



The Societas Trust
Safeguarding Statement

Date of Policy	October 2023
Reviewed and agreed by	The Directors' Board
Review Date	18 October 2023
Next Review Date	Autumn 2024



The Societas Trust (“the Trust”) assumes a strategic responsibility for the development of safeguarding policies and procedures within its settings which are updated in response to changes in legislation and reviewed annually.

The Trust's Senior Designated Safeguarding Director is Jon Lovatt, CEO. Each academy has a Safeguarding Governor and a Designated Safeguarding Lead.

The Directors’ Board, CEO, Executive Board and the Local Governing Boards are regularly updated about child protection, bullying and safeguarding policies and practices by setting headteachers and other members of the Executive Leadership Team.

All governors and staff take their responsibilities to safeguard and promote the welfare of our pupils/students seriously. We work with other agencies to ensure adequate arrangements are in place to minimise risk and to identify and support those children who may be suffering or are likely to suffer harm; thus keeping all children safe and secure.

This Statement is applicable to all members of the Societas community, including parents, pupils/students, staff, Trust and Local Board members, visitors, volunteers and trainees working within the Trust

All safeguarding related policies and procedures apply to all members of the Trust community and are fully representative of the Trust’s ethos.

This Safeguarding Statement has been developed in accordance with the principles of the following Legislation and Guidance:

Legislation

This policy has due regard to all relevant legislation and statutory and non-statutory guidance including, but not limited to, the following:

- Children Act 1989
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- The Education (School Teachers’ Appraisal) (England) Regulations 2012 (as amended)
- Sexual Offences Act 2003
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Childcare (Disqualification) and Childcare (Early Years Provision Free of Charge) (Extended Entitlement) (Amendment) Regulations 2018
- Voyeurism (Offences) Act 2019



- The Education (Independent School Standards) Regulations 2014

Statutory guidance

- HM Government (2013) 'Multi-agency practice guidelines: Handling cases of Forced Marriage'
- HM Government (2020) 'Multi-agency statutory guidance on female genital mutilation'
- HM Government (2021) 'Channel Duty Guidance: Protecting people vulnerable to being drawn into terrorism'
- DfE (2018) 'Working Together to Safeguard Children'
- DfE (2015) 'The Prevent duty'
- DfE (2023) 'Keeping children safe in education'
- DfE (2018) 'Disqualification under the Childcare Act 2006'

Non-statutory guidance

- DfE (2015) 'What to do if you're worried a child is being abused'
- DfE (2018) 'Information sharing'
- DfE (2017) 'Child sexual exploitation'
- DfE (2021) 'Recruit teachers from overseas'
- DfE (2020) 'Sharing nudes and semi-nudes: advice for education settings working with children and young people'

The Trust fully adopts **Keeping Children Safe in Education (KCSIE)**, September 2023. All staff and governors are kept fully up to date with this guidance, with the setting's Safeguarding Policy and other related policies and procedures.

The settings within the Trust currently cover two Local Authority areas and as such they adopt the Local Authority Safeguarding Policies and Procedures which apply to their specific area, also complying with the respective Local Safeguarding Children's Board procedures. Each setting is responsible for developing their own bespoke Safeguarding Policy ensuring that they meet the unique needs, priorities and issues of their setting, the pupils and wider community in accordance with the statutory requirements. These bespoke Safeguarding Policies can be found on the individual setting websites.

To deliver against the requirements of the above legislation the following practices are in operation across the Trust:

Roles and Responsibilities

- The Chief Executive Officer has been appointed as the Senior Designated Safeguarding Lead for the Trust.



- There is a Designated Safeguarding Lead who has overall accountability for safeguarding in each setting with clearly defined roles and responsibilities
- Deputy designated safeguarding leads are also appointed who are the point of contact for pupils, parents and staff for areas of responsibility including Looked after Children, Early Help and online safety and who promote the educational achievement of vulnerable children by ensuring that staff have the skills, knowledge and understanding necessary to keeping our children safe.
- The Trust and Local Governing Boards review and scrutinise Safeguarding Audit outcomes as part of their responsibilities.

