QUANTOCK
EDUCATION TRUST

Child Protection & Safeguarding policy

Part 1 – overarching Trust policy

(to be read in conjunction with Part 2 - School Policy)

POLICY LINKS: Allegations of abuse against staff, Recruitment (incorporating safer recruitment), Whistleblowing, Complaints

DATE: September 2020

POSTHOLDER RESPONSIBLE: CEO

DATE RATIFIED BY TRUSTEES: November 2020 (reviewed 16/3/21)

DUE FOR REVIEW: September 2021 (annual)

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1. Introduction

1.1. Quantock Education Trust (QET) is committed to safeguarding and promoting the welfare of all pupils by protecting children from maltreatment, preventing the impairment of health or development and by ensuring that children grow up in circumstances consistent with the provision of safe and effective care.

1.2. QET is committed to meeting its moral and statutory responsibility, ensuring that robust procedures are in place, outlining the actions that it will take to prevent harm, to promote wellbeing, to create safe environments and to respond to specific issues and vulnerabilities. Safeguarding determines the actions taken to keep children safe and protect them from harm in all aspects of their school life to ensure that they have the best outcomes. This is underpinned by a culture of openness where both children and adults feel secure, able to talk, and believe that they are being listened to.

1.3. QET maintains an attitude of 'it could happen here' and expects that all staff and volunteers share and demonstrate their commitment to protecting children. All academies are required to maintain a single central record to provide reassurance that all staff and volunteers are recruited safely.

1.4. QET is committed to the following safeguarding key principles: -

- Responsibility to safeguard and promote the welfare of children is of paramount importance.
- All children, regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection.
- All staff, volunteers, Local Governors, Trustees and Members must share this commitment.
- All staff, volunteers, Local Governors, Trustees and Members have an equal responsibility to act on any suspicion or disclosure that may suggest a child is at risk of harm at home, in the community or in an academy.
- Staff members are to always act in the interests of the child.
- Students and staff involved in child protection issues will receive appropriate training and support.

1.5. QET expects that each academy will follow the guidance and child protection procedures provided by their Local Safeguarding Children Board and Local Authority Children's Services departments. Crucially, there may be safeguarding issues that are specific to a school's local area and communities.

1.6. This policy outlining the local procedures for each of the academies across the Trust will be made available on the academy websites. They have been developed to ensure compliance with legislation including Section 175 the Education Act 2002, Section 11 of the Children's Act 2004, Working Together to Safeguard Children July 2018 and Keeping Children Safe in Education September 2020, and What to do if you are worried about a child being abused – advice for practitioners. All academies are expected to follow the escalation policy if they have concerns about the management of a case by Children and Social Care.

1.7. Child Protection and Safeguarding policy works in conjunction with other relevant policies in place at both Trust and at a local level, safeguarding the interests and welfare of children e.g. recruitment and selection, anti-bullying, whistle blowing, allegations against staff, health and safety, special education needs and disabilities, equality policy and staff code of conduct.

1.8. QET has the following roles and responsibilities in place to ensure that all academies are compliant and have a strong safeguarding culture:

Roles	Responsibilities
Designated Trustee for Safeguarding (DTS)	A Trustee who has an oversight of trust-wide safeguarding and reports directly to the board.
Executive Safeguarding Lead (ESL)	A member of the executive team who has an oversight of trust-wide safeguarding and leads on the development of the QET safeguarding policy.
QET Strategic Safeguarding Lead (SSL)	A lead DSL who takes responsibility for peer audits, the DSL peer network and who liaises closely with the DTS and ESL.
Designated Safeguarding Governor (DSG)	A member of the Local Governance Committee who has an oversight of safeguarding in their individual academy and reports back to the LGC. They also have the DTS as point of contact to the board.
Designated Safeguarding Lead/s (DSL)	Member/s of staff responsible for safeguarding and child protection within their individual academy. They liaise closely with key stakeholders, such as their staff, headteacher, DSG and relevant external agencies.

2. Governance

2.1. QET's designated Trustee (DTS) oversees the governance arrangements for Safeguarding and is a point of contact for the LGC's Designated Safeguarding Governors (DSG).

2.2. The QET designated Trustee meets with the QET ESL and the QET Strategic Safeguarding Lead at the end of each full term to evaluate the outcomes of scheduled audits and checks. The QET Trustee reports a summary of findings at the full board meeting.

