



Safeguarding Statement of Intent Policy

Last Reviewed	October 2023
Reviewed by	Trust Board
Date of Approval	October 2023
Lead responsibility	AAT Safeguarding Lead
Next Review	October 2024

1 PRINCIPLES

The Alban Academies Trust ('AAT') 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 and responded 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 AAT staff and volunteers feel safe, are encouraged and able to talk and are listened to and responded 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 referrals to Early Help Services or Child Protection Contact Referrals to 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. KCSIE (DfE 2023)
- 1.5 ensure all staff members within the AAT are advised to maintain an attitude of 'it could happen here' and 'it could be happening to this child or young person' 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 AAT. The Trust Safeguarding Lead is Jennie Clarke. DSLs for the schools are:- Ridgeway Academy: Sarah Merrigan, Sandringham School: Stuart Kemp, Verulam School: Gemma Perry, Garden Fields: Paul Sutton, Skyswood Primary School: Bob Bridle, Wheatfields Junior School: Janice Tearle and Wheatfields Infants' and Nursery School: Jayne Nicholl.

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. Trustees must ensure that they comply with their duties under legislation.
 - 3.1.2 Operationally, this responsibility is currently delegated to the Trust Safeguarding Lead who is responsible for the coordination of external monitoring and evaluation of safeguarding procedures across the AAT and will coordinate evaluation opportunities of lead DSLs across the AAT at least three times annually.
 - 3.1.3 Individual lead DSLs in schools are responsible for making the Trust Safeguarding Lead aware of all serious safeguarding issues as they arise, unless they involve a staff member, in which case the CEO will be informed.
 - 3.1.4 There is one nominated Trustee, Jeremy Loukes, on the AAT Board of Trustees for child protection.
 - 3.1.5 All trustees will receive appropriate safeguarding and child protection (including online) training at induction. This training should equip them with the knowledge to provide strategic challenge to test and assure themselves that the safeguarding policies and procedures in place in schools across the AAT are effective and support the delivery of a robust whole school approach to safeguarding. Their training should be regularly updated (KCSIE 2023), though refresher training and participating in Trust run training where appropriate.
- 3.2 Local Governing Boards (LGBs)

LGBs must have regard to this guidance to ensure that the policies, procedures and training in their schools are effective and comply with the law at all times. Each LGB will appoint a designated governor for safeguarding and online safety. LGBs should also follow the advice in Keeping Children Safe in Education. DfE 2023 regarding IT use in school, including filtering and monitoring. LGB are responsible for reporting to the Board of Trustees.

3.3 Designated Senior Leads (DSL)

All LGBs should ensure that the school designates an appropriate senior member of staff to take the lead responsibility for child protection. This person should follow the job description outlined in the school's Safeguarding and Child Protection policy and should have 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 DSLs' formal training specific to their safeguarding role and duties will be updated every two years with an update at least annually. The DSL will undertake Prevent Awareness training every 3 years and Home Office online training on an annual basis at a minimum. The DSL will also update their training regularly through local and national training opportunities.

3.3.1 DSLs will also liaise with representatives at the local authority/Virtual School regarding children looked after by the local authority in their school.

3.3.2 At individual school level, a Designated Senior Lead and/or a deputy will always be available during term time for school staff to discuss any safeguarding concerns. This responsibility cannot be delegated to others. Individual schools and DSLs 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 lead (DSL) and a designated governor for safeguarding

4.1.2 have in place safeguarding arrangements which adhere to the statutory guidance in Keeping Children Safe in Education (DfE September 2023.) and which are designed to take account of all possible safeguarding issues including child sexual exploitation (CSE), preventing radicalization and online safety.

4.1.3 meets the requirements set out in Filtering and Monitoring Standards for Schools and Colleges (DfE March 2023).

4.1.4 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)

4.1.5 maintain a Single Central Record (SCR)

4.1.6 have arrangements for working together with other agencies and for sharing information with other professionals

4.1.7 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

4.1.8 have in place effective child protection and staff behaviour policies

4.1.9 provide appropriate supervision and support for staff including undertaking safeguarding induction and training

4.1.10 follow clear policies for dealing with allegations and low level concerns against people who work with children

4.1.11 have clear procedures in place to handle allegations of abuse against children

4.1.12 have clear whistleblowing procedures following the AAT Whistleblowing Policy

4.1.13 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

4.1.14 put in place appropriate safeguarding responses to children who go missing from education

4.1.15 fulfil all of their statutory responsibilities in respect of safeguarding and promoting the welfare of children

4.1.16 have procedures in place to ensure that any individual or organisation hiring or leasing the school's premises have appropriate safeguarding and child protection policies and procedures in place and that there are arrangements in place for the individual or organisation to liaise with the school on safeguarding matters where necessary.

4.2 The AAT 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 and child protection policy of each academy in the AAT is the same and is based on the model template developed by the Trust Safeguarding Lead in partnership with DSLs from across the Trust.
- 4.4 All policies and procedures in respect of safeguarding children throughout the AAT are up to date and in line with Keeping Children Safe in Education, DfE 2023.
- 4.5 All academies within the AAT assess risk around PREVENT and share this with their local Governing Boards.
- 4.6 All academy's websites have 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 AAT 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, and report to Trustees.
- 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 Meet with DSLs from each academy across the AAT, individually and collectively 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. It will be implemented within all AAT schools through their induction and training programmes, and as part of day-to-day practice. Compliance will be monitored within schools.
- 6.2 In order to safeguard and promote the welfare of children, the AAT 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 The Children and Social Work Act 2017
 - 6.2.4 Education Act 2002 (Section 175/157) *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 (DfE, Sept 2023)
 - 6.2.7 Keeping Children Safe in Education: Part One- information for all school and college staff (DfE, September 2023) – 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)
- 6.2.13 Anti-social Behaviour, Crime and Policing Act 2014 (makes it a criminal offence to force someone to marry. Includes taking someone overseas to force them to marry (whether or not the forced marriage takes place).
- 6.2.14 Serious Violence Strategy 2018
- 6.2.15 Equality Act 2010 (including the Public Sector Equality Duty)
- 6.2.16 The Human Rights Act 1998
- 6.2.17 Apprenticeships, Skills, Children and Learning Act 2009
- 6.2.18 Sexual violence and sexual harassment between children in schools and colleges (DfE 2021)

7 Staff CPD

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. DSLs will undertake refresher training for their role every two years. In addition, all schools will ensure all staff, including Members, Trustees and Governors 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, which is regularly tested, will include the topics referred to in the 2023 version 'Keeping Children Safe in Education' that might not have been explicit in the past. These topics include:

- 7.1 Child on child 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
- 7.5 Online safety, including filtering and monitoring