



## Safeguarding Statement

Holy Family Catholic Multi Academy Trust (HFCMAT) is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Each school within the Trust has a separate Child Protection & Safeguarding Policy which can be found on the individual school's website.

HFCMAT is a safe place for children and young people, where our responsibilities for safeguarding children and young people and responding to child protection concerns are taken seriously. All staff are trained to the required level as per KCSiE 2020.

The RSHE curriculum in each school reflects current best practice relating to the statutory Relationships, Sex and Health Education guidance. Due to Covid-19, mandatory delivery has been extended so it will be taught in full in each HFCMAT school by the Summer term 2021. Lessons are taught at an age and need appropriate level and include opportunities to discuss feelings and emotions alongside where support can be accessed. RSE will be delivered in fidelity to, and in accordance with, the teaching of the Church.

All staff have an awareness of mental health problems as an indicator of abuse, neglect or exploitation. The staff can identify behaviour suggestion of a mental health problem or a risk of developing one.

There is a strong anti-bullying ethos evident throughout our schools. Children and young people are taught how to recognise bullying, how to keep themselves safe from bullying behaviour and how to report it. We listen to our children and young people.

Each school has appropriate IT filters in place to prevent pupils accessing inappropriate materials.

Our policies and agreed practices all comply with the recommendations for safeguarding children. We have a trained designated safeguarding lead and deputy, and a designated governor with responsibility for safeguarding, at each school.

Our staff recruitment policies and practices are rigorous and comply with safe recruitment and selection requirements. This includes pursuing identity checks and qualification checks, gaining and scrutinising written references before confirming employment. Prior to employment starting we require clearance from the Disclosure and Barring Service (DBS), in addition to List 99 checks.



All adults in school undertaking regulated activity including voluntary helpers, supply teachers, ITT Associate Teachers, agency staff, and outside club and coaching staff are required to provide evidence of DBS clearance.

The Local Governing Bodies are regularly updated about child protection, bullying and safeguarding policies and practices (See review cycle).

It is the responsibility of every adult in our schools to ensure that we maintain the highest level of awareness about possible unsafe practices and deal with any issues immediately and appropriately.

Should there be an allegation regarding inappropriate conduct which could pose a risk to a CYP, there will be no hesitation in contacting the LADO and it is understood that there is a legal duty to refer to the DBS in specific circumstances.

Policies are in place to manage potential allegations against staff, whistleblowing and the use of physical intervention. A list of the policies and procedures which support this statement include:

- Child Protection & Safeguarding Policy
- Behaviour Policy
- Anti-bullying Policy
- Relationships and Sex Education Policy
- Safer Recruitment Policy
- ICT Policies
- Educational Visits Policy
- Code of Conduct

Each individual school is responsible for ensuring compliance with its Local Safeguarding Children's Partnership procedures and policies and for publishing its own safeguarding policy in accordance with statutory requirements.



## Responsibilities

It is the responsibility of every member of staff, volunteer and regular visitor to our academies to ensure that they carry out the requirements of MAT and local policy and, at all times, work in a way that will safeguard and promote the welfare of all of the pupils at these academies. This includes the responsibility to provide a safe environment in which children can learn.

The Board of Directors of HFCMAT is accountable for ensuring the effectiveness of this policy and compliance with it.

Although the Governing Body takes collective responsibility to safeguard and promote the welfare of our pupils, we also have a named governor who champions safeguarding within each academy.

The Board of Directors will ensure that:

- The safeguarding policy is in place and is reviewed annually, is available publicly via our academies' websites and has been written in line with Local Authority guidance and the requirements of Wirral and CWAC Safeguarding Children Partnership policies and procedures;
- The academies contribute to inter-agency working in line with in line with Working Together to Safeguard Children (2020);
- A senior member of staff from the leadership team is designated to take the lead responsibility for safeguarding and child protection and that there is at least one deputy DSL(s) who is an appropriately trained member to deal with any issues in the absence of the Designated Safeguarding Lead (DSL).
- Ongoing reviews take place to ensure compliance & effectiveness of policy and practice.



## Induction & training

All staff receive a safeguarding induction to include:

- A copy of this statement and local policy, the staff code of conduct, the behaviour policy and the academy's safeguarding response for those pupils who go missing from education.
- Procedures to deal with any concerns they may have including key personnel with responsibilities for safeguarding.
- Procedures for dealing with allegations against members of staff and volunteers in line with statutory guidance;
- Detailed information on safeguarding awareness of key areas and how to identify signs of concern.
- The need to remedy without delay any weakness in regard to our safeguarding arrangements that are brought to their attention.

Training for staff will include:

- Appropriate child protection training that is updated annually to include changes to KCSIE
- On-line safety training;
- Training appropriate to role (DSL etc.)
- Prevent training in line with national guidance
- Safer Recruitment training for leaders, governors and directors
- All training raised through regulatory bodies

The LGB will receive a safeguarding report that will be brought to each Quality of Education and Inclusion advisory Board meeting recording key elements of safeguarding training and practice at each academy. All details will be anonymous.



## Safer recruitment

We will ensure that the HT / HoS and at least one member of the Governing Body have completed appropriate safer recruitment training. At all times the HTs / HoS and Governing Body will ensure that safer recruitment practices are followed in accordance with the requirements of 'Keeping Children Safe in Education', DfE (2020). At least one person involved in conducting an interview will have received safer recruitment training.

At HFCMAT academies we will use the recruitment and selection process to deter and reject unsuitable candidates. We require evidence of original academic certificates. We do not accept testimonials and insist on taking up references prior to interviews. We will question the contents of application forms if we are unclear about them, we will undertake Disclosure and Barring Service checks and use any other means of ensuring we are recruiting and selecting the most suitable people to work with our children.

We will maintain a Single Central Register (SCR) of all safer recruitment checks carried out in line with statutory requirements. A senior member of staff will check the SCR regularly to ensure that it meets statutory requirements with the Operations Manager from HFCMAT.

## Safeguarding Awareness

Staff across the Trust will be aware of all aspects of safeguarding children in line with the most recent guidance to include:

- Children Missing from education
- Contextual safeguarding
- Child sexual exploitation (CSE) / Child criminal exploitation (CCE) (County lines)
- Domestic Violence
- Homelessness
- Honour based violence
- FGM
- Forced Marriage
- Radicalisation and extremism



- Peer on peer abuse
- The Prevent Duty & Channel
- Bullying (including cyberbullying);
- Physical abuse such as hitting,
- Kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
- Sexual violence and sexual harassment;
- Upskirting, sexting (also known as youth produced sexual imagery);
- Initiation/hazing type violence and rituals
- Mental health

All areas will be addressed in local policies to ensure understanding from all staff.

### **Review Cycle**

The Board will ensure policy is implemented effectively through a range of reports and processes.

DSLs will report each term to the governing body through the following [report](#). This will allow key information and priorities to be identified and appropriate actions taken. Reports will be shared with HFCMAT and key priorities shared with the Quality of Education and Inclusion Board Termly.

An [annual audit](#) will be completed by all DSLs to ensure compliance and best practice. This will be shared with the CEO in the summer term.

Further activities will take place throughout the year to ensure compliance and drive best practice.