



**SPECIALIST SCHOOLS TRUST (SST)
"THE TRUST"**

Title: Policy

Lead Reviewer: TRUST LEAD DSL

Who this is aimed at: Whole Trust Community

Version	Reason for Change
V1	New Policy Statement

Date Initially Implemented	October 2023
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Safeguarding Statement

The Trust demands and expects safeguarding to be at the forefront of all practice within our schools. We consider the safety and well-being of our students and staff to be the highest priority.

To fulfil this expectation, the Trust recognises the national and importantly the local context of our schools. In driving national priorities and being secure in our local contextualised knowledge we are able to inform and direct our schools' programmes to ensure the needs of students and staff are met.

The key priorities for our safeguarding programmes are:

- Education, training and recreation
- Physical and mental health, and emotional well-being
- Protection from harm and neglect
- Contribution children make to society
- Social and economic well-being

Policy and Process

To ensure the trust vision for safeguarding and its execution in each school the need for high quality policies is essential. As a result, the Trust Schools work with the agreed Southampton Local Authority template for Child Protection and Safeguarding Policy that fulfils all national expectation and guidance. This policy and the linked documents create a spine for each academy to adapt specifically to the local and school specific setting. Each CP/Safeguarding policy is updated at least annually, and when legislation changes. This policy is approved by the Trust Lead DSL, the Trust's Safeguarding Committee, and is published on each school's website.

- There is a Trust wide staff code of conduct in place which staff receive annually or when they join the organisation as part of each school's induction process.
- There are also Trust wide procedures covering particular safeguarding issues such as recruitment and selection, allegations against staff, attendance, children missing in education, radicalisation, whistleblowing, lone working, alternative provision and work experience in place.

- To see each school's specific policies for safeguarding please see each school's website.

Education and training

The education of safeguarding within all of our academies is one of the most important vehicles to ensure our staff can identify and deal appropriately with safeguarding concerns and for our children to be able to manage their lives safely both within the school and beyond.

Raising awareness of safeguarding among staff: All our academies adhere to Keeping Children Safe in Education (2023), statutory safeguarding guidance from the Department for Education; all our staff, Trustees, Members and Governors are directed and sign to say they have read at least the first section of this guidance.

Safeguarding training - All our staff undergo safeguarding training as part of their induction. This is recorded in each school, and regularly updated to meet statutory requirements. All our DSLs receive regular training through the local authority and additional specific CPD. To ensure training is current, our DSLs attend regular network meetings, as well as any relevant further training in response to local and national issues. All DSLs complete the full retraining as required.

We recognise that staff knowledge and awareness is a priority. Staff are made aware of policy and procedure through regular training, e-mail updates, bulletins, and staff meetings as well as visible information within our buildings. The Trust is confident that staff are highly trained, can recognise concerns and are prompt in reporting signs of abuse and neglect.

Raising awareness of safeguarding among students: Our schools embed relevant safeguarding themes for learners into their curricula, which are specifically designed for pupils with SEN. These sit alongside a broader range of curriculum subjects and enrichment, where safeguarding themes are also evident, where appropriate.

It is expected that schools are responsive to current issues and adapt curriculums to meet immediate needs. In addition, regular newsletters, school displays and initiatives are used by each

school as appropriate for its individual context.

In addition, student voice is an important component within each school to gauge student understanding of key areas of safeguarding and then using this information to drive curriculum changes.

School Leadership of safeguarding: It a priority for each of the schools to have the capacity within their safeguarding teams to meet the context of the setting. Each school has a designated safeguarding lead (DSL). Schools are encouraged to develop a wider safeguarding team through training of additional DSLs who support students and staff, having capacity to liaise with other agencies. The DSLs are always available to staff during school hours and can be contacted out of school hours in emergencies. Staff raise any concerns about pupil welfare with their designated safeguarding teams, who will then make decisions about referrals. A referral is made immediately, in line with guidance, where a child is in immediate danger or at risk of harm.

In addition, the Trust places a significant level of responsibility upon the role of the Local Governing Body (LGB) when monitoring safeguarding issues, procedures and outcomes. Each school has a link governor for safeguarding whose responsibility is to meet with the lead DSL on a regular basis, as well as to sit on the Safeguarding Committee. The minuted committee meetings are then shared with the full LGB and Trustees, so they all very aware of strengths and areas for development.

This governance is further enhanced by oversight from the Local Authority, including provision of CPD, advice, support, and regular audits of safeguarding in Southampton schools. These in-depth reviews cover all aspects of safeguarding from culture to compliance and full reports are circulated to the LGB and Trustees as well as school leaders.

Induction/Safer recruitment – all adults working in our schools, including members, trustees, governors, third party staff, casual staff and volunteers, undergo appropriate safer recruitment checks, including the correct level of Disclosure and Barring Service (DBS) check. Anyone engaged in 'regulated activity' also undergoes an enhanced DBS check with barred list information.

Checks are all recorded on each school's single central record (SCR). The Trust HR Manager has access to all our schools' SCRs and ensures they are up to date and compliant.

At least one person on any appointment panel in our schools must have undertaken safer recruitment training.

Dealing with specific safeguarding issues – The Trust ensures that all our staff are aware of the indicators of abuse and neglect, as well as specific safeguarding issues such as radicalisation, child sexual exploitation, child criminal exploitation, children missing in education, mental health, serious violence and peer on peer abuse.

All our teachers understand that they should speak to the DSLs with any concerns on female genital mutilation (FGM) **BUT** that they are required by law to report to the police any concerns about FGM carried out on a girl aged under 18.

Trust ICT infrastructure: Appropriate internet filters and monitoring systems are in place in all our schools to keep children and young people safe online. Where relevant, students are educated about how to be safe on social media. Parents can access support and advice from their child's school.

Trust Safeguarding Staffing Structure

To ensure the Trust's own culture is embedded, the members and trustees are all appropriately trained, having read and understood KCSIE 23, Working together to safeguard children and what to do if you're worried a child is being abused: advice for practitioners.

Trust Monitoring and Responsibilities

The Trust leadership and Trustees have the following recognised responsibilities:

- To ensure that safeguarding and associated policies are in place at all schools
- To ensure that all staff meet the requirements of KCSIE 23, working together to safeguard children 18 and the statutory framework for EYFS 23.
- To ensure that safer recruitment procedures are followed in all schools.
- To ensure that all Trustees have attended appropriate training

- To ensure that best practice for safeguarding is shared across the Trust
- To ensure that appropriate funding is available to deliver all aspects of safeguarding education and training
- To monitor peer on peer abuse between children, attendance and other key indicators of the current safeguarding position
- To ensure a full understanding of GDPR obligations
- To ensure that safeguarding is on the agenda for all meetings