



THE PRIORY
LEARNING TRUST

Safeguarding & Child Protection Policy

Policy Approved by the Board of Trustees

Signed:

Name: Barry Wratten

Date: 1st September 2020

Chair of Board of Trustees

Authorised for Issue

Signed:

Name: Neville Coles

Date: 1st September 2020

Chief Executive Officer

History of Policy Changes

Version	Author/Owner	Drafted	Origin of Change / Comments	Changed by
1	Lisa Smith	June 2017	Creation of policy.	Adam Griffin
2	Kath Powell		Reviewed annual cycle	Kath Powell
3	Kath Powell	October 2018	Updated in line with updated guidance and feedback from safeguarding leads.	Kath Powell
4	Kath Powell	May 2019	Updated in collaboration from all DSLs in MAT Addition of Pawlet school, and additional guidance on restraint and peer on peer abuse	Kath Powell
5	Lisa Smith	May 2020	Addition of Huntspill School This policy will need to be updated in line with an changes made to Keeping Children in Education.	Lisa Smith

This policy applies The Priory Learning Trust and all its academies.

Date policy adopted	September 2020
Review cycle	Annual
Review date	May 2021

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1. Introduction

The Priory Learning Trust (TPLT) is clear about the responsibilities that its academies have in relation to safeguarding and promoting the welfare of children/students.

This policy has been prepared to meet each Academy's responsibilities under:

- Education (Independent School Standards) Regulations 2014
- Education and Skills Act 2008
- Children Act 1989
- Equality Act 2010.

Please see Part 5 (below) for details of the guidance and advice that the Safeguarding policy has regard to.

Safeguarding and promoting the welfare of children is **everyone's** responsibility. **Everyone** who comes into contact with children and their families and carers has a role to play. In order to fulfil this responsibility effectively, all professionals should make sure their approach is child-centred. This means that they should consider, at all times, what is in the **best interests** of the child.

No single professional can have a full picture of a child's needs and circumstances. If children and families are to receive the right help at the right time, **everyone** who comes into contact with them has a role to play in identifying concerns, sharing information and taking prompt action.

Safeguarding and promoting the welfare of children/students is defined in accordance to KCSIE 2019 **(to be updated June 2020)**.

- 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 outcomes.

Pg. 5 Keeping Children Safe in Education 2019

At TPLT we believe that children and young people should never experience abuse of any kind and all members of the trust, regardless of their role, have a responsibility to promote the welfare of all children and young people and to keep them safe.

We recognise that:

- the welfare of the children/students is paramount
- all children/students, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have a right to equal protection from all types of harm or abuse
- some children/students are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- working in partnership with children, young people, their parents, carers and other relevant agencies is essential in promoting young people's welfare.

2. Aim

This applies to **ALL** staff, Members, Trustees, Academy Council, volunteers, visitors, consultants and contract staff working in all TPLT academies. There are six main elements to our policy:

- establishing a safe environment in which children/students can learn and develop
- ensuring we practise safer recruitment in checking the suitability of staff and volunteers to work with children/students and create a culture of vigilance
- raising awareness of and responding appropriately to safeguarding and child protection issues (which includes annual staff training and regular updates)
- equipping children/students with the skills needed to keep them and others around them safe
- having clear procedures for identifying additional needs and reporting cases, or suspected cases, of abuse and allegations against teachers and other members of staff
- supporting students who have been abused in accordance with a Child Protection Plan.

3. Procedures

TPLT's procedures for safeguarding children/students will be in line with North Somerset Safeguarding Children's Board (NSSCB), Somerset Safeguarding Children's Board and the South West Child Protection Procedures which have been adopted by both North Somerset and Somerset Local Authority.

For all schools link to SW: <http://www.proceduresonline.com/swcpp/>

For North Somerset Schools link to:

<http://www.northsomersetsafeguarding.co.uk/>, <https://www.proceduresonline.com/swcpp/>

For Somerset Schools link to:

<http://www.proceduresonline.com/swcpp/somerset/index.html>

We take account of statutory guidance on inter-agency working to safeguard and promote the welfare of children including "Working Together to Safeguard Children" September 2018:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/729914/Working_Together_to_Safeguard_Children-2018.pdf

We will adopt “Keeping Children Safe in Education (2019)” **(to be updated June 2020)**, as stated by the NSSCB. We will ensure that all individuals we engage to work within our academies are made fully aware of this guidance, including any relevant updates or guidance.

