 of Keeping Children Safe in Education and the school's Code of Conduct.
- Set out written standards on the expected conduct of staff and ensure all staff work safely and responsibly, monitoring their own standards and practices on a regular basis, avoiding any conduct which may lead someone to question their motivation or intentions.
- Raise awareness of safeguarding and child protection issues with the children or young people and equip them with the skills needed to keep themselves safe.

- Support children who have been abused or are vulnerable to abuse, this includes robustly tackling incidents of bullying.
- Ensure all children are taught how to protect themselves online and how to report online incidents through CEOP.
- Operate a lettings policy which ensures the suitability of adults working with children on school sites at any time.
- Ensure that community users organising activities for children are aware of, and understand the need for compliance with the school's child protection guidelines and have a duty to report safeguarding issues to the school's DSL.

## Additional materials and further information

- Children Acts 1989 and 2004
- The Education Act 2002
- Head teacher and teachers' standards
- Working together to safeguard children
- Guidance for safer working practice for those working with children and young people in education settings
- The most recent version of Keeping children safe in education
- [Keeping children safe in education - GOV.UK \(www.gov.uk\)](http://www.gov.uk)