

Bosco Safeguarding & Child Protection Policy

For all schools in the Bosco Catholic Education Trust

**This Policy has been approved and adopted by the
Bosco Catholic Education Trust**

Approved

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For review

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1 Bosco Catholic Education Trust Mission Statement

The Bosco Catholic Education Trust ("the Trust") is a Christ-centred family of Catholic academies within the Diocese of Arundel and Bignor, working together as one body to provide an outstanding education for all. As Catholic schools, we endeavour to develop confident, compassionate and faithful young people. Through partnership, collaboration, and mutual support, we seek to enable all those entrusted to our care to become the person God called them to be.

"Serve the Lord joyfully"

2 Policy statement

Bosco Catholic Education Trust believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and keep them safe. We are committed to acting in a way that protects them.

The purpose of this document is to provide an umbrella summary of the aspects of safeguarding and child protection that are common across the Trust.

Each school within the Trust has a school-specific Child Protection Policy published on their website. A list of schools and their websites is included in Appendix 1 of this document.

This policy should be read alongside the following documents:

Individual School Child Protection policies

Bosco Catholic Education Trust: Allegations & Low Level Concerns Policy

Bosco Catholic Education Trust: Behaviour for Learning Policy

DFE, Keeping Children Safe in Education (September 2024).

Working Together to Safeguard Children (July 2018).

Managing safeguarding concerns and allegations made about adults working across Bosco Catholic

Local Authority arrangements for safeguarding

The Children Act 1989 and 2004

The Children and Social Work Act 2017

The Education Act 2002

Police and Criminal Evidence Act 1984

3 Definitions

It is important to see safeguarding as the "umbrella" term for everything done to support children and young people and keep them safe and promote their welfare.

'Keeping Children Safe in Education (2024)' 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

The three safeguarding partners oversee at a local level the working together arrangements for safeguarding

Each partnership arrangement will have a unique offer that relates to the community they serve

Each school should have a copy of and show due regard to their local partnership arrangements

It is also an expectation of the trust that DSLs will attend update events as required by their local partnership arrangements

43 Organisational

Each school has in place its own published Child Protection Policy, which mirrors and complements all the above

This school child protection policy document must be published on the individual school's website

5 Roles and Responsibilities

Everyone has a role to play in ensuring the well-being and safety of children, young people, their families, and each other:

Below is a brief description of those core responsibilities

51 All Staff

All staff will:

make sure they have undertaken the appropriate training for their role;

take responsibility to report any concerns, no matter what their role;

ensure they have a copy of part one of Keeping Children Safe in Education (2024) and that they have read and understood it;

be aware of the need to minimise their own vulnerability in not being alone with children or in situations that could render them vulnerable to poor practice and/or allegations against them; and

always be aware of the needs of young people and be vigilant for any possible signs of abuse

52 The Designated Safeguarding Lead

The Designated Safeguarding Lead (DSL) is a member of the school's Senior Leadership Team who is responsible for the strategic leadership of safeguarding

The DSL is the person to whom staff should pass their concerns and who will ensure a practical and efficient way of dealing with those concerns

The DSL will:

ensure an open and efficient route for staff to bring concerns to them of any sort and to have their concerns taken seriously;

ensure they are appropriately trained to carry out the role;

support staff in ensuring they receive appropriate training

promote the procedural pathway within the school, so staff are aware of the way to report concerns;

ensure the school's procedures are followed and adhered to with regard to referring a child if there are concerns about possible abuse;

offer clear advice and support to staff bringing concerns or needing help

promote the importance of safeguarding throughout the school;

7 Quality Assurance

Safeguarding reviews are conducted on behalf of the Trust Board under Section 175 3(a) Education Act 2002 to meet our legal responsibility to ensure that arrangements are made to safeguard and promote the welfare of pupils at the school, and that such arrangements have regard to any guidance issued by the Secretary of State

Robust safeguarding practices and procedures are key to supporting and safeguarding the children and young people that access services from Bosco Catholic Education Trust. Effective quality assurance measures are essential in ensuring the practices and procedures are fit for purpose

