LONDON SOUTH EAST ACADEMIES TRUST

SAFEGUARDING POLICY STATEMENT

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Approved by:	LSEAT Trust Board
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SAFEGUARDING POLICY STATEMENT

SEPTEMBER 2020

London South East Academies Trust (LSEAT) recognises the moral and statutory responsibility to safeguard and promote the welfare of all pupils with our academies. We endeavor to provide a safe and welcoming environment where children are respected and valued. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice in line with our statutory duty and in accordance with Keeping Children Safe in Education September 2020 issued under Section 175 of the Education Act 2002, the Education Regulations 2014 and the Non-Maintained Special Schools (England) Regulations 2015.

Overview

Each school hub within LSEAT maintains a local policy regarding safeguarding, which is available on their individual websites. This outlines how each school delivers safeguarding at a local level and is reviewed on an annual basis by the Local Governing Body.

This document provides the overarching Safeguarding Policy statement for the whole Trust and is the policy against which each local school is delivering. This policy is also reviewed on an annual basis by the Trust Board and disseminated to local schools through the LGB and Executive Head Teacher for each hub.

Our Safeguarding Policy Statement sets the standard for local safeguarding policies to ensure all of the Trust academies through their hub arrangements:

- have trained Designated Safeguarding Leads (DSLs) who share overall accountability for safeguarding in their school in accordance with KCSIE 2020 Annex B and whose names are clearly displayed for staff, pupils and visitors to see.

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

- comply with KCSIE Part 2 via the management and review of Safeguarding through their own internal systems, quality assuring these through the monitoring systems of the Local Governing Body for each hub and allocated members of Local Governing Boards

- have in place safeguarding arrangements which are described in the local policy and are designed to take account of all possible safeguarding and contextual safeguarding concerns including but not limited to Child & Criminal Sexual Exploitation (County Lines), FGM (Female Genital Mutilation), Preventing Radicalisation, Homelessness, Peer on Peer Abuse including sexual harassment and sexual violence as outlined in KCSIE 2020 Part 1 and 5.

- ensure staff are aware of mandatory reporting duties relating to radicalisation and female genital mutilation.

- adhere to KCSIE Part 3: Safer Recruitment practices, ensuring that there is always at least one member of staff in every recruitment process who has up to date Safer Recruitment training.

- record, monitor and review child protection, safeguarding, contextual safeguarding and risk issues through local systems and multi-agency working, which culminate in accurate reporting and external scrutiny arrangements.

- have arrangements for working together with other agencies and for sharing information with other professionals including knowledge of relevant Local Authority Designated Lead details and Safeguarding Hubs (previously Local Childrens Safeguarding Boards) in accordance with KCSIE Part 1 paragraph 74.

- take account of their relevant local authority's procedures and practices

- ensure that local Safeguarding Policies are linked to policies on Behaviour, Positive Handling, Attendance, Prevent, On-Line Safety, Allegations Against Staff (and other staff including supply teachers and volunteers) and Whistleblowing.

- embed a culture where the voice of the child is paramount to promote equality and inclusion KCSIE Part 1 paragraph 107.

- Recognise the specific needs of students requiring mental health support, student who are and were previously Looked After and those who have specific educational needs and disabilities

- provide appropriate supervision and support for staff including undertaking safeguarding induction and training and local in-school opportunities for the debriefing of staff including remote and virtual working training and protocols

- follow clear policies for dealing with allegations against people who work with children in line with Part 4 of KCSIE 2020.

- teach children the skills they need to help safeguard themselves and others, including healthy relationships and online safety through teaching and learning opportunities as part of a broad and balanced curriculum in line with Relationships Education, Relationships & Sex Education (RSE) and Health Education (June 2020, updated July 2020)

- put in place appropriate safeguarding responses to children who go missing from education to correlate with the local schools Attendance Policy.

- recognise a child's right to confidentiality and the principles in sharing information to assist in assessing and responding to safeguarding concerns or allegations of abuse (KCSIE Part 1 paragraph 82).

