



Ambition
Community Trust



Safeguarding Policy

Date Policy Written: November 2024

Date Policy Adopted by Trust Board:

To be reviewed: Every Year

1. Policy Statement

Ambition Community Trust fully recognises the legal responsibilities for safeguarding children and child protection. Safeguarding is paramount and we will always act in the best interests of the child.

We are committed to safeguarding children and young people and we expect everyone who works in our academies to share this commitment. Safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their families has a role to play. All adults take all welfare concerns seriously and encourage children and young people to talk to us about anything that worries them.

Ambition Community Trust is committed to creating and maintaining a culture of vigilance, therefore providing a safe environment where every child can learn and develop without fear of harm. We prioritise the well-being of every child and strive to create an atmosphere that fosters their physical, emotional, and social development.

This policy outlines our approach to safeguarding and promoting the welfare of children and young people across all the academies within the Trust. This policy should be read in conjunction with the local safeguarding and child protection policy of each individual academy.

2. Scope

This policy applies to all academies within the Trust. It covers all safeguarding and child protection matters within our educational and extracurricular activities.

3. Legislation and Guidance

The policy is informed by relevant legislation including:

- Children Act 1989 and 2004
- Education Act 2002
- Keeping Children Safe in Education 2024
- Working Together to Safeguard Children
- Local Safeguarding Children Partnership guidance and procedures



4. Principles

- The welfare of the child is paramount; children must be listened to.
- It is the responsibility of all adults who work with children to safeguard and promote the welfare of children and to take prompt action where children are at risk from harm
- Safeguarding goes beyond implementing basic child protection procedures, it is an integral part of all activities and functions of the Trust.
- Staff are responsible for their own actions and behaviour and should avoid any conduct which might lead any reasonable person to question their motivation and intentions
- The same professional standards should be applied regardless of culture, gender, language, disability, racial origin, religious belief and/or sexual identity
- Academies and staff should continually monitor and review their practice in the light of this policy, taking particular care to ensure that all areas are addressed

5. Roles and responsibilities

Trust Board:

The Trust board holds ultimate responsibility for safeguarding across the Multi Academy Trust. Its key responsibilities include:

Policy Oversight

- Approve and review MAT wide safeguarding policies to ensure compliance with statutory requirements
- Ensure individual academies adapt and implement Trust policies effectively

Strategic Leadership

- Set a culture of safeguarding across all academies within the Trust
- Ensure that safeguarding is embedded in all aspects of Trust governance and operations

Appoint a Safeguarding Trustee

- Designate a trustee with specific responsibility for overseeing safeguarding and holding senior leaders accountable for its implementation

Monitoring and Accountability

- Review safeguarding audits and reports from each academy to monitor effectiveness
- Ensure each academy complies with statutory obligations and follows trust-wide safeguarding expectations.
- Commission external safeguarding audits when necessary

To manage oversight and to support the compliance, the Trust will ensure that each academy will:

- Have a trustee with responsibility for safeguarding oversight across the Trust and ensure that each academy has a designated safeguarding lead with adequate support and resources. They will meet with designated safeguarding leads annually.
- Have a biannual check from an external agency who will provide a full review of each academy.
- As part of the quality twice yearly quality assurance checks, headteachers will be asked to report on safeguarding
- Designated safeguarding leads will attend termly supervision to support them in their decision making.
- Have knowledge of any serious safeguarding issues in any of the academies within the Trust.

Chief Executive Officer

The CEO provides strategic direction and accountability for safeguarding within the MAT. Responsibilities include:

Strategic Oversight

- Ensure safeguarding policies and practices align with legal regulatory requirements
- Promote a safeguarding-first culture across the MAT

Support and Challenge Academy Leaders

- Hold headteachers accountable for implementing safeguarding policies and managing risks



- Monitor safeguarding performance through regular updates and reports from academies

Communication with Stakeholders

- Act as the key liaison for safeguarding issues that require escalation to external agencies or regulators, such as Ofsted or local authorities
- Liaise with headteachers when there are any serious incidents with their academy.

Local Governing Bodies:

The Trust will delegate the responsibility of having an oversight of the effective implementation of safeguarding procedures to each Local Governing Body. They play a key role in monitoring safeguarding at the local level. Responsibilities include:

Safeguarding Link Governor

- Designate a governor to oversee safeguarding within the academy and ensure that it aligns with trust-wide policies

Oversight and Monitoring

- Ensure the academy's safeguarding policies and procedures are implemented effectively
- Receive and review safeguarding reports from academy leaders

Training

- All governors should ensure that they and staff within the school complete regular safeguarding training.

