

# Child Protection and Safeguarding Policy Statement

<b>Ratified by</b>	<b>Directors</b>
<b>Date approved by Directors</b>	<b>30<sup>th</sup> January 23</b>
<b>Date Issued</b>	<b>January 23</b>
<b>review date</b>	<b>August 23</b>
<b>Body responsible for review</b>	<b>Full Directors</b>

## Commitment to Equality

We are committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation. We have developed a number of key policies to ensure that the principles of Catholic Social Teaching in relation to the human dignity and dignity in work become embedded into every aspect of school life and these policies are reviewed regularly in this regard.

This Safeguarding and Child Protection Policy statement has been approved and adopted by Frassati Catholic Academy on 30<sup>th</sup> January 2023 and will be reviewed again in August 2023.

Signed by the Director of Frassati MAC: *G Rennicks*

Signed by the CEO for Central Team: *J LeMaitre*



Schools which this policy relates to:

St Edmund Campion Catholic Primary School

St Francis Catholic Primary School

St Margaret Clitherow Catholic Primary School

St Mary's Catholic Primary School

St Mary's Pre School

St Teresa's Catholic Academy School

## **INTRODUCTION**

Frassati Catholic Academy Trust (FCAT) Directors have overall strategic leadership and responsibility for the FCAT schools' safeguarding arrangements and will ensure that they comply with their duties under legislation.

The Frassati CAT Safeguarding and Child Protection Policy Statement is provided to all staff at induction alongside the Staff Code of Conduct and all staff are appraised with the most recent 'Keeping Children Safe in Education (KCSIE)' and other relevant documents and training. Staff also receive regular updates and training during their employment in line with statutory guidance.

The aim of the Frassati Catholic Academy Trust's Safeguarding and Child Protection Policy Statement is to ensure that every child who is a registered pupil at our schools is safe and protected by harm. This means we will always work to:

- Protect children in our schools from maltreatment.
- Prevent impairment of children's mental or physical health or development.
- Ensure that children at our schools grow up in circumstances consistent with the provision of safe and effective care and
- Take action to enable all children to have the best outcomes.
- Educate our young people to empower them to identify, respond to and report risk.

The child's welfare is of paramount importance. We will establish and maintain an ethos where pupils feel secure, are encouraged to talk, are listened to and are safe. Children will be encouraged to talk freely to any member of staff at our schools if they are worried or have concerns about something.

Throughout the curriculum we will provide activities and opportunities for children to develop the skills they need to identify risks and stay safe. They will also be extended to include material that will encourage our children to develop essential life skills.

## **POLICY AND PROCEDURE:**

Frassati Catholic Academy Trust will ensure that all policies and procedures in respect of Safeguarding are up to date and in line with Keeping Children Safe in Education 2022. The policies are accessible to all staff through the 'Every Portal' and to parents through the schools website. Policies and procedures are reviewed and revised by the Frassati Trust Board of Directors on a regular basis.

Each school and pre-school within Frassati Catholic Multi Academy Trust have a whole school approach to safeguarding and maintains a local policy and set of procedures for safeguarding and protecting children, that in line with best practice, take account of contextual arrangements and issues, which may impact on the safety and welfare of our young people. These policies and procedures, which are a child centred approach to safeguarding, outline how each school delivers safeguarding at a local level, as advised by the local authority safeguarding advisors and partners.

Local policies and procedures are made available on each respective school website and reflect the relevant Local Safeguarding Partnership's advice and guidance. Hard copies of the documents are also made available, on request, from each school. Parents and carers will also be informed of the policy and the local school procedure when their children join the school and updates will be provided through school newsletters and other briefings.

These school procedures will reference this policy and guidance and provide the relevant local authority safeguarding advisors and safeguarding partners in the geographical area the schools are located in.

## **BOARD OF DIRECTORS RESPONSIBILITY**

As delegated by the Board of Directors, the Chief Executive lead for Safeguarding Children and Adults at Risk and has oversight on all Safeguarding issues.

Frassati CAT is associated with local Safeguarding Children Boards of each Local Authority in which it operates. Any issues relating to safeguarding children will be discussed at these boards as required.

Frassati Catholic Academy Trust will ensure that all policies and procedures in respect of Safeguarding are up to date and in line with Keeping Children safe in Education 2022. Policies and procedures are reviewed and revised by the Frassati Trust Board of Directors on a regular basis.

The Board of Directors has a lead member who takes responsibility for overall safeguarding within the FCAT. Each school has a lead Local Governing Body member who takes overall responsibility for the individual school's safeguarding.

The Board of Directors delegated the responsibility for ensuring safeguarding compliance to the Local Governing Body to each of the individual CAT schools who will ensure that the policies, procedures and training in their schools are effective and comply with the law at all times.

- **AUDIT** - FCAT employs on an annual basis external safeguarding auditors to ensure that safeguarding systems and processes are working. The audit includes: the monitoring of Academies Single Central Record, the monitoring of Child Protection & Adults at Risk Policies and Procedures including, 'Allegations against Professionals' and the monitoring of training for all employees and volunteers, guidance and support. The FCAT audit will normally be undertaken in December for reporting in January. When necessary, FCAT will share our audits with partner agencies including those relevant Local Authorities.

## **LOCAL GOVERNING BODY & HEADTEACHER RESPONSIBILITY**

Each school will maintain their own specific and contextual policy and procedures which will give directions to staff, volunteers, visitors and parents about expected legal responsibilities to safeguard and promote the welfare of children.

Headteachers will ensure that policies and procedures, adopted by their Local Governing Body (particularly those concerning referrals of cases of suspected abuse and neglect), are understood and followed by staff.

Each school will maintain and implement a Safer Recruitment procedure for the appointment of new staff in accordance with statutory guidance in Part 3 of KCSIE 2022.

## **DISCLOSURE & BARRING CHECKS**

Frassati Catholic Academy Trust meets statutory requirements in relation to Disclosure & Barring Service – all staff and volunteers who work with Frassati who meet the 'regulated activity test' (Freedom of Information Act 2012) is required to undergo an enhanced DBS check prior to employment.

## TRAINING

Frassati Catholic Academy Trust Board of Directors and the Local Governing Body members will ensure that all Directors and Local Governing Body members receive appropriate safeguarding and child protection (including online) training and induction. This training will equip them with the knowledge to provide strategic challenge to test and assure themselves that the safeguarding policies and procedures are in place with the CAT and in the schools are effective and support the delivery of a robust whole school approach to safeguarding. Their training will be regularly updated.

Everyone who comes in contact with children and their families has a role to play in safeguarding children. We recognise that staff and volunteers who are in positions of trust in schools play a particularly important role as they can 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 and protection is concerned. All staff members must always act in the best interests of the child's welfare.

All staff, Directors, Local Governing Body members, volunteers and visitors will, through information giving, 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. Every child will know what the adult will have to do with any information they have chosen to disclose.

This safeguarding statement will be reviewed annually. The next review will take place in January 2023.

