



St Thérèse of Lisieux CMAT Safeguarding Statement

'Keeping Children Safe in Education 2021- Statutory Guidance for Schools and Colleges' (DfE September 2021) contains information on what schools, including academies, should do and sets out the legal duties with which they must comply. This statutory guidance should be read and followed by 'proprietors of independent schools (including academies, free schools and alternative provision academies) and non-maintained special schools. In the case of academies, free schools and alternative provision academies, the proprietor will be the academy trust'.

The St Thérèse of Lisieux Catholic Multi-Academy Trust is the proprietor as defined above and as such is responsible for ensuring that all staff in the CMAT academies read either Part one or Annex A (a condensed version of Part one) **'Keeping Children Safe in Education 2021 - Statutory Guidance for Schools and Colleges' (DfE September 2021)**.

This legal requirement together with the Catholic values and principles that underpin the **St Thérèse of Lisieux Catholic Multi-Academy Trust** mean that it is essential that the **CMAT** ensures not only compliance at local level but also assumes a strategic responsibility to ensure that safeguarding practices are robust and effective in safeguarding and protecting the welfare of all children and young people in its care.

Local Authorities have overarching statutory responsibility for safeguarding and promoting the welfare of all children and young people in their area. However, **safeguarding and promoting the welfare of children and young people is everyone's responsibility. Everyone who comes into contact with children and young people has a role to play in identifying concerns, sharing information and taking prompt action.**

'Keeping Children Safe in Education - Statutory Guidance for Schools and Colleges' (DfE September 2021) defines *safeguarding and promoting the welfare of children* 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
- taking action to enable all children to have the best outcomes

Children includes everyone under the age of 18.

Safeguarding also encompasses issues such as health and safety, bullying, and a range of other issues, for example, arrangements for meeting the medical needs of children by providing first aid, academy security, drugs and substance misuse and positive behaviour. There may also be other safeguarding issues that are specific to the local area or population.

"A communion of high achieving Catholic schools where every person meets Jesus and grows uniquely in God's love."



The **St Thérèse of Lisieux Catholic Multi-Academy Trust** is wholly committed to ensuring that all children and young people are cared for in a safe, nurturing and secure environment in our academies.

To fulfil this commitment, we have robust systems in place for:

- Policy and procedures
- Safe recruitment of staff and volunteers
- CMAT responsibilities
- Training

The **St Thérèse of Lisieux Catholic Multi-Academy Trust** ensures that all its academies:

Policy and procedure

Child Protection/Safeguarding policies must be reviewed and agreed on an annual basis to ensure that key messages from legislation and guidance are embedded within all of our academies. Policy and procedures are developed using *Keeping Children Safe in Education* (September 2021) and *Working Together to Safeguard Children* (July 2019) and other key Government guidance. The **St Thérèse of Lisieux Catholic Multi-Academy Trust** will follow clear policies for dealing with allegations against people who work with children. There will be a clear Whistleblowing policy in place.

Additional support and challenge is made to ensure that other safeguarding policies and procedures are effective such as E-Safety, Anti Bullying, Codes of Conduct, Pupil Behaviour and Attendance.

The **St Thérèse of Lisieux Catholic Multi-Academy Trust** 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.

Safe recruitment of staff and volunteers

Safer recruitment is an important part of safeguarding children and is the first step to safeguarding and promoting the welfare of children in education.

The **St Thérèse of Lisieux Catholic Multi-Academy Trust** sees it is vital that there is a culture of safe recruitment and has adopted recruitment procedures that will deter, reject and identify people who might be unsuitable to work with children and young people.

All elements of our Safer Recruitment policy ensure that the recruitment and selection processes outlined:

- meet the requirements of *Keeping Children Safe in Education* (September 2021) are robust
- have relevant vetting and checking procedures
- include a robust induction
- provide an ongoing training infrastructure



The policy outlines the steps that the **St Thérèse of Lisieux Catholic Multi-Academy Trust** will take to ensure those employed in our academies are safe to work with children and young people and its main purpose is:

- to prevent unsuitable people working within our academies
- to attract the best possible candidates to work in our academies
- to create and maintain a safe workforce

The **St Thérèse of Lisieux Catholic Multi-Academy Trust** will provide clear guidance, expectations, challenge and support to all academies to maintain a single central record to provide reassurance that all staff and volunteers are recruited safely.

