

1 PRINCIPLES

The Trust will:

- 1.1 establish and maintain an environment and culture where:
 - 1.1.1 children are kept safe, feel safe, are able to talk about and are listened to when they have a worry or concern
 - 1.1.2 parents are confident that their child is kept safe and feels safe
 - 1.1.3 Alban Academies Trust ('AAT') staff and volunteers feel safe, are encouraged and able to talk and are listened to when they have concerns about the safety and wellbeing of a child.
- 1.2 ensure children know that there are adults in any school within the AAT whom they can approach if they are worried
- 1.3 ensure that children who have additional/unmet needs are supported appropriately. This could include referral to early help services or specialist services if they are a child in need or have been/are at risk of being abused and neglected.
- 1.4 consider how children may be taught about safeguarding, including online, through teaching and learning opportunities, as part of providing a broad and balanced curriculum.
- 1.5 All staff members within the Trust working with children are advised to maintain an attitude of 'it could happen here' and 'doing nothing is not an option' where safeguarding is concerned. When concerned about the welfare of a child, staff members should always act in the interests of the child.

2 TRUST ARRANGEMENTS

This policy has been developed at Trust level and therefore covers policy that is relevant and followed by all the schools within the Alban Academies Trust. The appendices contain specific school level documents and detail of any differing procedures if applicable and relevant to this policy.

3 ROLES AND RESPONSIBILITIES

3.1 AAT central team and Board of Trustees

- 3.1.1 The Board of Trustees of the AAT has ultimate responsibility for safeguarding issues.
- 3.1.2 Operationally, this responsibility is currently delegated to the CEO.
- 3.1.3 Individual lead DSPs in schools are responsible for making the CEO aware of all serious safeguarding issues as they arise. The AAT DSP co-ordinator is responsible for the co-ordination of monitoring and evaluation of all safeguarding procedures across the AAT and will co-ordinate monitoring and evaluation opportunities of lead DSPs across the AAT at least three times annually.
- 3.1.4 There are two nominated Trustees on the AAT Board of Trustees for child protection. These are: Jeremy Loukes and Peter Jones.

3.2 Local Governing Bodies (LGBs)

LGBs must ensure that they comply with their duties under legislation. They must also have regard to this guidance to ensure that the policies, procedures and training in their schools or colleges are effective and comply with the law at all times. Each Local Governing Body will appoint a designated governor for safeguarding. LGBs should also follow the advice in Keeping Children Safe in Education, DfE 2020 regarding IT use in school.

3.3 Designated Senior Persons (DSP)

- 3.3.1 N.B. Keeping Children Safe in Education, DfE 2020, refers to this role as Designated Safeguarding Lead - DSL.
- 3.3.2 All local governing bodies should ensure that the school designates an appropriate senior member of staff to take the lead responsibility for child protection. This person should have a job description outlining the status (member of the senior team) and authority within the school to carry out the duties of the post including committing resources and, where appropriate, supporting and directing other staff. The DSPs' training will be updated every two years with an update at least annually. DSPs will also liaise with representatives at the local authority/Virtual School regarding children looked after by the local authority in their school.

- 3.3.3 At individual school level, a Designated Senior Person and/or a deputy will always be available during term time for school staff to discuss any safe-guarding concerns. This responsibility cannot be delegated to others. Individual schools and DSPs will arrange adequate cover for any out of hours/out of term activities.

4 PROCESS

- 4.1 The AAT ensures that all their academies:
- 4.1.1 have a designated senior person (DSP) and a designated governor for safeguarding (N.B. Keeping Children Safe in Education, DfE 2020, refers to this role as Designated Safe-guarding Lead – DSL)
 - 4.1.2 have in place safeguarding arrangements which adhere to the statutory guidance in Keeping Children Safe in Education (DfE September 2020) and which are designed to take account of all possible safeguarding issues including child sexual exploitation (CSE) and preventing radicalization
 - 4.1.3 adhere to safe recruitment practices (all staff and volunteers who work within the AAT's central team and academies, who meet the 'regulated activity test' (Freedoms Act 2012) are required to undergo an enhanced Disclosure and Barring Service (DBS) check and a barred list check prior to employment)
 - 4.1.4 maintain a Single Central Record (SCR)
 - 4.1.5 have arrangements for working together with other agencies and for sharing information with other professionals
 - 4.1.6 take account of Hertfordshire County Council's procedures and practices established by the Hertfordshire Safeguarding Children Partnership (HSCP) and comply with any requests from that Board
 - 4.1.7 have in place effective child protection and staff behaviour policies
 - 4.1.8 provide appropriate supervision and support for staff including undertaking safeguarding induction and training
 - 4.1.9 follow clear policies for dealing with allegations against people who work with children
 - 4.1.10 have clear procedures in place to handle allegations of abuse against children
 - 4.1.11 have clear whistleblowing procedures following the AAT Whistleblowing Policy
 - 4.1.12 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
 - 4.1.13 put in place appropriate safeguarding responses to children who go missing from education
 - 4.1.14 fulfil all of their statutory responsibilities in respect of safeguarding and promoting the welfare of children
- 4.2 The Trust and every academy in the Trust follow the procedures established by the Hertfordshire Safeguarding Children Partnership; a guide to procedure and practice for all agencies in Hertfordshire working with children and their families.
- 4.3 The safeguarding policy of each academy in the AAT is the same and is based on the model Child Protection Policy recommended by Hertfordshire County Council, as all our academies are based in Hertfordshire.
- 4.4 All policies and procedures in respect of safeguarding children throughout the Trust are up to date and in line with Keeping Children Safe in Education, DfE 2020.
- 4.5 Please visit each academy's website to read their full Child Protection Policy, which will include named individuals for that school.