Safer Recruitment

- Under KCSIE, The Societas Trust creates a culture of safe recruitment where the procedures help to deter, reject or identify people who might place children at risk. The Trust also carries out an online search as part of the due diligence on shortlisted candidates; this is in order to help identify any issues that the Trust may want to explore with the candidate during their interview. Aligned with statutory responsibilities, appropriate checks on staff or others who work (paid or unpaid) unsupervised with children are carried out, taking proportionate decisions on whether to ask for any checks beyond what is required; and ensuring those without full checks are appropriately supervised.
- Pre-Employment Vetting checks include Teacher and Management Prohibition Checks for all successful candidates.
- In line with the School Staffing (England) Regulations 2009 the Trust and Local Governing Boards will ensure that at least one person on any appointment panel has attended Safer Recruitment training. Further details can be found in the Academy Child Protection Policy and Procedures.
- **See Appendix A for Safeguarding checks to be carried out on the appointment of governing officers of the Trust.**

Training

- The Trust ensures that appropriate training is in place throughout the organisation. Once selected, all staff members must complete a robust safeguarding and child protection induction.

All staff, directors and governors receive appropriate child protection and safeguarding training upon induction and have Safeguarding Level 1 Training updated every three years. Those staff/directors/governors with specific safeguarding responsibilities attend Levels 2/4 as appropriate. It will ensure that the respective Designated Safeguarding Leads (and Deputy DSLs) undergo suitable child protection training which is updated every 2 years. All other staff who work in the setting and/or with children will undertake appropriate child protection and safeguarding awareness training to equip them to meet their



responsibilities to safeguard children effectively. The Designated Safeguarding Lead will undertake Prevent Awareness Training to enable them to provide advice and support to other members of staff on protecting children from the risk of radicalisation. The Trust and settings receive regular updates to practice and legislation from safeguarding specialists and this is cascaded to all stakeholders regularly.

- Settings will have a staff training plan in place to ensure all relevant staff receive appropriate training to meet legislative requirements and follow good practice to protect both themselves and children. Staff training will include for example behaviour management, anti-bullying, whistleblowing, health and safety induction, first aid, supporting pupils with medical conditions including general awareness training, training in the administration of medication and any training regarding complex medical conditions of children (from a medical professional as necessary); asbestos management, fire safety, positive handling, moving and handling, minibuses, risk assessment, food hygiene, safe use of machinery and other training commensurate with the roles and responsibilities of staff.

Information sharing across Agencies

- The Trust recognises that it is essential to establish positive and effective working relationships with other agencies. The Trust and its settings endeavour to work with a range of external agencies where available and has links with its Local Authorities, the School Health Service, the local police, and Children's Services. We recognise the importance of information sharing between professionals and local agencies and take account of guidance issued in the DfE 'Information Sharing – Advice for Practitioners providing safeguarding services to children, young people, parents and carers July 2018'. The Trust's confidentiality requirements are in line with the above guidance
- Where it is believed that a child is suffering from, or is at risk of, significant harm, the Trust and its settings will follow the procedures as outlined on the relevant Local Safeguarding Children Board's website and within the Setting's Child Protection Policy and procedures.

Ethos

- The Trust recognises the importance of providing and promoting an ethos and environment within the settings that will help children to feel safe, secure and respected; encourage them to talk openly; and enable them to feel confident that they will be listened to. Practices are in place to teach children the skills they need to help safeguard themselves, including online safety through teaching and learning opportunities as part of a broad and balanced curriculum.



Policies and Procedures

- The Trust and its settings will endeavour to support the welfare and safety of all students through our comprehensive suite of safeguarding related policies. There are clear policies for dealing with allegations against people who work with children and appropriate safeguarding responses are in place relating to children who go missing from education.

Monitoring and Review

- The Directors' Board and Local Governing Boards at each setting monitor the quality of safeguarding practices and their impact on outcomes for children across the Trust through the Risk Management, LGB Safeguarding Reports, APR, External Reviews and individual setting's Annual Safeguarding Audits and Action Plans.

