

Trust Policy Statement for Safeguarding, incorporating Child Protection



Approved by:	Board of Directors
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Last reviewed on:	October 2020
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Next review due by:	October 2021
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Overview

Each school within Synergy Multi-Academy Trust maintains a local policy regarding safeguarding. 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 safeguarding policy statement for the whole Trust, under which each local school is delivering their safeguarding policy and practice. This policy statement is also reviewed on an annual basis by the Board of Directors and disseminated to local schools. All schools within the Trust adopt the model safeguarding policy provided by the Norfolk County Council Safeguarding Team.

Policy Consultation and Review

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

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

The policy is provided to all staff at induction alongside our Staff Code of Conduct, behaviour policy and the safeguarding response to those pupils who are missing from education. In addition, all staff are provided with Part One of the statutory guidance ['Keeping Children Safe in Education'](#), DfE (2020).

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

1. PURPOSE and AIMS

1.1 The purpose of Synergy Multi Academy Trust'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 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.

1.2 This policy statement sets out the purpose, aims and ethos of safeguarding across our Trust. Each school within our Trust will have a specific policy to give clear direction to staff, volunteers, visitors and parents about expected behaviour and our legal responsibility to safeguard and promote the welfare of all children at their school.

1.3 Our Trust fully recognises 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.

1.4 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. School Attendance Leads will regularly liaise with the school's Designated Safeguarding Lead to discuss all persistently absent pupils, and those who go missing, to identify the risk of abuse and neglect including sexual abuse or exploitation, and to ensure that appropriate safeguarding responses have been put in place to reduce the risk of future harm.

1.5 This policy statement applies to all pupils, 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.

2. OUR ETHOS

- 2.1 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. Children at our schools will be able to talk freely to any member of staff in their school if they are worried or concerned about something.
- 2.2 Everyone who comes into contact with children and their families has a role to play in safeguarding children. 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. **All staff are advised to maintain an attitude of 'it could happen here' where safeguarding is concerned.** When concerned about the welfare of a child, staff members must always act in the **best interests** of the child.
- 2.3 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.
- 2.4 The curriculum in each school will provide activities and opportunities for children to develop the skills they need to identify risks and stay safe. It will include covering relevant issues through Relationship Education, Relationships and Sex Education and Health Education. 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. Further information can be found in the DfE guidance ['Teaching online safety in school.'](#)
- 2.5 At all times, our schools will work in partnership and endeavour to establish effective working relationships with parents, carers and colleagues from other agencies in line with [Working Together to Safeguard Children](#) (2018) and the [Norfolk Multi Agency Safeguarding Partnership arrangements](#).
- 2.6 As part of our responsibilities for safeguarding and promoting the welfare of children, our schools will provide a co-ordinated offer of early help when additional needs of children are identified. These may include if a child:
- Is disabled and has specific additional needs;
 - Has special educational needs (whether or not they have a statutory Education, Health and Care Plan);
 - Is a young carer;
 - Is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups;
 - Is frequently missing/goes missing from care or from home;
 - Is misusing drugs or alcohol themselves;
 - Is at risk of modern slavery, trafficking or exploitation;

- Is in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health problems or domestic abuse;
- Has returned home to their family from care;
- Is showing early signs of abuse and/or neglect;
- Is at risk of being radicalised or exploited;
- Is a privately fostered child.

For further details, please see the Safeguarding Policy documents held by each school in our Trust. This includes:

- Roles and Responsibilities.
- Training and Induction.
- Procedures for Managing Concerns.
- Specific Safeguarding Issues.
- Records and Information Sharing.
- Working with Parents and Carers.
- Child Protection Conferences.
- Safer Recruitment.
- Safer Working Practice.
- Managing Allegations against Staff.
- Other relevant policies.
- Statutory Framework.
- Recording forms for reporting concerns.
- Induction checklists for staff, volunteers and regular visitors.
- Local Safeguarding Procedures.
- Advice where there are concerns about an adult who works or volunteers within the setting.
- Covid-19 school closure arrangements for safeguarding and child protection.