



Child Protection and Safeguarding Statement

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1. Introduction

The Diocese of Bristol Academies Trust (DBAT) is a multi-academy trust with a faith designation and a Christian religious ethos that is both distinctive and inclusive. Distinctive in the sense that all decisions about the nature and purpose of the Academy are taken through the lens of Christian values, inclusive in the sense that all students and staff are equally valued for their uniqueness in the eyes of God and their belonging to the school community.

2. Ethos statement

Vision

The Diocese of Bristol Academies Trust (DBAT) shares the Church of England’s Vision for Education 2016, “Deeply Christian, Serving the Common Good”, which includes four basic elements wisdom, hope, community and dignity. We aim to deliver values-led education with the very best outcomes for children and young people.

Purpose

To provide high quality education enabling young people to flourish and grow: spiritually, in love and in understanding.

3. Principles

The Diocese of Bristol Academies Trust (DBAT) believes every person has a value and dignity which comes directly from their creation in God's own image and likeness. Among other things this implies a duty to value all children and adults, and to protect them from harm.

DBAT recognises the contribution it can and must make to protecting children and young people in our care. Each individual school within DBAT works in line with the following legislation and statutory guidance:

3.1 [The Education Regulations \(Independent School standards\) 2014](#)

3.2 [Keeping Children Safe in Education \(KCSIE\) September 2023](#)

The Department for Education (DfE) publish statutory guidance for schools and colleges in 'Keeping Children Safe in Education' (KCSIE). This document contains legal requirements and guidance for schools to ensure clarity over what all schools must do to protect children and young people from harm, and what action they must take if they believe there is a risk of harm.

This policy statement, and the individual Safeguarding policies for each DBAT school, are regularly updated in accordance with KCSIE updates, to ensure they are compliant.

3.3 [Working Together \(July 2018\)](#)

This document provides statutory guidance for all agencies working with children and young people and includes procedures for making referrals to social care, the child protection process and child death reviews.

3.4 [Multi-agency statutory guidance on Female Genital Mutilation \(July 2020\)](#)

This guidance sets out responsibilities of all agencies involved in safeguarding and supporting women and girls affected by FGM.

3.5 [Relationships Education, Relationships and Sex Education and Health Education](#)

This document contains information on what schools should deliver as part of their Relationships Education, Relationships and Sex Education and Health Education.

3.6 [The Early Years Framework](#) – safeguarding and welfare arrangements laid out in section 3

For schools with nursery and reception pupils

In addition to the legislation and statutory guidance above, schools have a duty to understand their role in the three safeguarding partner arrangements. All schools have a duty to ensure that safeguarding underpins the way in which all functions are performed.

3.7 [Guidance for safer working practice for those working with children and young people in education settings May 2019](#)

The above Safer Recruitment Consortium document contains expectations about staff conduct and behaviour, including acceptable use of technologies and staff/pupil relationships.

[Guidance for safer working practice for those working with children and young people in education settings - Addendum April 2020](#)

The above addendum is a temporary supplement to the main Guidance for safer working practice document, in response to the Covid-19 pandemic.

4. Code of Conduct

[DBAT Code of Conduct](#)

DBAT require all members of staff to adhere the expected standards of behaviour stated in the above document. This document incorporates the above legislation and statutory guidance.

The Code of Conduct is a Level 1 policy: A DBAT policy that must be adopted by all schools.

5. School Policies

Appropriate policies and procedures are in place to ensure that appropriate action is taken in a timely manner to safeguard and promote children's welfare.

This includes:

- A Safeguarding and Child Protection Policy which includes the individual school's procedures for responding to concerns about a child's safety and welfare and procedures for responding to concerns and allegations involving an adult who works or volunteers with children.

Each individual school's Safeguarding and Child Protection Policy can be found on their website and paper copies can be made available at the school office/reception.

The Safeguarding and Child Protection Policy is a Level 2 policy: A DBAT policy, with areas for the school to update in relation to local practice, to be approved by the individual Academy Council.

In addition to these, our individual schools have a number of ‘related’ safeguarding policies including:

- Behaviour policy (including information about use of physical intervention)
- Anti Bullying Policy
- Volunteers Policy
- PSHE Policy
- RSE Policy
- Intimate care guidance
- Health and safety policy
- Trips and visits off site
- Online Safety
- Managing Medical Needs
- First Aid

All policies relating to safeguarding are reviewed by senior leaders in school on an annual basis, following updates and revision to the statutory guidance, in particular ‘Keeping Children Safe in Education’ and are ratified by Academy Councils.

