# KWEST
## Multi Academy Trust

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**SAFEGUARDING POLICY STATEMENT**

## Safeguarding Policy Statement

Safeguarding and promoting the welfare of children refers to the process of protecting children from maltreatment, preventing the impairment of 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.

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.

KWEST is wholly committed to ensuring that all children and young people are cared for in a safe, nurturing and secure environment in our academies. We are fully committed to safeguarding and promoting the welfare of all the pupils and staff within the academy trust and expect all staff and volunteers to share this commitment. To fulfil this commitment we have robust systems in place for:
- Policy and procedures
- Safe recruitment of staff and volunteers
- KWEST MAT responsibilities
- Training

## Policy and procedure

The KWEST Safeguarding Policy is 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 2018 and other key Government guidance.
Additional support and challenge is made to ensure other safeguarding policies and procedures are effective such as E Safety, Anti Bullying, Codes of Conduct, Pupil Behaviour and Attendance.
KWEST expects that each academy will follow the guidance and child protection procedures provided by their Local Safeguarding Children Board 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.
KWEST see 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 2018 are robust;

Safeguarding Policy Statement

- have relevant vetting and checking procedures;
- include a robust induction;
- provide an ongoing training infrastructure.

The policy outlines the steps that KWEST 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.

KWEST 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.

## KWEST Multi Academy Trust responsibilities

KWEST is committed to the following core safeguarding principles;
- The Trust's responsibility to safeguard and promote the welfare of children is of paramount importance.
- All children, regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection.
- Children who are safe and feel safe are better equipped to learn.
- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, Trustees and LITs to share this commitment.
- All staff, volunteers, Trustees and LITs 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.
- If, at any point, there is a risk of immediate serious harm to a child a referral will be made to Children's Advice and Duty Service (CADS) immediately.
- 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.
- Students and staff involved in child protection issues will receive appropriate support.
- Policies will be reviewed at least annually unless an incident or new legislation or guidance suggests the need for an interim review.

## Training

KWEST ensure that academies comply with training requirements as defined in Keeping Children Safe in Education;

- 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 Children's Advice and Duty Service (CADS).
- safeguarding training during induction should give staff an awareness of the academies safeguarding systems. Induction training should also cover:

  a. the Safeguarding Policy;
  b. the staff behaviour policy/code of conduct (training should cover the academies whistle-blowing procedures);
  c. the role of the designated safeguarding lead (DSL);
  d. 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;
  e. the DSL should undertake training on the government's anti-radicalisation strategy, Prevent. All staff, volunteers and LITs receive Prevent training;
  f. the knowledge and skills of the DSL and deputies should be updated "at regular intervals". KWEST provides training opportunities/updates to DSL's;
  g. safer recruitment training is completed for required staff and LITs;
  h. Our academies are additionally required to ensure all staff, volunteers and LITs have opportunities to explore learning in relation to female genital mutilation, managing allegations and E Safety.