



CHRISTUS CATHOLIC TRUST SAFEGUARDING STATEMENT

The Christus Catholic Trust wishes to build a welcoming community of faith that has Christ at the centre, where all within our academies' communities have a love of God and a love of one another. Prayer and liturgy will shape our daily life.

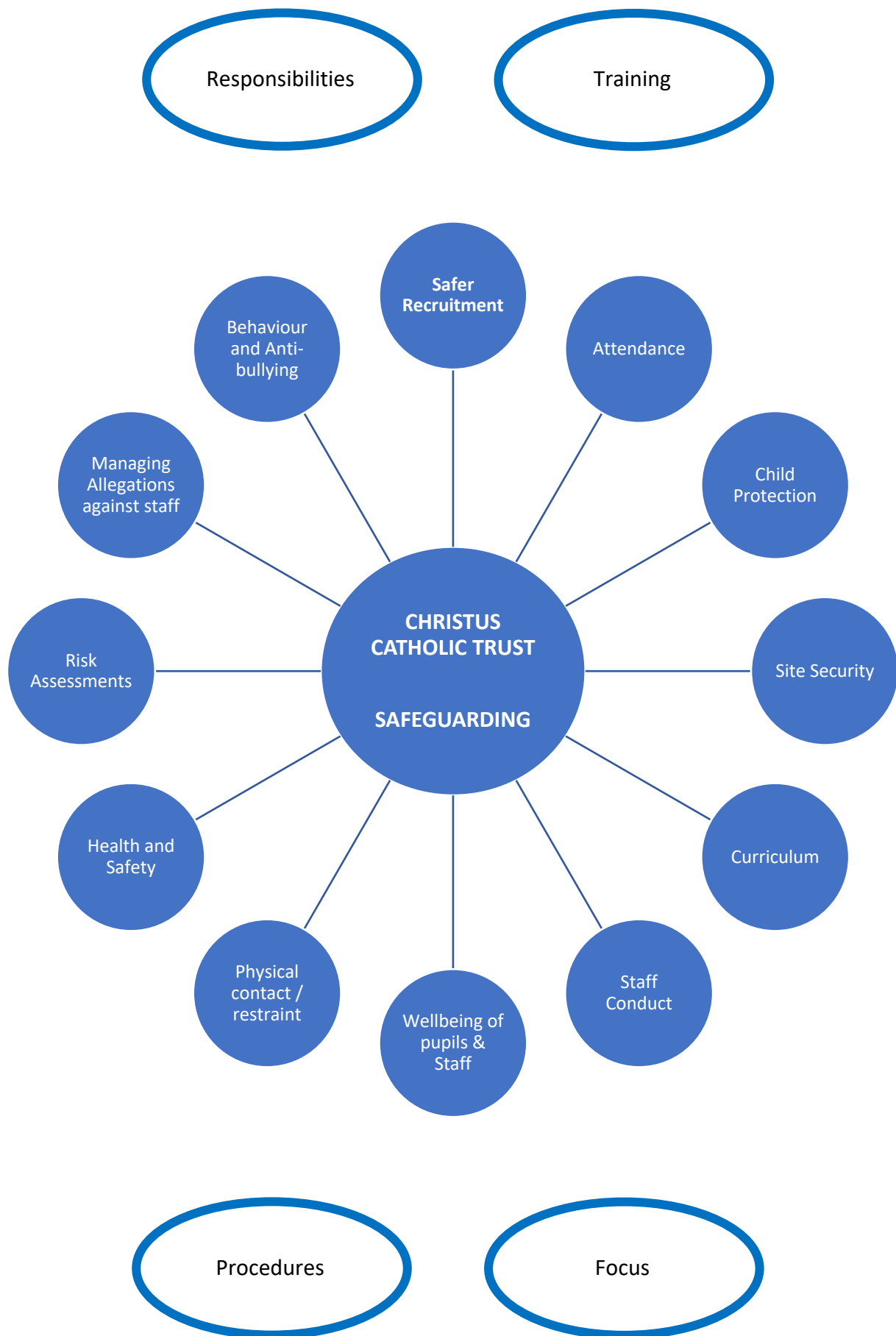
SAFEGUARDING STATEMENT

Christus Catholic Trust, its Trustees and our Local Governing Committees recognise their moral and statutory responsibility to safeguard and promote the welfare of all pupils. Thus, we will endeavour to provide a safe and welcoming environment where all children and adults are respected and valued.