In addition, safeguarding policies are reviewed following any major incident to ensure that appropriate adjustments are made.

Senior leaders and Academy Councils have responsibility for ensuring safeguarding policies are fit for purpose and known to all staff.

It is the role of the Academy Council to ensure that all statutory duties with regard to safeguarding and child protection are fulfilled at their school. To support with this each school completes an annual audit of safeguarding (provided by the school’s local authority) in partnership with the designated Safeguarding Academy Council member. The Trust Senior Leadership Team ensures that this self-evaluation is quality assured. Where weaknesses or areas for development are identified, the Trust Senior Leadership Team and the Academy Council monitor the implementation and impact of identified actions to address these areas.

6. DBAT’s Commitment to Safeguarding

Safeguarding and protecting children and young people is at the core of DBAT’s values and principles, as well as our legal duty. DBAT ensures compliance, and best practice, at a local level and also assumes a strategic responsibility for the adoption of the highest quality safeguarding practice.

DBAT ensures that all schools:

- have a Designated Safeguarding Lead (DSL) (who is a member of the senior leadership team), at least one deputy DSL to cover in the absence of the DSL, and a designated Academy Council member with responsibility for safeguarding

- have safeguarding arrangements in place which are designed to take account of all possible safeguarding issues (as listed in Annex B of 'Keeping Children Safe In Education'), including Child Sexual Exploitation and Preventing Radicalisation Prevent Duty (DfE)
- have a monitoring schedule in place across the academic year, to ensure all aspects of safeguarding are robust
- understand the importance of early help support and intervene as soon as possible and where applicable.
- adhere to safer recruitment practices (as listed in Part 3 of 'Keeping Children Safe in Education' for staff, visitors from external organisations and regular volunteers
- understand their role in the Local Safeguarding Partnerships and follow local arrangements, including use of the local authority's criteria for action/threshold guidance when responding to safeguarding or child protection concerns
- develop a culture of listening to children/young people and take account of their wishes and feelings
- provide appropriate regular, planned supervision and support for staff including undertaking safeguarding induction and training
- follow procedures (included in Part 4 of 'Keeping Children Safe In Education') for dealing with allegations against adults who work or volunteer with children
- have clear whistleblowing procedures
- make age-appropriate provision for teaching children and young people about how to keep themselves safe, including online safety, relationships education (primary), relationships and sex education (Secondary) and Health Education as part of a broad and balanced curriculum
- appoint a designated teacher to promote the educational achievement of children who are looked after (CLA), and (from January 2018) for those who are post adoption, and to ensure that staff have the skills, knowledge and understanding necessary to keep CLA safe
- put in place appropriate safeguarding responses to children who are missing from education.

7. Knowledge, Awareness and Training

DBAT's Board of Directors ensure that all staff undergo safeguarding and child protection training which equips staff with the knowledge and understanding to safeguard children effectively. This training is then regularly updated in line with guidance from the local safeguarding partnership where the school is located. The DSL has responsibility for ensuring this training is completed and regularly updated.

The required level of training, for all staff groups, can be found in Appendix A. Additional, role specific, training is identified through a regular review of roles and responsibilities. The Headteacher is responsible for this within school. The Trust Senior Leadership Team is responsible for this within the central team.

8. Trust Named Contacts

DBAT expects the highest standards of conduct from all staff and board members and will treat seriously all concerns about poor or unsafe practice and potential failings in the Trust's safeguarding regime.

For school staff, any concerns should be raised with the Headteacher. If the concern relates to the Headteacher, it should be reported to the CEO.

For central staff, any concerns should be raised with the Executive Director of Learning or Head of Peoples' Services. If the concern relates to the Executive Director of Learning or Head of Peoples' Services, it should be reported to the CEO.

If the concern relates to the CEO, it should be reported to the Chair of the Board of Directors.

Trust Deputy Designated Safeguarding Leads	Nicki Antwis, Executive Director of Learning	07761 521675	nicki.antwis@dbat.org.uk
	Hannah Snelling, Head of Peoples' Services	07761 521672	hannah.snelling@dbat.org.uk
Main Board Director with Safeguarding Responsibility	Bradley Salisbury	Contactable via Leanne Curtis, PA to CEO 07706 310030	bradley.salisbury@dbat.org.uk
Chair of Board of Directors	Nigel Daniel	Contactable via Leanne Curtis, PA to CEO 07706 310030	nigel.daniel@dbat.org.uk

Safeguarding concerns relating to the welfare and safety of pupils /students should be raised to the appropriate Designated Safeguarding Lead, details of which can be found on each school website.

