



Child Protection and Safeguarding Policy

Executive Summary of Key Principles

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1. The policy is consistent with statutory guidance *Working Together to Safeguard Children*, DfE 2023 and *Keeping Children Safe in Education*, DfE 2025 (KCSiE); and multi-agency safeguarding procedures issued by the local multi-agency safeguarding partnerships.
2. All staff and volunteers who work directly with children (e.g. teachers, teaching assistants, lunchtime supervisors, pastoral support staff) must read Part One and Annex B of *KCSiE*, 2025. The above colleagues are also strongly encouraged to read *KCSiE*, 2025, Part 5.
3. Any staff member or volunteer who does not work directly with children must read at least Annex A of *KCSiE*, 2025. The DSL will make a judgement about which staff are required to read and understand Annex A in place of Part One and Annex B.
4. All staff and volunteers must read the full *Child Protection and Safeguarding Policy*, the *Staff Code of Conduct* and the school's *Behaviour Policy* before starting work with children. This document serves only as a brief reference point for staff, parents, governors and other stake holders.
5. Every school in Community Academies Trust (CAT) has a Designated Safeguarding Lead (DSL) who is a member of that school's Strategic Leadership Team and at least one Deputy Designated Safeguarding Lead, who is trained to the same level as the DSL. The Trust's Director of Behaviour and Safeguarding is Jo Howell.
6. The DSL will ensure that all staff and volunteers receive a robust induction into the school's safeguarding (including online safety) arrangements, which will include a requirement that they read the key statutory guidance and safeguarding-related policies referenced above. Induction will also ensure they understand expectations applicable to roles and responsibilities in relation to filtering and monitoring, including how this applies to the use of generative AI, and that they know the expected response to children who are absent from or missing from education before starting work with children.
7. All governors, school leaders, staff and volunteers have a responsibility to establish and maintain a culture of safeguarding so as to safeguard and promote the welfare of children effectively.
8. All staff and volunteers must have a full understanding of the DSL's and Deputy DSLs' roles, the safeguarding and child protection procedures and the definitions, impact and indicators of abuse, as detailed in the full *Child Protection and Safeguarding Policy*, in order to safeguard children at school effectively. They will also have a clear understanding of the process for referrals to Social Care.
9. This school is committed to offering early help to those children who need it. Staff are trained to be approachable, promote children's trust, be vigilant, maintain professional curiosity about children and to record in writing and report all concerns and issues that indicate a child may require early help, or that there may be a safeguarding issue, to the DSL, without delay.
10. The DSL will consider all such concerns and issues and will make a judgement about whether to monitor the child's progress, discuss with parents/carers, provide pastoral care and support, offer early help or make appropriate referrals. The DSL will record actions, referrals, decisions taken, including the rationale for those decisions, and outcomes. If early help is appropriate, the DSL will keep the case under constant review, escalating where necessary.
11. Staff recognise that some children are particularly vulnerable and therefore more likely to require early help or safeguarding. Those children include children with special educational needs and disabilities; those who are in Local Authority care or who were previously in care or who have a social worker; those living in families experiencing adult substance abuse, adult mental ill health and/or domestic abuse; children showing signs of engaging in anti-social or criminal behaviour; children experiencing mental

health difficulties and children exposed to serious violence. Some children are also vulnerable to discrimination and maltreatment on the grounds of race, sex, gender identity, ethnicity, religion, disability or sexuality.

12. This school recognises that children who run away, go missing from school or who are regularly absent from school are potentially vulnerable to abuse, exploitation, offending and placing themselves in situations where they may suffer physical harm. The school will therefore work actively in partnership with parents/carers and other agencies to understand and improve poor school attendance and to address issues of children running away and going missing from home.
13. The school has a duty to teach children about safeguarding and how to recognise risk, both online and offline, and the support available to them, as part of providing a 'broad and balanced curriculum.' Children are encouraged to report abuse or anything which causes them distress to a member of staff of their choosing.
14. The *CAT Whistleblowing Policy* enables staff to raise concerns, including low-level concerns, or allegations, initially in confidence, and for a sensitive enquiry to take place.
15. Staff are expected to report all concerns about poor practice or possible child abuse by colleagues to the headteacher. Concerns or complaints about the headteacher should be reported to the Director of Schools - Primary, the Secondary Strategic Lead or the Director of Safeguarding and Behaviour. Staff can also contact the Local Authority Designated Officer (LADO), who is responsible for the co-ordination of responses to allegations against people who work with children. For staff who do not feel able to raise concerns internally, relevant contact details for the LADO are available in the *Child Protection and Safeguarding Policy*, which can be accessed via the school website. The *NSPCC Whistleblowing Advice Line* can also be contacted on 0800 028 0285 or by emailing help@nspcc.org.uk.
16. All staff, including the headteacher, volunteers and governors will receive appropriate and regularly updated safeguarding and child protection training, including online safety training, and at least annual updates to provide them with the requisite skills and knowledge to safeguard children.
17. All DSL/Deputy DSLs will attend bespoke training for newly appointed DSLs and refresher training every two years. The DSL team will also update their knowledge and skills at least annually to keep up with any developments relevant to their role.
18. This school seeks to ensure best practice is adhered to when selecting and appointing staff and volunteers to work in our school by following the statutory guidance and the school's Safer Recruitment procedures and by embedding safeguarding in recruitment and induction processes and the ongoing management of staff and volunteers. At least one member of every interview panel will have completed nationally-accredited safer recruitment training, which is refreshed triennially.
19. Child protection issues warrant a high level of confidentiality. Staff will ensure confidentiality protocols are adhered to and information is shared appropriately. Although staff will professionally discuss day-to-day concerns about pupils with colleagues, they should report all child protection and safeguarding concerns to the DSL or Headteacher or - in the case of concerns about the Head - to the most appropriate member of TEG, as detailed above. However, any member of staff can contact and/or make a referral to Children's Social Care if they believe that is the only effective way to safeguard a child.
20. All staff and volunteers must be mindful of specific requirements in relation to their own use of technology, including online behaviour and the taking and storing of images of children.
21. The DSL is responsible for ensuring that all staff and volunteers have a meaningful awareness of a range of specific safeguarding issues as defined in paragraphs 29-46 and as detailed in Annex B of *KCSiE, 2025*. In particular, staff need to understand issues and risks in relation to radicalisation, extremism (including misogyny, misinformation, disinformation, including fake news and conspiracy theories) and the promotion of fundamental British values; child sexual and criminal exploitation; child-on-child abuse and children who display sexually harmful or inappropriate behaviour, including the sharing of 'nudes' and semi-nude images and videos of children; extra-familial harm (also known as contextual safeguarding); and so-called 'honour-based' violence, including female genital mutilation and forced marriage.
22. Additional emergency support and advice is also available from Jo Howell at jhowell@catschools.uk or on 07484 515841.