



Safeguarding and Child Protection Policy

To be read in conjunction with the
Safeguarding and Child Protection Procedures for each individual Trust school

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| Core Services Policy owner: | Darren Barton, Director of Education |
| Review undertaken by: | Darren Barton, Director of Education, September 2021 |
| Trustee level review undertaken by: | Helena McVeigh (Responsible Trustee) September 2021 Gaynor Brown (General Policy Reviewer) September 2021 |
| Ratified by Board of Trustees: | 5 October 2021 |
| Next review date: | June 2022 for ratification in September 2022 |

Within this policy the term CEO refers to the CEO of the Trust. The term Headteacher refers to the Headteacher of the school.

The Trustees of the Twynham Learning Trust (the Trust) are Charity Trustees and Company Directors and for the purpose of this policy these terms are interchangeable.

This policy reflects the legislation at the time that it was last reviewed. Any changes in legislation will take precedence over anything printed in this policy.

The person who takes leadership responsibility for safeguarding within the Twynham Learning Multi-Academy Trust is

Gareth Morris

1. Introduction and policy statement

The child protection policy for Twynham Learning is based on a template provided by the Dorset Safeguarding and Standards Team; it reflects the Pan-Dorset Inter-Agency Safeguarding Partnership for BCP schools and 'Keeping Children Safe in Education' 2021.

This document outlines the overarching safeguarding policy for the Twynham Learning Multi-Academy Trust (the Trust) and should be read in conjunction with the detailed child protection procedures for each school within the Trust and the child protection summary sheet. The summary sheet is printed separately and provided routinely for those adults who will not have the opportunity to read the policy and procedures in their entirety but will have unsupervised contact, even as a "one-off", with students on a temporary or intermittent basis such as supply, peripatetic or visiting professionals.

The Trust recognises that the welfare of the child is paramount: the needs and wishes of each child will be put first. Throughout this document, 'child' refers to a young person under the age of 18. We take seriously our duty to safeguard and promote the welfare of the children in our care.

There are three main elements to the Trust's Safeguarding and Child Protection Policy:

1. **PREVENTION** (positive and safe school environment, careful and vigilant teaching, accessible pastoral care, support to pupils, good adult role models).
2. **PROTECTION** (agreed procedures are followed, staff are trained and supported to respond appropriately and sensitively to safeguarding concerns).
3. **SUPPORT** (to pupils, who may have been at risk of significant harm and the way staff respond to their concerns and any work that may be required and to those in need of early help services).

Safeguarding children is **everyone's responsibility**.

This guidance should be read alongside the statutory guidance:

- Working Together to Safeguard Children (July 2018)
- What to do if you are worried a child is being abused - Advice for practitioners – (March 2015)

HM Government statutory guidance, defines safeguarding as:

- protecting children from maltreatment;
- preventing impairment of children's health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
- taking action to enable all children to have the best life chances.

The Trustees will act in accordance with Section 175 / Section 157 of the Education Act 2002 and the supporting statutory guidance 'Keeping Children Safe in Education 2021' to safeguard and promote the welfare of children in the Trust's schools.

The Trust will, therefore, provide a school environment which promotes self-confidence, a feeling of worth and the knowledge that children's concerns will be listened to and acted upon.

The Trustees are accountable for ensuring that the Trust meets its statutory responsibilities for safeguarding and that all policies, procedures and training are in place and effective.

It is a Dorset, Bournemouth and Poole Safeguarding Standard (recommended by the Dorset, Bournemouth and Poole Safeguarding Children Boards) that Local Advisory Boards (LABs) receive an annual report from the Designated Safeguarding Lead and Nominated Governor in order to help monitor compliance with statutory responsibilities.

The Standards also include that each school and college completes and submits to the Safeguarding Children Board an annual audit of its safeguarding and child protection arrangements, including an action plan.

All children have the right to be safeguarded from harm or exploitation whatever their

- age
- health or disability
- gender or sexual orientation
- race, religion, belief or first language
- political or immigration status
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Trustees, LABs, staff and regular volunteers working within the Trust understand the importance of taking appropriate action and working in partnership with children, their parents/carers and other agencies in order to safeguard children and promote their welfare.