We will ensure that there is a **‘whole school’** approach to safeguarding, meaning that safeguarding and child protection are at the forefront and underpin all relevant aspects of process and policy development; ultimately all systems, processes and policies will operate with the best interests of the child at heart. We will make sure that all children and young people have the same protection regardless of age, disability, gender reassignment, pregnancy or maternity, race, religion or belief, gender or sexual identity.

Child protection forms part of the Trust's, and each of our school's, safeguarding responsibilities. Together we are alert to the signs of abuse and neglect - following procedures and working with other agencies and our safeguarding partners to ensure that children and adults receive effective support, protection and justice. We also recognise the potential greater risks and additional needs of some groups of children.

It is essential that everybody working in the Christus Catholic Trust understands their safeguarding responsibilities and discharge them effectively. Christus Catholic Trust, together with Local Governing Committees and Designated Safeguarding Leads, will ensure that mechanisms are in place to assist staff (whether working directly or not with children), Local Governing Committee members and Trustees to understand and discharge their role and responsibilities as set out in Keeping Children Safe in Education 2021.



ADDITIONAL INFORMATION

‘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’*.

Christus Catholic Trust (CCT) is the proprietor as defined above and as such is responsible for ensuring that all staff and governors in the CCT and its 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)***. CCT would encourage all staff, volunteers, governors and trustees to read the full version of Part one.

This legal requirement together with the Catholic values and principles that underpin the **Christus Catholic Trust** mean that it is essential that the **CCT** 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.

Christus Catholic 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
- CCT responsibilities
- Training

Christus Catholic Trust ensures:

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. **Christus Catholic 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.

Christus Catholic Trust expects that each academy will follow the guidance and child protection procedures provided by their Local Safeguarding Children Board (the Multi Agency Partnerships) 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.

Christus Catholic 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 **Christus Catholic 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

Christus Catholic 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.

MAT responsibilities

Christus Catholic Trust is committed to the following core safeguarding principles (underpinning rules) :

1. A designated safeguarding lead and a designated governor for safeguarding. A designated safeguarding lead will lead policy, practice and training for staff and governors
2. The Trust's responsibility to safeguard and promote the welfare of children is of paramount importance
3. All children, regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection
4. Children who are safe and feel safe are better equipped to learn
5. A culture of listening to children and take account of their wishes and feelings will be in place and reviewed regularly
6. 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
7. 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
8. Arrangements for working together with other agencies and for sharing information with other professionals will be explicit and robust
9. 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
10. 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
11. 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.
12. Pupils and staff involved in child protection issues will receive appropriate support
13. Policies and procedures are in place and will be followed for reporting allegations made against or concerns raised in relation to teachers, including supply teachers, other staff, volunteers or contractors
14. Policies will be reviewed at least annually unless an incident or new legislation or guidance suggests the need for an interim review
15. When a child goes missing in education the school will respond quickly and robustly using appropriate safeguarding responses

16. All staff, governors and trustees are required to fulfil all of their statutory responsibilities in respect of safeguarding and promoting the welfare of children

Training

Christus Catholic Trust will ensure that academies comply with training requirements as defined in *Keeping Children Safe in Education* (September 2021):

1. 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)
2. Safeguarding training during induction should give staff an awareness of the school's safeguarding systems. Induction training should also cover:
3. The child protection policy
4. The staff behaviour policy/code of conduct (training should cover the school's whistle-blowing procedures)
5. The role of the designated safeguarding lead (DSL)
6. 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. Relevant staff and governors will undertake safer recruitment training, all staff and Trustees will undertake safeguarding training including include PREVENT
7. The DSL should undertake training on the government's anti-radicalisation strategy, Prevent. All staff, volunteers and governors receive PREVENT training
8. The knowledge and skills of the DSL and deputies should be updated 'at regular intervals'.
9. Safer recruitment training is completed for required staff, governors and directors
10. 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
11. Consider how children may be taught about safeguarding, including online, through teaching and learning opportunities as part of a broad and balanced curriculum
12. Appoint a designated teacher to promote the educational achievement of children who are looked after (including previously looked after children) and ensure that staff have the skills, knowledge and understanding necessary to keeping looked after children ((including previously looked after children) safe.

Christus Catholic Trust will also:

- Monitor the quality of safeguarding practices and their impact on outcomes for children across the Trust and provide regular reports to the CSEL and Trust 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 (including previously looked after children)
- 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 Christus Catholic Trust strategic and development 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.

Christus Catholic 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 **Christus Catholic Trust**.

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)