

Safeguarding Policy

Responsible	Better Futures Multi-Academy Trust
Approved by	Better Futures Multi-Academy Trust
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Date for review	December 2022
Date for next review	October 2023

POLICY

Purpose

Better Futures Multi-Academy Trust (BFMAT) has a statutory and moral duty to ensure that each Academy functions with a view to safeguarding, and promoting the welfare of young people and vulnerable adults attending academies across the Trust

Scope

This policy applies to Better Future's Multi-Academy Trust which will be referred to as BFMAT for the purposes of the policy.

This policy acts as an overarching statement of our approach to safeguarding and the key components of that. Alongside this policy each Academy has a College/Academy Safeguarding Policy, overseen by the college Academy DSL together with the Senior Leadership Team and the LGB. These Policies will also be reviewed at Trust level by the Trustee Safeguarding Leads.

Equality Statement

Equality, freedom and treating all persons with dignity and respect are fundamental human rights. As such, BFMAT is committed to making these central in all its work.

A diverse student body and workforce benefit BFMAT's role as a provider of high quality education and employment in a modern and ever-changing society. BFMAT is firmly committed to the promotion of equality and will not unlawfully discriminate, or tolerate discrimination (direct or indirect, harassment or victimisation) on grounds of age, disability, ethnicity (including race, colour, caste and nationality), gender identity, marriage or civil partnership, pregnancy or maternity, religion or belief, sex and sexual orientation; this includes discrimination by association or due to perception. This policy will operate in furtherance of this.

The Policy

Better Futures MAT believes that a child or young person under the age of 18 should never experience abuse of any kind. We have a responsibility to promote the welfare of all of our students and to keep them safe. We are committed to practise in a way that protects them.

BFMAT has accountability and overall responsibility for the safeguarding of Young People and vulnerable Adults across its academies. BFMAT assumes a strategic

responsibility to ensure compliance at a local level. This includes, but is not limited to ensuring that all academies:

- Provide a safe learning environment for our students
- Identify those students who are suffering or are at risk of suffering significant physical and/or mental harm, and/or impairment of their life chances and opportunities to learn and achieve. Staff will maintain an awareness that students can be at risk of harm outside their family situation, and that mental health problems may indicate abuse, neglect or exploitation or the risk of any of these
- Take appropriate action to see that such our students are kept safe, both at home and at the College and have access to all appropriate support to improve their life chances. This may include referrals to external agencies and Safeguarding Partners such as Social Services and/or the police, either directly or through the Multi Agency Support Hub (MASH)
- Encourage families to report any concerns and work with them to resolve issues through restorative practice
- Promote the welfare of our students in need of additional support even if they are not suffering harm or are at immediate risk of harm
- Be aware that students whose life situation requires the appointment of a social worker are at higher risk of safeguarding concerns
- Appoint a Safeguarding team comprising staff who have been trained in line with county safeguarding regulations. This team will be led by a senior leader assuming the role of Designated Safeguarding Lead
- Share relevant information with colleagues and external partners to improve understanding and provide holistic support to students who are experiencing threats to their safety and well-being
- Share information with Safeguarding Partners to facilitate the care and support of our students. It should be noted that in relation to safeguarding, GDPR does not prevent or limit the sharing of information for the purposes of keeping children and young people safe
- Engage with local and national police forces to engage with their programmes and initiatives, such as Operation Encompass
- Be alert to and keep abreast of developments in safeguarding issues which are named in our local safeguarding policies. This includes, but is not limited to, mutilation, peer on peer abuse (bullying and harassment), criminal exploitation or coercion, and witnessing or suffering domestic abuse

- Keep abreast and implement all Government guidance on safeguarding by updating policy and procedures
- Be alert to the Counter-Terrorism Local Profile for the region of each College
- Recognise and aim to prevent our students being drawn into terrorism by teaching them how to recognise malevolent influences and by embedding British values across the curriculum and in the general college ethos
- Teach our students to understand and manage risk and the value of healthy relationships, including sexual relationships. This covers recognising when they are at risk and how to get help when they need it. Students are taught about safeguarding, including online, as part of providing a broad and balanced curriculum
- Challenge peer on peer sexual abuse and harassment in any form and teach our students to recognise and report this
- Empower our students by teaching them how to help keep each other safe
- Follow safeguarding guidelines when delivering online learning to ensure that parents have been informed and that students and staff are protecting themselves
- Raise parent awareness of online threats to children and young people and encourage them to contact us with any concerns
- Establish procedures for reporting and dealing with allegations of abuse against members of staff, whether or not these reach threshold for external referral. This includes supply staff and contractors.
- Follow the legal guidelines regarding the safe recruitment of staff
- Ensure that all new staff are trained in the principles of safeguarding and the individual procedures in place in each college within the MAT. All existing staff will receive regular refresher training to incorporate updated guidance, advice, and procedures
- Monitor the quality of safeguarding practices and their impact on outcomes for young people across the Trust and provide regular reports to the Trust Board
- Maintain and review an individual Academy Safeguarding Policy, with detailed processes and procedures relevant to each Academies' local context