Policy Consultation and Review

All local policies are made available on each school's website. This policy statement is made available on the LSEAT Trust website and via a link on each schools website. Hard copies of policies are also made available on request from each school office. Parents and carers are also informed about this policy when their children join one of our schools and through school newsletters.

We recognise the expertise our staff build by undertaking robust safeguarding training and managing safeguarding concerns on a daily basis. We therefore invite staff to contribute to and shape this policy and associated safeguarding arrangements.

The policy is communicated to all staff at induction alongside a Staff Handbook / Code of Conduct, Behaviour Policy and Attendance Policy. In addition, all staff are provided with Part One of the statutory guidance *"Keeping Children Safe in Education* (2020). All staff working in our academies are expected to read and sign that they have read all information provided to them around keeping children safe on an annual basis and in line with any national legislative guidance and a record of this kept centrally within each local school.

Local policies for safeguarding will be reviewed on an annual basis by each school's Local Governing Body.

Purpose and Aims

The purpose of each hub's safeguarding policy is to ensure every child who is a registered pupil at one of our schools is safe and protected from harm. This means we will always work to:

- Protect children and young people at our schools from maltreatment;

- Prevent impairment of our children's and young people's health (physical/mental) or development;

- Ensure that children and young people at our schools grow up in circumstances consistent with the provision of safe and effective care;

- Undertake that role so as to enable children and young people at our schools to have the best outcomes.

This policy statement sets out the purpose, aims and ethos of safeguarding across our Trust. Each hub within our Trust will have a specific policy to give clear direction to staff (including volunteers and supply staff), visitors and parents about expected behaviour, internal and external systems and our legal responsibility to safeguard and promote the welfare of all children within our schools.

Our Trust fully recognise the contribution it can make to protect children from harm and supporting and promoting the welfare of all children who are registered pupils at one of our schools. The elements of our policy are prevention, protection and support.

We recognise that our safeguarding responsibilities are clearly linked to our responsibilities for ensuring that appropriate safeguarding responses are in place for children who are absent from our schools, or who go missing from education, particularly on repeat occasions. Our hubs therefore ensure that there is a consistent joined-up approach to safeguarding and attendance and in accordance with Keeping Children Safe in Education September 2020.

This policy statement applies to all pupils, staff, supply staff, parents, governors, volunteers and visitors in schools across our Trust. All pupils, staff, parents, governors, volunteers and visitors in individual schools should refer to the local policy on safeguarding held at those schools within our three academy hubs.

The London South East Academies Trust Ethos:

- The child's welfare is of paramount importance. Our Trust will establish and maintain an ethos where pupils feel secure, are encouraged to talk, are listened to and are safe.

- Safeguarding is everybody's responsibility. We recognise that staff across our Trust and at our schools play a particularly important role as they are in a position to identify concerns early and provide help for children to prevent concerns from escalating When concerned about the welfare of a child, staff members must always act in the **best interests** of the child.

- All staff and regular visitors to our schools will, through training and induction, know how to recognise indicators of concern, how to respond to a disclosure from a child and how to record and report this information. We will not make promises to any child and we will not keep secrets. Every child will know what the adult will have to do with any information they have chosen to disclose.

- There is clarity around local systems and these are communicated regularly and effectively to all members of the school communities.

- The curriculum in each school will provide activities and opportunities for children to develop the skills they need to identify risks and stay safe. This will also be extended to include material that will encourage our children to develop essential life skills. Teaching pupils about how to stay safe and behave online, including identifying risks and how and when to seek support is crucial.

- Our schools will work in partnership and endeavor to establish effective working relationships with parents, carers and colleagues from other agencies to ensure information is shared appropriately and in a timely manner to keep our children safe.

- Staff within our schools will be trained to recognise potential risk factors, understand the contextual safeguarding and know where and how to refer if they are concerned. Staff are aware of the need to recognise risk related to children who are disabled and have specific additional needs; have special educational needs (whether or not they have a statutory education, health and care plan); are young carers; are showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and criminal exploitation; are frequently missing/goes missing from care or from home; are misusing drugs or alcohol themselves; are at risk of modern slavery, female genital mutilation, trafficking or exploitation; in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health problems or domestic abuse; are currently looked after, have returned home to their family from care; are showing early signs of abuse and/or neglect; are at risk of being radicalised or exploited; are privately fostered.