9. Reporting Protocols

As part of the Head's report to the Academy Council, at least three times a year, the following aspects of safeguarding are reported on:

- Safer recruitment and the single central record

- Policy and procedures
- Case management (specific details about children and families is not shared)
- Behaviour
- Training

The outcomes of the annual safeguarding audit (provided by the local authority) are reported to the board of governors during term 3 by the designated safeguarding governor.

External quality assurance is reported to the Trust annually.

Safeguarding is a standing agenda item in the following meetings:

<i>Meeting</i>	<i>Frequency</i>
Trust Main Board Meetings	Termly
Academy Council Meetings	Termly
Safeguarding Local Board link meetings	Termly discussion/visit
Principal Meetings	Fortnightly
Trust Senior Leadership Team meetings	Weekly/Fortnightly as scheduled
Audit, as part of Main Board Assurance Framework	As requested

	KNOWLEDGE AND AWARENESS					
	Read and understand <ul style="list-style-type: none"> Keeping Children Safe in Education: Whole document (5 chapters and appendices) 	Read and understand <ul style="list-style-type: none"> Keeping Children Safe in Education: Part 1 and Annex B 	Read and understand <ul style="list-style-type: none"> DBAT's Child Protection and Safeguarding Statement 	Read and understand <ul style="list-style-type: none"> DBAT's Code of Conduct 	Read and understand <ul style="list-style-type: none"> School Safeguarding and Child Protection Policy and procedures School Pupil Behaviour Policy 	Read and understand <ul style="list-style-type: none"> DBAT's Filtering and monitoring systems
	<i>Frequency:</i>					
Staff Group:	<ul style="list-style-type: none"> At induction Annually When updates are made 	<ul style="list-style-type: none"> At induction Annually When updates are made 	<ul style="list-style-type: none"> At induction Annually 	<ul style="list-style-type: none"> At induction Annually 	<ul style="list-style-type: none"> At induction Annually 	<ul style="list-style-type: none"> At induction Annually
Board of Trustees	YES	YES	YES	YES	NO	NO
Trust Senior Leadership Team	YES	YES	YES	YES	NO	YES
Academy Councils	YES	YES	YES	YES	YES	NO
School Senior Leadership Teams	YES	YES	YES	YES	YES	NO
Central Staff (non SLT)	NO	YES	YES	YES	NO	NO
DSLs/DDSLs	YES	YES	YES	YES	YES	YES
All school staff (non SLT)	NO	YES	YES	YES	YES	

	TRAINING REQUIRED							
	Safeguarding Training (staff) (face to face)	Child Protection and Safeguarding (Educare)	Prevent Duty (Educare)	Online Safety (Educare)	Advanced Safeguarding and Child Protection Training and subsequent update training (Level 3)	Safer Recruitment *for all staff actively involved in recruitment, in addition to the groups below	Managing Allegations (Educare)	Safeguarding Training (Governance) (face to face)
	Frequency:							
Staff Group:	<ul style="list-style-type: none"> • Induction • Annually 	<ul style="list-style-type: none"> • Annually 	<ul style="list-style-type: none"> • Induction • Every 2 years 	<ul style="list-style-type: none"> • Induction • Every 2 years 	<ul style="list-style-type: none"> • Induction • Subsequent update training 	<ul style="list-style-type: none"> • Induction • Every 3 years 	<ul style="list-style-type: none"> • Induction • Every 3 years 	<ul style="list-style-type: none"> • Induction • Annually
Board of Trustees- all members	NO	NO	NO	NO	NO	NO	NO	YES
Board – nominated representatives	NO	NO	NO	NO	NO	YES	YES* Chair of Main Board	
Trust Senior Leadership Team	YES	YES	YES	YES	NO	YES	YES	NO
Academy Councils – all members	NO	NO	NO	NO	NO	NO	NO	YES
Academy Councils – nominated representatives	NO	NO	NO	NO	NO	YES	YES* All AC Chairs	NO
Headteacher	YES	YES	YES	YES	NO	YES	YES	NO