2.3. All academies are required to follow the Local Safeguarding Children Board's interagency policies and procedures and the Local Governance Committee (LGC) are responsible for the implementation of the Safeguarding and Child Protection Policy at academy level. Safeguarding will be included on the agenda and monitored at every full Local Governance Committee meeting.

2.4. Each Local Governance Committee is required to have a DSG to provide feedback at LGC meetings. The DSG meets regularly with the academy's Designated Safeguarding Lead (DSL) to discuss:

- Safeguarding peer audits or external reviews;
- Risks/vulnerabilities;
- Compliance issues;
- The effectiveness in the application of practices;
- Any lessons that can be shared; and
- Best practice.

3. The Supporting Structural and Quality Assurance Arrangements

Focus	Process
Quality Assurance	Each academy has two peer audit visits per year carried out by the QET SSL. These reviews will be quality assured by the QET DTS and ESL. Each academy has a safeguarding check by an external expert. *The frequency of the check will depend on each school's circumstances. For example, a good*

	school with an Ofsted rating of 'Good' and no safeguarding concerns will have an external check every two years. If concerns are raised about safeguarding, or a school is not judged to be good, then more regular external checks will take place. If serious concerns are raised in peer audits or external checks, they will be shared immediately with the CEO and DTS
Strategic oversight and connection with the trust board	The designated Trustee meets with the SSL and ESL on a termly basis to evaluate findings from audits and checks and to monitor meeting minutes. Findings will be reported back to the full board.
LGCs	LGC DSG meets with DSL in school on a termly basis **and/or** is part of the audits/checks. DSG can contact the designated Trustee if they have concerns in relation to safeguarding in their individual academy. Safeguarding is a standing agenda item to be discussed at each LGC meeting.
Peer support and collaboration	Half-termly meetings led by the SSL for academy DSLs (see 3.1).
Other duties (including statutory)	The QET safeguarding policy reviewed and updated annually or as and when required. HR carry out Single Central Record checks on a termly basis.

3.1. The DSLs across QET meet and network on a half-termly basis, to pool expertise, knowledge and experience in the development and application of policies and procedures, to share good practice and to develop and embed best practice. This ensures that the core competences on child protection and safeguarding matters are being fully utilised, the DSLs network supports the development and growth of a centre of excellence on safeguarding matters across the Trust.

4. Training

4.1. The DSL must offer regular safeguarding training to ensure that all staff and governance representatives, including all new staff, are trained and up to date with policies and procedures.

4.2. The DSL and any deputy DSLs will undergo training that provides them with the knowledge and skills needed to perform the role. This training will be updated as a minimum, every two years, with regular updates.

4.3. QET will be assured that academies comply with training requirements as defined in KCSIE 2020. All staff and governance representatives will undergo safeguarding and child protection training at induction, including whistle-blowing procedures to ensure they understand the academy's safeguarding system and their responsibilities, and can identify signs of possible abuse or neglect. This training will be updated on a regular basis, at least annually, and aligned to the advice from the local safeguarding children board (LSCB), e-bulletins, DSL meetings, and our trust.

4.4. All staff will be given KCSIE Part 1, and annex A of KCSIE, on induction. They will be asked to sign that it has been read and understood.

4.5. All governance representatives will be given KCSIE Part 2, and annex A of KCSIE, on induction. They will be asked to sign that it has been read and understood

4.6. All staff and governance representatives will also receive regular safeguarding and child protection updates (e.g. through emails, ebulletins and staff meetings as required, but at least annually. Volunteers will receive appropriate training, if applicable.

4.7. All staff will have training on the Government's anti-radicalisation strategy, Prevent, to enable them to identify children at risk of being drawn into terrorism and to challenge extremist ideas.

5. Supporting Systems and Practices

5.1. QET will standardise systems and practices across the trust for reporting to assist with the identification of trust-wide concerns and patterns. Such systems should maximise the support for managing casework and facilitate more effective working arrangements with other agencies.

5.2. Identified trust executive and central team members will have appropriate clearances in place that will provide them with direct access to all of the academies systems within the trust.

6. Policy Review

6.1. The Child Protection and Safeguarding Policy will be reviewed and agreed as a minimum on an annual basis. This may be more frequent if national guidance requires ensuring that key statutory requirements are incorporated.

7. Local Arrangements

7.1. Part 2 contains each of the academy's local arrangements and procedures for Safeguarding and Child Protection.

QET Designated Trustee for Safeguarding (Trust Board) (DTS)	Cath Macadam
QET Executive Safeguarding Lead (ESL)	Karen Canham
QET Strategic Safeguarding Lead	Gregory Walters