TPLT academies will work closely with other agencies and will share information as appropriate. Each academy will follow the procedures of assessment and action as outlined by their local safeguarding board. This will include close working with social care, the police, health services and other services as and when is necessary.

In line with the above guidance and this policy each academy has their own specific in school procedures as outlined in their safeguarding training. Any concerns raised about any safeguarding issues can be raised through each academy’s safeguarding team, the safeguarding trustee for TPLT and the Whistleblowing Policy. Their contact details are as follows:

The Priory Learning Trust

[Name and position]	[Contact details]
Katie Dominy Chair of the Trust	katie.dominy@theply.org.uk

Priory Community School Academy

[Name and position]	[Contact details]
Lisa Smith, Assistant Principal and DSL	Lisa.smith@pcsa.org.uk

Worle Community School Academy

[Name and position]	[Contact details]
Adam Griffin Vice Principal and DSL	Agriffin@worle-school.org.uk

The King Alfred School Academy

[Name and position]	[Contact details]
Dan Milford Vice Principal and DSL	dmilford@tkasa.org.uk

St Anne’s Church Academy

[Name and position]	[Contact details]
Emma Hardy-Smith , Acting Principal and DSL	Emma.hardysmith@stannesprimaryschool.co.uk

Pawlett Primary Academy

[Name and position]	[Contact details]
Emma Barker, Principal and DSL	Emma.barker@ppsa.theplt.org.uk

Castle Batch Primary Academy

[Name and position]	[Contact details]
Sally Taylor, Acting Principal and DSL	Sally.taylor@cbpsa.theplt.org.uk

General guidance on whistleblowing can be found at: NSPCC whistleblowing helpline or reference to the TPLT whistle blowing policy

4. Safer Recruitment

We will follow relevant guidance in “Keeping Children Safe in Education” September 2018 (Part 3 Safer Recruitment) and from the Disclosure and Barring Service (DBS):

<http://www.northsomersetlscb.org.uk/safer-recruitment.htm>

<https://www.gov.uk/government/organisations/disclosure-and-barring-service>

- We will ensure at least one member of staff on each recruitment panel undertakes all appropriate safer recruitment training as outlined in “Keeping Children Safe in Education September 2019 **(to be updated June 2020)** and **The School Staffing (England) regulations 2009**. Our selection and recruitment policy will include all appropriate checks on staff and suitability for working with children including DBS checks. With regard to the recruitment of volunteers, our policy will be rigorous and follow DBS guidance taking into account regulated and supervised activity. Included on the panel will be a person who has completed Safer Recruitment Training.
- Ensure that **all** adults within TPLT academies, who have access to children/students, have been checked as to their suitability as outlined in “Keeping Children Safe in Education” September 2019 **(to be updated June 2020)**..
- Ensure that all staff, Academy Council, trustees, and volunteers have read, understood and signed to follow direction outlined in “Keeping Children Safe in Education” September 2019 **(to be updated June 2020)**..
- Ensure that all staff, Academy Council, trustees, and volunteers have read the staff behaviour policy (Code of Conduct) and understand that their behaviour and practice needs to be in line with it these policies.

5. Allegations

Any allegations against staff (other than the Chief Executive Officer) and the school Principals/), volunteers, Academy Council, contractors and visitors, may indicate that they may have:

- behaved in a way that has harmed a child/student, or may have harmed a child/student
- possibly committed a criminal offence against or related to a child/student or behaved towards a child or children in a way that indicates he or she would pose a risk of harm to children/students.

If this is substantiated, it will be reported immediately to the Designated Safeguarding Lead (DSL). If the DSL is not present staff will report it to the Deputy DSL. The DSL will inform the Designated Officer for Allegations (DOFA) following the guidance in "Keeping Children Safe in Education" September 2019 part 4. This is in accordance with a discussion with the Principal. If the allegation made to a member of staff concerns the Chief Executive Officer/Principal, the person receiving the allegation will immediately inform the Chair of the Academy Council who will consult as above, without notifying the Chief Executive Officer or Principal first.

The name of any member of staff considered not suitable to work with children/students will be referred to the Disclosure and Barring Service (DBS) with the advice and support of Human Resources and in accordance with the DBS Referral Policy.

6. Policy Review

This policy will be annually reviewed by the Trustees. As well as examining specific review data, the policy statement will be checked for continuing relevance against any changed statutory requirements.