The London South East Academies Designated Safeguarding Leads

Bromley Beacon Academy	Role	Staff
Orpington Campus	Executive Headteacher	Neil Miller
	Head of School	Helena Hamilton
	DSL	Rani Chahal
Bromley Campus	Executive Headteacher	Neil Miller
	Head of School	Phillip Tagoe
	DSL	Andrea Townsley

Bromley Trust Academy	Role	Staff
Hayes Campus	Executive Headteacher	Neil Miller
	Head of School	Julie Loizou
	DSL	Marcia White
Blenheim	Executive Headteacher	Neil Miller
	DSL	Michelle Barratt

New Horizons Hub Bexley	Role	Staff
Central Team	Executive Headteacher	Beverley Evans
	Head of Inclusion Manager	Jane Baldwin
	Safeguarding Liaison Officer	Kathy Spillane
Horizons Academy	Executive Headteacher	Beverley Evans
	Head of School (Acting)	Beverley Evans
	Asst Heads KS4 Long Term	Lucy Twist Lorraine Reynolds
	Pastoral Support Co-ordinator KS4 Long Term	Emma Slater
	Asst Head of School Refocus	Sue Graham
	Pastoral Support Co-ordinator Refocus	Jack Stephen
	Head of Outreach Service	Emma Stubbington
Endeavour Academy	Executive Headteacher	Beverley Evans
	Head of School (Acting)	Margaret Rozario
	Pastoral Support Co-ordinator	Jude Leighton Lorraine Washington
Aspire Academy	Executive Headteacher	Beverley Evans
	Head of School	Antonia Jackson
	Pastoral Support Co-ordinator	Leanne Michell

	Role	Staff
Belmont Academy	Executive Headteacher	Madeline Caplin
	Head of School	Lucy Childs

Woodside Academy	Executive Headteacher	Madeline Caplin
	Head of School	Kathryn Freame

	Role	**Staff**
Bramley Oak Academy	Executive Headteacher	Neil Miller
	Head of School	Peter Forrest
	DSL	Kim Coppinger

Should Government DfE guidance dictate a full or partial closure at any point during academic year 2020-2021, the Trust will implement their Trust Safeguarding Statement COVID-19 which will override this policy statement.

Author:	Jo Southby
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Appendix A

TRUST SAFEGUARDING STATEMENT DURING COVID -19

The way in which London South East Academy Trust is currently operating in response to the current Coronavirus (Covid-19) epidemic is fundamentally different to how we usually operate on a day to day basis. During this unprecedented time we acknowledge 'Coronavirus (COVID19): Safeguarding in schools, college and other providers' and continue to follow the DfE 'Keeping Children Safe in Education September 2020' statutory guidance in regards to safeguarding, with our core safeguarding principles remaining the same. These include but not limited to;

- Working in the best interest of our children and young people
- Sharing and acting upon safeguarding concerns immediately in line with our Academies Safeguarding procedures
- A Designated Safeguarding Lead (DSL) always available for support, guidance and action for students, parents, staff and agencies
- Supporting students to protect themselves online
- Actively participating in partnership working and sharing information in a timely manner
- Adhering to Safer Recruitment expectations
- Maintaining a safe, secure school site.

All staff will continue to adhere to Academy policy and procedures, always acting in the best interests of all our children and young people. All Trust schools will continue to have regard and adhere to Keeping Children Safe in Education (KCSIE 2020) September 2020 guidance, in particular Part 1 Safeguarding Information for all Staff, Part 3 - Safer Recruitment, Part 4 - Management of Allegations and Part 5 - Dealing with Peer on Peer Abuse, Child on Child Sexual Violence and Sexual Harassment, Online Safety and other Forms of Peer on Peer Abuse.