The Trust and its settings also work with the Local Advisory and Cluster Boards to ensure that appropriate support is available to those children who are at risk of achieving poor outcomes because they are a vulnerable Child in Need or subject to Children's Social Care intervention.

Where necessary the CEO may liaise with external lead professionals for safeguarding such as the LADO, LSCBs, Ofsted, DfE, EFA and other agencies as required.

All relevant policies will be reviewed in accordance with the latest DfE Guidance by the Trust and Local Governing Boards, which have responsibility for oversight of Trust and individual setting's safeguarding and child protection systems. The Designated Safeguarding Director (the CEO) will ensure regular reporting on safeguarding activity and systems in Trust's settings to the Directors' Board.

The Trust is a community and all those directly connected (staff, Trust and Local Board Members, parents, families, pupils/students, volunteers and visitors) have an essential role to play in making our community safe and secure. We welcome suggestions and comments from all our stakeholders contributing to this process.

This Safeguarding Statement should be understood alongside other Trust Policies and procedures which fall under the safeguarding 'umbrella' which can be found on the Trust Website – www.societastrust.org.uk / Key Information / Policies and Procedures.



Appendix A

Safeguarding Checks to be Carried Out on the Appointment of Governing Officers of the Trust

This Appendix sets out the required checks, including Right to Work Checks, for Members, Trustees, and Local Governors within a Multi Academy Trust. Reference is made to 'regulated activity' which is defined as 'regular and unsupervised contact with children in a school or academy'.

Members (Proprietors of an Academy Trust as defined in the Standards)

- enhanced DBS check (as required by Keeping Children Safe)
- identity checks
- right to work checks (as required by the Standards)
- children's barred list check only if in regulated activity (as required by the Standards)
- Teacher and Management Prohibition checks
- Living overseas additional checks - *if the time spent living abroad (whether in the past or regular periods spent living abroad) presents an unacceptable risk that there will be a gap in information about criminal records or other relevant police information.*

Trustees (Proprietors of an Academy Trust as defined in the Standards)

Chair of Trustees

Under the Standards, to the extent that the chair of the trustees is not engaging in regulated activity, there is no requirement to carry out a barred list check on the chair. However, the Standards do require the Secretary of State to make checks regarding the individual's identity and right to work in the UK.

The following checks must be carried out on the individual to be appointed chair of trustees:

- a children's barred list check only if the Chair is engaging in a regulated activity (to verify that the individual is not barred from regulated activity)
- Teacher and Management Prohibition checks
- an enhanced DBS check which has been countersigned by the Secretary of State;
- checks confirming the individual's identity; and
- checks confirming the individual's right to work in the UK.

Trustees

- regardless of whether or not the trustee is in regulated activity, an enhanced DBS check will need to be provided.
- identity checks must be carried out (as required by Keeping Children Safe)
- If the trustee will be undertaking regulated activity, there will also be a need to carry out a children's barred list check.



- Right to work checks
- Teacher and Management Prohibition checks
- Living overseas additional checks - *if the time spent living abroad (whether in the past or regular periods spent living abroad) presents an unacceptable risk that there will be a gap in information about criminal records or other relevant police information.*

Local Governors

- an enhanced DBS check must be carried out for all local governors and members of any sub-committees of the local board. (to comply with Keeping Children Safe)
- If governors are undertaking regulated activity within the academy, they will also require a children’s barred list check.
- Teacher and Management Prohibition checks

This is summarised in the table below:

Type of Officer of the Trust	Enhanced DBS	Living overseas – additional checks	Children’s barred list check	Identity	Right to Work	Teacher and Management Prohibition checks
Members in Regulated Activity	√	√	√	√	√	√
Members other	√	√		√	√	√
Trustees in Regulated Activity	√	√	√	√	√	√
Trustees Other	√	√		√	√	√
Local Governors in Regulated Activity	√		√			√



Local governors other	v					v
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The Home Office Right to Work Regulations for employees require proof of identity documents such as passport to be kept on file whilst the employee is in employment and retained for a period of 2 years following termination of employment then securely destroyed.

Similarly Copies of proof of identity checks (Passport) to be kept on file for Members, Chair of Trust and Trustees.