

Safeguarding Policy Statement

Date: September 2021

Review date: September 2022

Lime Trust

Lime Trust is founded upon four principles: Leadership, Innovation, Motivation and Excellence. It creates a sustainable group of exceptional, high-performing schools that improve life chances, and are trusted and respected in their communities. Lime Trust provides a high quality education for pupils through school-to-school collaboration, Trust direction, high challenge and support.

Along with our principles, Lime Trust has core values that are demonstrated and upheld by our pupils, employees and stakeholders. Respect for all underlines our seven core values:

- Respect
- Equality
- Self-worth
- Partnership
- Enjoyment
- Communication (a voice for all)
- Trust

TRUST POLICY STATEMENT

This purpose of this policy is to ensure that all employees of Lime Trust understand their responsibility to safeguard and minimise the risk of harm to children and young adults.

Safeguarding and promoting the welfare of children is defined for the purposes of this guidance 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; and taking action to enable all children to have the best outcomes.

- Children includes everyone under the age of 18.
- Where a child is suffering significant harm, or is likely to do so, action should be taken to protect that child. Such action might be taken under section 47 and section 44 of the Children Act 1989 Action should also be taken to promote the welfare of a child in need of additional support, even if they are not suffering harm or are at immediate risk. Such action might be taken under section 17 of the Children Act 1989.

Principles

- Lime Trust believes that safeguarding is its primary responsibility and that everyone who works in the Trust with our vulnerable young people must share this view and demonstrate the values of the Trust.
- Each Academy must follow the agreed model policy for the area for which it operates.
- Each Academy must pay due regard to the priorities, advice and guidance of its Local Safeguarding Board (LSB) and the Local Authority Designated Officer (LADO).
- Safeguarding is everybody's responsibility. Failure to ensure that all policies related to the protection of children are followed could result in dismissal.

The role of the school staff across the Lime Trust

The Teachers' Standards 2012 state that teachers, including headteachers, should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties.

All school staff across Lime Trust have a responsibility to provide a safe environment in which children can learn.

All school staff have a responsibility to identify children who may be in need of extra help or who are

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suffering, or are likely to suffer, significant harm. All staff then have a responsibility to take appropriate action, working with other services as needed.

In addition to working with the designated safeguarding lead staff members should be aware that they may be asked to support social workers to take decisions about individual children.

What school staff across Lime Trust need to know

All staff will be required to read section one of the 'Keeping Children Safe in Education' report and the Safeguarding policy for the school they work in annually. New members of staff will do this as part of the induction process. All staff members should be aware of systems within their school which support safeguarding including reporting systems to DSL within their schools and these should be explained to them as part of staff induction. This includes: the school's child protection policy; the school's staff Code of Conduct; and the role of the designated safeguarding lead [DSL].

All staff members should also receive appropriate child protection training which is regularly updated.

What school and Lime Trust staff should look out for?

All school and Lime Trust staff should be aware of the signs of abuse and neglect so that they are able to identify cases of children who may be in need of help or protection.

All staff members are advised to maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child, staff members should always act in the interests of the child.

There are various expert sources of advice on the signs of abuse and neglect. Each area's Local Safeguarding Children Board (LSCB) should be able to advise on useful material, including training options.

Knowing what to look for is vital to the early identification of abuse and neglect. If staff members are unsure, they should always speak to the designated safeguarding lead. In exceptional circumstances, such as in emergency or a genuine concern that appropriate action has not been taken, staff members can speak directly to children's social care.

A child going missing from education is a potential indicator of abuse or neglect. School staff members should follow the school's procedures for dealing with children who go missing from education, particularly on repeat occasions, to help identify the risk of abuse and neglect including sexual abuse or exploitation and to help prevent the risks of their going missing in future. More information can be found in departmental advice about school attendance and statutory guidance about children who run away or go missing from home or care.

The Lime Trust within the national context

Lime Academy Trust is a values led Trust. Our values encourage all stakeholders to display the behaviours expected of a member of our school community.

We expect everyone to display our values of:

- Respect
- Equality
- Self-worth
- Partnership
- Enjoyment
- Communication (a voice for all)
- Trust

Our policies and procedures along with daily systems and structures reflect our strong ethos of 'no harm to others'. As part of Lime Trust's commitment to safeguarding and child protection we fully support the

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government's *'Keeping Children Safe in Education, 'Working Together to Safeguard Children (2018)'* and *'Protecting Children from Radicalization: The Prevent Duty (2015)'*.

The purpose of this policy is to link the safeguarding requirements of the specific local authority with national guidance and legislation.

What Lime Trust staff should do if they have concerns about a child

When staff members have concerns about a child, they should raise these with the school's designated safeguarding lead. The safeguarding lead will usually decide whether to make a referral to children's social care, but it is important to note that any staff member can refer their concerns to children's social care directly.

Lime Trust Academies

Lime Trust Academies will adopt the Local Authority Safeguarding Policy where their Academy is based. This will sit behind the Lime Trust Safeguarding statement on their website.