

SAFEGUARDING & CHILD PROTECTION POLICY

Issued: May 2016
Revised: Oct 2016
Reviewed: August 2017
Next Review Due: August 2018

This Trust-wide policy applies to all staff, including the Board of Trustees and Central Staff, paid staff, volunteers and sessional workers, agency staff, students or anyone working for and on behalf of the Bradford Diocesan Academies Trust.

Introduction

This policy has been developed in accordance with the principles established by the Children's Act 1989, the Education Act 2002 and the Children's Act 2004 and in line with locally agreed guidance and procedures.

The Bradford Diocesan Academies Trust and the Local Governing Bodies of all academies take seriously their responsibilities under section 175 of the Education Act 2002 to safeguard and promote the welfare of children; and to work together with other agencies to ensure adequate arrangements within our schools to identify, assess and support those children and young people who are suffering harm.

The purpose of this policy:

- To protect children and young people who receive BDAT's services;
- To provide staff and volunteers with the overarching principles that guide our approach to child protection;
- BDAT believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practice in a way that protects them.

Ethos

Improving outcomes for all children and young people underpins all of the development and work within the Trust.

Safeguarding is considered everyone's responsibility and as such our schools aim to create the safest environment within which every student has the opportunity to achieve. The academies recognise the contribution they can make in ensuring that all students registered or who use our facilities feel that they will be listened to and appropriate action taken.

We will do this by working in partnership with other agencies and seeking to establish effective working relationships with parents, carers and other colleagues to develop and provide activities and opportunities throughout our curricula that will help equip our students with the skills they need. This will include materials and learning experiences that will encourage our students to develop essential life skills and protective behaviours.

Trustees Responsibilities/Governors Responsibilities

The Trust Board has a legal responsibility to make sure that the schools have an effective safeguarding policy and procedures in place and monitors that the schools comply with them.

The Governing Body of each school has appointed Named Persons who have lead responsibility for dealing with all safeguarding issues in our schools.

The Governing Bodies will ensure that Named Persons for Safeguarding & Child Protection attend the required training and that they refresh their training every two years.

Our Governing Bodies recognise that for this policy to be effective, it is essential that staff have an understanding of what safeguarding is, know how to access safeguarding information, know of any possible contribution that they may be required to make to safeguard our students and how to access further advice, support or services.

All designated staff will update their training every 2 years.

All members of staff are provided with opportunities to receive appropriate training in order to develop their understanding of the signs and indicators of abuse and of the schools child protection procedures every year.

All members of staff, volunteers, governors and trustees must know how to respond to a student who discloses abuse, and the procedure to be followed in appropriately sharing a concern of possible abuse or a disclosure of abuse.

All staff are entitled to raise concerns directly with Children's Social Care Services, however best practice is to alert the Child Protection team. This training is included in the Trust and academy induction procedures.

All staff must ensure that Carol Dewhurst (Chief Executive Officer, Bradford Diocesan Academies Trust) is informed of all issues/ concerns/ incidents. In the absence of Carol Dewhurst, please inform Peter Thompson (Director of Operations, Bradford Diocesan Academies Trust).

Named Persons must report all serious incidents to the Local Authority Designated Officer (LADO) as well as Carol Dewhurst (Chief Executive Officer, Bradford Diocesan Academies Trust). A transcript of the phone calls must be recorded and stored securely.

All parents/carers are made aware of the schools responsibilities in regard to child protection procedures through publication of the individual academy Safeguarding and Child Protection Policy.

Community users organising activities for children are aware of and understand the need for compliance with the Trust child protection guidelines and procedures.

All staff responsible for our selection and recruitment procedures have completed the appropriate training. They are responsible for making appropriate checks on staff suitability, including Disclosure and Barring Service checks. (The Disclosure Barring Service (ISA) merged with the Criminal Records

Bureau (CRB) to form the Disclosure and Barring Service (DBS) in December 2012) and for ensuring that we hold and upkeep a Single Central Record of all staff and regular volunteers in accordance with government guidance.

Our child protection and safeguarding policy and procedures will be annually reviewed and updated.

Academy Based Staff Requirements

Senior Leadership (SLT) in all academies throughout the Trust are required to ensure all staff, volunteers and visitors are provided with up-to-date guidance, in line with the publications from the Department for Education's guidance on Keeping Children Safe in School.

It is recommended that SLT acquire evidence of distributing the guidance and store the evidence with other essential Child Protection/Safeguarding paperwork.

In addition, to the basic requirements and good practice provided within this Child Protection policy, the Trust require each academy to implement a bespoke Child Protection policy which is tailored to the needs of each academy setting.

Each academy has the duty to ensure their own Child Protection policy is up-to-date and is displayed on the academy website.