2. The purpose of this policy is to:

- afford protection for all children in our care
- enable staff and volunteers to safeguard and promote the welfare of children
- promote a culture which makes our schools safe places to learn and in which children feel safe
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This policy applies to all Trust employees, regular volunteers or those who have a school or Trust level governance function.

We will endeavour to safeguard children and young people by:

- adopting the ethos that 'It could happen here' and therefore are prepared to take action as well as to prevent incidents.
- always acting in their best interests
- valuing them, listening to and respecting them
- involving them in decisions which affect them
- never tolerating bullying, homophobic behaviour, racism, sexism or any other forms of discrimination, including through the use of technology
- We integrate a safeguarding curriculum within the existing curriculum allowing for continuity and progression through all key stages, particularly when using technology
- exercising our duties under the Counter-Terrorism and Security Act 2015 by ensuring all staff undertake 'Prevent' training in respect of radicalisation and extremist behaviour and by assessing the risk of our students being drawn into terrorism
- supporting attendance and taking action if a child is missing school regularly
- appointing a senior member of staff from each school's leadership team as the Designated Safeguarding Lead (DSL) and ensuring this person has the time, funding, training, resources and support to perform the role effectively
- appointing at least one Deputy Designated Safeguarding Lead to ensure there is always someone available during school hours for staff to discuss any safeguarding concerns
- appointing a Designated Teacher to promote the educational achievement of children who are Looked-After (in care) and to work closely with the virtual school head to discuss how pupil premium plus additional funding can support the progress of these children
- ensuring that staff working with Looked-After Children have information appropriate to their role regarding, for example, the child's care arrangements, legal status and contact with birth parents
- making sure all staff and volunteers are aware of and committed to the Safeguarding and Child Protection Policy (and the relevant Trust school's Safeguarding and Child Protection Procedures) and also understand their individual responsibility to take action
- ensuring that all those named above (ie DSLs and Deputy DSLs; Designated Teacher; Headteacher, all staff and regular volunteers) have training appropriate to their roles as set out in statutory guidance or recommended by the Pan Dorset Safeguarding Children Partnership
- identifying any concerns early and providing appropriate help to prevent them from escalating, including working with parents/carers and other agencies as appropriate
- sharing information about child safeguarding concerns with agencies who need to know, and involving children and their parents/carers appropriately
- acknowledging and actively promoting that multi-agency working is the best way to promote the welfare of children and protect them from harm
- taking the right action, in accordance with the Pan Dorset Safeguarding Children Partnership inter-agency safeguarding procedures, if a child discloses or there are indicators of abuse
- work with the Pan Dorset Safeguarding Children Partnership and implement recommendations from Serious Case Reviews to improve the way in which the schools work to protect children
- keeping clear, accurate and contemporaneous safeguarding and child protection records
- recruiting staff and volunteers (including host families) safely, ensuring all necessary checks are made in accordance with statutory guidance and legal requirements and also making sure that at least one appointment panel member has undertaken safer recruitment training
- providing effective management for staff through induction, support and regular update training appropriate to role

- adopting a code of conduct for all staff and volunteers which includes acceptable use of technologies, staff/student relationships and communications including the use of social media
- ensuring our online safety process includes appropriate filters and monitoring systems
- ensuring staff and volunteers understand about 'whistle blowing' and how to escalate concerns about students or staff if they think the right action has not been taken to safeguard children
- promoting a culture in which staff feel able to report to senior leaders what they consider to be unacceptable behaviour or breaches of the school Code of Conduct by their colleagues, having faith that they will be listened to and appropriate action taken
- dealing appropriately with any allegations/concerns about the behaviour of staff or volunteers in accordance with the process set out in statutory guidance

This Safeguarding and Child Protection Policy forms part of a suite of policies and other documents which relate to the wider safeguarding responsibilities of the Trust. In particular it should be read in conjunction with the following school level policies and procedures:

- safeguarding and child protection procedures for each school
- e-safety policies for students and staff, which include use of mobile technology
- procedures to respond appropriately when children are missing education
- anti-bullying procedures

and the following Trust-wide policies:

- Code of Conduct for staff and volunteers
- Recruitment and Selection Policy
- Allegations of Abuse Against Staff Policy
- Whistleblowing Policy

The Trust-wide policies are stored on the Twynham Learning website.