CMAT responsibilities

The **St Thérèse of Lisieux Catholic Multi-Academy Trust** is committed to the following core safeguarding principles:

- A designated safeguarding lead and a designated governor for safeguarding
- The Trust's 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
- Children who are safe and feel safe are better equipped to learn
- A culture of listening to children and take account of their wishes and feelings
- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, governors and directors to share this commitment
- All staff, volunteers, governors and directors 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
- Arrangements for working together with other agencies and for sharing information with other professionals
- If, at any point, there is a risk of immediate serious harm to a child a referral will be made to Children's Social Care immediately
- All staff members will maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child, staff members are to always act in the interests of the child
- Peer on peer/child on child abuse, sexual violence and sexual harassment will be met with an immediate response by schools and supported by the Trust.
- Pupils and staff involved in child protection issues will receive appropriate support
- Policies and procedures are in place for reporting allegations made against or concerns raised in relation to teachers, including supply teachers, other staff, volunteers or contractors
- Policies will be reviewed at least annually unless an incident or new legislation or guidance suggests the need for an interim review
- Implement appropriate safeguarding responses to children who go missing from education
- Fulfil all of their statutory responsibilities in respect of safeguarding and promoting the welfare of children



Training

The **St Thérèse of Lisieux Catholic Multi-Academy Trust** will ensure that academies comply with training requirements as defined in *Keeping Children Safe in Education* (September 2021):

- All school staff must undergo safeguarding and child protection training at induction. This training should be updated regularly. It should also be in line with advice from the local safeguarding children board (LSCB)
- Safeguarding training during induction should give staff an awareness of the school's safeguarding systems. Induction training should also cover:
 - The child protection policy
 - The staff behaviour policy/code of conduct (training should cover the school's whistle-blowing procedures)
 - The role of the designated safeguarding lead (DSL)
- The DSL and any deputy DSLs should undergo training that provides them with the knowledge and skills needed to perform the role. This training should be updated every two years
- The DSL should undertake training on the government's anti-radicalisation strategy, Prevent. All staff, volunteers and governors receive PREVENT training
- The knowledge and skills of the DSL and deputies should be updated 'at regular intervals'.
- Safer recruitment training is completed for required staff, governors and directors
- Our academies are additionally required to ensure all staff, volunteers and governors have opportunities to explore learning in relation to female genital mutilation, honour based violence, other local and national priorities, managing allegations and E- Safety
- Consider how children may be taught about safeguarding, including online, through teaching and learning opportunities as part of a broad and balanced curriculum
- 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.

The **St Thérèse of Lisieux Catholic Multi-Academy Trust** will also:

- Monitor the quality of safeguarding practices and their impact on outcomes for children across the CMAT and provide regular reports to the Chief Executive Officer and the CMAT Board of Directors
- Work with local governing bodies 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 because they are a Child in Need, subject to Child Protection plans or who are Looked After
- Liaise with local authority lead professionals for safeguarding, Safeguarding Children's Partnerships, Ofsted, Education and Skills Funding Agency and other agencies as required
- Produce an annual safeguarding action plan as part of the CMAT's strategic business planning arrangements
- Commission external challenge and support where appropriate to ensure academies meet their statutory responsibilities in respect of safeguarding and promoting the welfare of children



Policy in respect of safeguarding is determined primarily at national and local authority level and it is the responsibility of each academy to implement such policy. The **St Thérèse of Lisieux Catholic Multi-Academy Trust** is committed to ensuring adherence to national and local policy in the interests of vulnerable children and young people. Failure to implement appropriate arrangements in academies to safeguard and promote the well-being of children carries significant reputational risk for the CMAT.

Keeping Children Safe in Education (2021); 'The Data Protection Act 2018 and GDPR do not prevent, or limit, the sharing of information for the purposes of keeping children safe.' (paragraph 75). 'This includes allowing practitioners to share information without consent.' (paragraph 77)