5 MONITORING AND REPORTING

The Central AAT staff will:

- 5.1 Monitor the quality of safeguarding practices and their impact on outcomes for children across the Trust and provide regular reports to the Trust Board. An annual report to the Board of Trustees will address key safeguarding concerns that have arisen, issues flagged following post incident

- reviews and audits, emerging safeguarding issues and training needs.
- 5.2 Monitor academy compliance at each academy within the AAT, through an annual safeguarding audit, a report to Trustees by each Local Governing Body and through staff performance measures.
- 5.3 Work with the headteachers of the academies 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
- 5.4 Liaise with local authority lead professionals for safeguarding, the HSCP, Ofsted, ESFA and other agencies as required
- 5.5 Commission external challenge and support where appropriate to ensure academies meet their statutory responsibilities in respect of safeguarding and promoting the welfare of children
- 5.6 Provide opportunities to DSPs from each academy across the Trust to meet to discuss practice, to share learning and to train together. This will include sharing post incident reviews and action points to improve practice.

6 EVALUATION AND REVIEW

- 6.1 This statement will be reviewed annually or whenever statutory safeguarding requirements or guidance changes, whichever is the sooner, by the AAT Board of Trustees and the academies within the AAT.
- 6.2 In order to safeguard and promote the welfare of children, the Trust and each individual school will act in accordance with the following legislation and guidance:
 - 6.2.1 The Children Act 1989
 - 6.2.2 The Children Act 2004
 - 6.2.3 Education Act 2002 (Section 175/157)
 - 6.2.4 Outlines that Local Authorities and School Governing Bodies have a responsibility to: “ensure that their functions relating to the conduct of school are exercised with a view to safeguarding and promoting the welfare of children who are its pupils”.
 - 6.2.5 Hertfordshire Safeguarding Children Partnership Inter-agency Child Protection and Safeguarding Children Procedures (Electronic)
 - 6.2.6 Keeping Children Safe in Education
 - 6.2.7 Keeping Children Safe in Education: Part One- information for all school and college staff (DfE, September 2020) – APPENDIX 1
 - 6.2.8 Working Together to Safeguard Children (DfE 2018)
 - 6.2.9 The Education (Pupil Information) (England) Regulations 2005
 - 6.2.10 Sexual Offences Act (2003)
 - 6.2.11 Section 26, The Counter Terrorism and Security Act 2015 (PREVENT duty)
 - 6.2.12 Female Genital Mutilation Act 2003 (Section 74 ,Serious Crime Act 2015)

7 STAFF CPL

All AAT staff will receive appropriate safeguarding children training from an accredited body. Formal update and/or re-training will take place at least every three years, as advised by the Hertfordshire Safeguarding Children Partnership (HCSP), to ensure staff remain sufficiently knowledgeable and aware of their role in the early recognition of the indicators of abuse or neglect and of the appropriate procedures to follow. In addition, all schools will ensure all staff receive update training annually and will provide staff members with additional safeguarding and child protection updates (for example, via email, e-bulletins and staff meetings), as required, but at least termly, to provide them with relevant skills and up-to-date knowledge to safeguard children effectively. Training will include the topics referred to in the 2020 version 'Keeping Children Safe in Education' that might not have been explicit in the past. These topics include:

- 7.1 Peer-on-Peer Abuse, including sexual violence and harassment between children
- 7.2 So-called Honour-based Violence
- 7.3 Understanding the additional safeguarding vulnerabilities of learners with SEN and disabilities, and how those barriers can be overcome
- 7.4 Contextual safeguarding such as County Lines criminal activity