	TRAINING REQUIRED CONTINUED								
	Safeguarding Training (staff) (face to face)	Child Protection and Safeguarding (Educare)	Prevent Duty (Educare)	Online Safety (Educare)	Advanced Safeguarding and Child Protection Training and subsequent update training (Level 3)	Safer Recruitment *for all staff actively involved in recruitment, in addition to the groups below	Managing Allegations (Educare)	Safeguarding Training (Governance) (face to face)	
	<i>Frequency:</i>								
Staff Group:	<ul style="list-style-type: none"> • Induction • Annually 	• Annually	<ul style="list-style-type: none"> • Induction • Every 2 years 	<ul style="list-style-type: none"> • Induction • Every 2 years 	<ul style="list-style-type: none"> • Induction • Subsequent update training 	<ul style="list-style-type: none"> • Induction • Every 3 years 	<ul style="list-style-type: none"> • Induction • Every 3 years 	<ul style="list-style-type: none"> • Induction • Subsequent revisions to statutory guidance 	
School Senior Leadership Teams	YES	YES	YES	YES	NO	NO	NO	NO	
All central staff	YES	YES	YES	YES	NO	NO	NO	NO	
All school staff	YES	YES	YES	YES	NO	NO	NO	NO	
Designated Safeguarding Leads and Deputy Safeguarding Leads (Trust and school)	YES	YES	YES	YES	YES	NO	NO	NO	

10. Our Ethos and Values

As identified at the opening of this policy, our structure and approach here is underpinned by our Christian ethos and values, focused on an ethos that is both distinctive and inclusive.

In our adoption and subsequent adaptation of this policy we have asked ourselves two clear questions: “Is this policy and practice underpinned by our vision and values?” and “What is the impact of our vision and values on those subject to the policy?”. This is a key focus of our ongoing development of policy and practice.

History of most recent Policy changes

Date	Page	Change(s) made	Origin of Change (e.g. TU request, change in legislation)
Nov 2020	All	New Trust Statement to include reference to local arrangements as appropriate and Trust/Academy responsibilities	Safeguarding review
Sept 2021	P5 and P8	Reference to Annex A has been changed to Annex B due to KCSIE change	KCSIE changes
Sept 2021	P6	Updated details for Chair of Main Board of Directors	New Chair of Main Board
July 2022	P2	Updated KCSIE link	KCSIE update
July 2022	P2	Removal of DfE guidance 'Sexual Violence and Sexual harassment between children in schools and colleges'	Withdrawal of guidance, incorporated into Part 5 of KCSIE.
July 2022	P6	Updated DSL and DDSL contacts	Greater clarity of contacts
July 2022	P6	Updated details for Chair of Main Board of Directors - TBC	New Chair of Main Board - TBC
July 2022	P9 and P10	Amendment of heading to 'appropriate safeguarding training'	KCSIE specific reference in relation to governance roles
July 2023	P3	Removal of additional Covid guidance link	Guidance withdrawn by DfE
July 2023	P3	Addition of Safer Working Practices reference in statutory guidance section (moved from p2 – Code of Conduct due to implementation of separate DBAT Code of Conduct	New DBAT Code of Conduct replacing previous adoption of Safer Working Practices as Code of Conduct
July 2023	P6	Updated DSL contacts, Safeguarding Trustee and Chair of Board of Trustee	Clarity of cover and to reflect changes to Board of Trustees
July 2023	P7	Amended SLT meeting frequency – weekly/fortnightly	To reflect existing practice
July 2023	P8-10	Changes to training requirements and clarification of method of delivery	Introduction of governance focused training that covers sufficient information
July 2023	P8	Addition of requirement for DSLs and DDSLs to read and understand DBAT's Filtering and Monitoring systems	KCSIE update
July 2023	Whole document	Use of DBAT policy template	New template
November 2023	P7	Trust named contacts amended to reflect change of Trust DSLs	Operating structure and responsibilities
November 2023	P10-11	Change of frequency of Prevent and Online Safety training	Operational requirements

Policy Owner	Peoples' Services Directorate
Policy Approved By	Board of Trustees
Date Adopted	November 2020
Most Recent Review	November 2023
Next Review Date	July 2024
Level	Level 1
<i>DBAT Policy levels:</i>	
LEVEL 1	DBAT policy for adoption (no changes can be made by the Academy Council; the Academy Council must adopt the policy)
LEVEL 2	DBAT policy for adoption and local approval, with areas for the school to update regarding local practice (the main body of the policy cannot be changed)
LEVEL 3	DBAT model policy that the school can adopt if it wishes
LEVEL 4	Local policy to be approved by the Academy Council