External reviews are carried out on each school on a three yearly cycle, internal on site assurance visits will be conducted in each school, at least once an academic year. Internal monitoring and review are carried based on the findings and actions points from the external review

The trust will provide effective and robust feedback to academies that will support their ongoing evaluation and improvement work at a strategic level

School leaders should familiarise themselves with the MAT Safeguarding Quality Assurance Framework

8 Escalation

Staff need to be aware of those times when concerns may look as though they are not progressing to an outcome or to some form of action. This may be indicated by:

**difficulty in getting hold of a DSL;
staff not being satisfied with the decision of the DSL or principal/head teacher;
staff become aware that a colleague has not passed on a concern;
external agencies not accepting a referral from a school when it is felt one is needed**

staff are not aware of what has happened to their concern because of a lack of feedback; e etaeaal

If the options above have been explored fully and the concern still is not being handled effectively, therefore

Low level concerns about a member of staff should be reported, without delay, to the headteacher/head of school

In the case of allegations/concerns relating to a member of the BCET Central Team, they should be directed to the Chief Executive

It would not be unusual for people to know and believe that practice is not acceptable but feel unable to respond because of the fear:

**they might not be right to have the concerns that they do
for their own job and prospects if they report another colleague;
of isolation by other staff;
about what might happen to the member of staff in the long term**

It is particularly difficult if staff members are also close friends and/or partners in a relationship

The trust will always seek at least two references for each candidate

Bisco Catholic Education Trust will undertake reasonable online searches, as part of the due diligence on the shortlisted candidates, where we identify any incidents or issues that have happened and are publicly available online; these will be discussed with the candidate at interview

Information will be viewed and gathered by an appropriate member of staff, separate from the recruitment panel. Any information of concern will be shared with the panel for their consideration, who will review and decide how to proceed. If there is sufficient concern that there is an immediate unsuitability to work with children and/or as part of our organisation, the recruitment process will be terminated and relevant referrals considered, in line with the BCEI policy: low level concerns and dealing with allegations of abuse

If the recruitment panel wish to make further enquiries with the candidate to explore their suitability, they will do so at interview. Documents for successful and unsuccessful candidates will be retained in line with our Record Retention policy.

The trust will use a range of selection techniques to identify the most suitable person for the post. At least one interview panel member must have completed the statutory Safer Recruitment Training

All offers of appointment will be conditional until satisfactory completion of the mandatory pre-employment checks has taken place

Pre-employment checks referred to in 'Keeping Children Safe in Education' (2024) and the Regulations⁶, will be carried out, and successful candidates will be subject to an enhanced DBS check (with barred list information as appropriate) and other relevant checks with statutory bodies

The Trust maintains a record of pre-appointment checks carried out in each school within the MAT, referred to in the Regulations as the register and more commonly known as the 'single central record'. This also includes members and trustees of the school trust.

11 External visitors

All visitors who are invited into our academies to talk to the children have been chosen for their valuable input to support their learning

The headteacher/head of school will exercise professional judgement in determining whether any visitor should be escorted or supervised while onsite

12 Volunteers

Bisco Catholic Education Trust views volunteering as enriching and a value added resource which brings mutual benefits to pupils, staff, parents, volunteers and the local community.

The headteacher/head of school has the authority not to accept the help of volunteers if they believe that this is not in the best interest of the children

⁶Part 4 of the Schedule to the Education (Independent Academy Standards) Regulations 2014

13 Appendix 1 – List of Academies

School	School Website
Arney Catholic Primary School	https://www.arney.org.uk/
Our Lady Queen of Heaven Catholic Primary School	https://www.qlqph.com/
St. Joseph's Catholic Primary School	https://www.stjosephshoguk/
St. Mary's Catholic Primary School	https://stmaryswothing.org.uk/
St Paul's Catholic College	https://stpaulscatholiccollege.co.uk/
St Peter's Catholic Primary School	https://www.stpetescatholicprimary.com/
St Philip Howard Catholic High School	https://www.sphcs.co.uk/
St Robert Southwell Catholic Primary School	https://www.strobertsouthwellrusham.co.uk/
St Wilfrids Catholic Primary School, Angering	https://www.stpwst.w