

BIRMINGHAM DIOCESAN ACADEMIES TRUST SAFEGUARDING POLICY

- 1.0** This Trust-wide policy applies to all staff, including the Board of Directors and Central Staff, paid staff, volunteers and sessional workers, agency staff, students or anyone working for and on behalf of the Birmingham Diocesan Academies Trust.
- 2.0 Introduction**
- 2.1** 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. Its principles adhere to 'Keeping Children Safe in Education 2016 (DFE)'
- 2.2** The Birmingham Diocesan Academies Trust and the Local Academy Boards of all schools 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.
- 3.0 The purpose of this policy is:**
- To protect children and young people who receive BDMAT's services;
 - To provide staff and volunteers with the overarching principles that guide our approach to safe guarding;
 - BDMAT 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.
- 4.0 Ethos**
- The Trust is committed to ensuring all involved with it, experience 'Life in all its Fullness'. This includes educating for **Dignity and Respect**. Human dignity, the ultimate worth of each person, is central to good education. The basic principle of respect for the value of each person involves continual discernment, deliberation and action, and schools are one of the main places where this happens, and where the understanding and practices it requires are learned. This includes vigilant safeguarding.
- 4.1** Improving outcomes for all children and young people underpins all of the development and work within the Trust.
- 4.2** 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 schools 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.
- 4.3** 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 behaviour.
- 5.0 Director's Responsibilities/Local Governor's 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.
- 5.1** Individual schools in the trust have a responsibility to follow the guidance in 'Keeping Children Safe in education, Statutory guidance for schools and colleges. DFE September 2016,' and the advice and guidance relevant to their Local Safeguarding Children's Board.
- 5.2** The Local Academy Board (LAB) of each school has appointed Named Persons (Designated safeguarding leads - DSL) who have lead responsibility for dealing with all safeguarding issues in our schools.

- 5.3** The LAB will ensure that DSL for Safeguarding attends the required training and that they refresh their training every two years.
- 5.4** Our LABs 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.
- 5.5** All designated staff will update their training every 2 years.
- 5.6** 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.
- 5.7** All members of staff, volunteers, governors and directors 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.
- 5.8** All staff are entitled to raise concerns directly with Children's Social Care Services, however best practice is to alert the DSL within the academy. This training is included in the Trust and academy induction procedures.
- 5.9** All staff must ensure that Christopher Mansell (Chief Executive Officer, Birmingham Diocesan Academies Trust) is informed of all major issues/ concerns/ incidents. In the absence of Christopher Mansell, please inform Sarah Smith (Director of Education, Birmingham Diocese).
- 5.10** The DSL must report all serious incidents to the Local Authority Designated Officer (LADO) as well as Christopher Mansell (Chief Executive Officer, Birmingham Diocesan Schools Trust). Notes of the phone calls must be recorded and stored securely.
- 5.11** All parents/carers are made aware of the schools responsibilities in regard to child protection procedures through publication of the individual academy Safeguarding Policy.
- 5.12** Community users organising activities for children are aware of and understand the need for compliance with the Trust safeguarding guidelines and procedures.
- 5.13** All staff responsible for our selection and recruitment procedures have completed the appropriate training. LABS 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 they hold and upkeep a Single Central Record of all staff and regular volunteers in accordance with government guidance.
- 6.0 Reporting**
- 6.1** The CEO will report to the Board of Directors annually, regarding each individual schools compliance with the policy and guidance.
- 6.2** There will be a standing 'Safeguarding' item on the BDMAT board meeting agendas.
- 6.3** A central record is kept with each school's completed training record.
- 7.0 Review**
- The school's and Trust's safeguarding policy and procedures will be annually reviewed and updated.