Anyone with a concern in relation to a child or young person at our schools must act immediately and contact a DSL by phone or email and our DSL's will continue to follow our safeguarding procedures outlined in the Schools Safeguarding Policy. Whilst our Trust will continue to have appropriate regard to data protection and GDPR we will not prevent the sharing of information for the purposes of keeping children safe. We will continue to refer all concerns that meet threshold through appropriate assessment channels or to external agencies including but not limited to MASH, CAMHS, Early Help, Serious Violence Panel, Channel Panel or the Police. Where initial and review child protection conferences and Child in Needs meetings are taking place, these will be done virtually or by submission of a report by a DSL.

Trust staff remain aware of mandatory reporting and their right to inform the police directly where they believe radicalisation or female genital mutilation may or has taken place and our DSL's/Heads of School will additionally continue to work in partnership with relevant Virtual Schools if we have any concerns regarding children either currently or previously looked after children. For the period COVID-19 measures are in place all Trust DSLs who have been trained will continue to be classed as a trained DSL even if they miss their refresher training.

All existing Trust staff already have had Safeguarding Training and have read Part 1 of KCSIE 2020 and their school's Safeguarding Policy.

If our Trust must recruit new staff, we will continue to follow the relevant safer recruitment processes including relevant sections of part 3 of KCSIE 2020, with new staff provided with their Induction and Safeguarding Training virtually if necessary. If existing Trust staff move between schools on a temporary basis in response to COVID-19 they will receive a copy of the receiving schools Safeguarding Policy and confirmation of local processes and named DSL's if they have moved outside of their usual Federation or Borough.

In response to COVID-19, the Disclosure and Barring Service (DBS) has made changes to its guidance on standard and enhanced DBS identification checks (ID) checking to minimise the need for face-to-face contact. During this current period if our Trust uses volunteers, we will continue to follow the checking and risk assessment process as set out in paragraphs 167 to 172 of KCSIE 2020. All Trust schools will continue to keep their single central record (SCR) up to date as outlined in paragraphs 148 to 156 in KCSIE 2020.

Our Trust will continue to follow our legal duty to refer to the DBS, anyone who has harmed or poses a risk of harm to a child or vulnerable adult. Our Trust will continue to consider and make referrals to the Teaching Regulation Agency (TRA) as per paragraph 166 of KCSIE 2020 and the TRA's advice for making a misconduct referral. All referrals received by the TRA will continue to be considered and where referrals are deemed serious safeguarding concerns consideration will be given as to whether an Interim Prohibition Order (IPO) is required. The TRA will continue to progress all cases but will not schedule any hearings at the current time.

The Government's expectation is that vulnerable children, categorised as either having a social worker or Education Health Care Plan, will attend school unless it is agreed this is neither in the best interest of the child nor safe for them to do so. Should a Parents/Carers of a vulnerable child not wish to send their child(ren) into school during COVID-19 keyworkers may explore the reasons for this decision in line with the guidance set out by Public Health England.

Each Trust school leadership team will undertake a reviewed risk assessment in liaison with the DLS to identify those children who are safe to attend school and to identify what support a child may require if they are remaining at home. This will be based upon our identified behavioural patterns and evidential needs as well as contextual safeguarding and external COVID-19 risk factors including vulnerable groups within the family home. Our support for our students remaining at home may include virtual learning, email or telephone communication and/or work packs managed within a structured timetable. The Trust will have regard to the DfE guidance on Mental Health and Behaviour in Schools 2014 (updated 2018) when setting expectations of students work when working at home. As the majority of Trust students will not be physically attending our schools we will therefore ensure any use of online learning resources continue to have appropriate filters and monitoring in place and systems remain in line with Data Protection/GDPR requirements. All schools within the Trust provide students/parents/carers with signposting and provide clear reporting routes if they have a concern, as all staff in the Trust continue to pay attention to KCSIE 2020 Part 4 and Annex C Online Safety, as well as the Prevent Duty 2015 (updated 2020).

In line with DfE COVID-19 Attendance Recording for Educational Setting March 2020, the Trust will record the attendance of the children of keyworkers or who the Government has deemed vulnerable. Trust schools will keep in regular contact with their students including safeguarding communication for all vulnerable students, keeping a log of all communication and sharing information or concerns with DSL's when required. Trust schools will follow their safeguarding procedures if staff fail to make regular contact with a student/parent/carer.