Headteachers:

Each academy headteacher will be responsible for the implementation of their safeguarding and child protection policy and managing safeguarding at the academy level. Key responsibilities include:

Quality assurance

- Engage in quality assurance practices to improve safeguarding within local context. Complete any statutory section 175 audits requested by local authorities and engage in external audits from the Trust

Implementation of policies/practices

- Ensure that there are clear policies in place and that they are embedded in day to day practice for all staff

Supervision

- Ensure that appropriate supervision is in place for all those staff members who are involved in the safeguarding team
- Ensure that all staff involved in EYFS have supervision and as best practice other staff within the school.

DSL

- Appoint a DSL and a deputy DSL and ensure that they have adequate time, resources and support to fulfil their duties.

Training and Development

- Ensure that all staff, volunteers and governors read all key safeguarding documents and engage in appropriate safeguarding training on an annual basis.

Risk Management

- Oversee the management of safeguarding risks, including health and safety, online safety and contextual safeguarding.

Reporting

- Provide safeguarding updates and reports to the Trust board and Local Governing Body.
- Report to the CEO when there are any serious safeguarding issues within the academy.

Designated Safeguarding Lead:

The DSL is the operational lead for safeguarding within the academy. Their responsibilities include:

Managing Concerns



- Act as the main point of contact for safeguarding concerns, ensuring that they are recorded, investigated and referred to appropriate agencies where appropriate.

Staff Training

- Deliver or coordinate safeguarding training for staff and volunteers

Policy Implementation

- Ensure that safeguarding policies are followed by all staff, including safe recruitment and online safety procedures

Record Keeping

- Maintain accurate, secure and up to date records of all safeguarding concerns

Liaison

Work with local safeguarding professionals and escalate issues as needed.

All staff and Volunteers

Safeguarding is everyone's responsibility, and all staff and volunteers must:

Understand their role

- Be familiar with the overarching Trust policy and the safeguarding policies in their academy and know how to recognise and report concerns

Be Vigilant

- Act immediately on any safeguarding concerns, following the academy's reporting procedures

Maintain a safe environment

- Foster an environment where children feel safe, respected and able to share their concerns

Engage in training and development

- Participate in regular safeguarding training to stay informed about risk and best practices
- Read and follow all key documentation and policies

Role Model Positive Behaviour

- Demonstrate appropriate professional conduct and maintain boundaries at all times

Pupils and Parents

While not directly responsible for safeguarding, pupils and parents play a key role in the overall safeguarding ecosystem.

Pupils

- Understand the importance of staying safe and knowing who to approach if they have concerns

Parents

- Engage with the academy's safeguarding policies and support the academy's efforts to protect children.

6. The Single Central Record

The Single Central Record (SCR) is a vital safeguarding document that ensures that all of the necessary checks have been completed for individuals working with children. Each academy within the MAT must maintain its own SCR, but the Trust will itself has overarching responsibilities to ensure compliance, consistency and accuracy across all academies.

Key Responsibilities of a MAT Regarding the Single Central Record

Oversight and Governance

- Develop and implement a consistent policy for maintaining SCR's across all academies within the trust, ensuring compliance with statutory requirements (*Keeping Children Safe in Education*).
- Set trust-wide expectations for the format, content, and upkeep of the SCR.

Monitoring and Auditing

- Conduct regular audits of each academy's SCR to ensure compliance, accuracy, and completeness.
- Provide a schedule for periodic external audits to identify and rectify gaps or inconsistencies.

Designate a Trustee for Safeguarding

- Appoint a trustee to oversee safeguarding practices, including SCR compliance, across the MAT.

Compliance with Statutory Requirements

Ensure All Required Checks Are Completed:

- Verify that academies have conducted the following checks for all staff, volunteers, governors, contractors, and other adults working in regulated activity
- Identity verification
- Enhanced Disclosure and Barring Service (DBS) check, including barred list information for those in regulated activity
- Right to work in the UK
- Qualifications (where applicable)
- Prohibition from teaching (for teaching staff)
- Section 128 check (for school leaders and governors)
- Overseas checks for individuals who have lived or worked outside the UK
- Professional references and employment history

Consistency Across Academies

Ensure all academies have a format that includes all statutory fields, including the trust's mandatory fields and any additional checks required locally.

Training and Support

- Provide Training for Staff Responsible for the SCR
- Deliver regular training for administrative and safeguarding staff who maintain the SCR in each academy.



- Keep staff updated on changes to legislation or statutory guidance that impact SCR requirements.

Clear Roles and Responsibilities

- Define who is responsible for maintaining and updating the SCR in each academy, ensuring they are adequately supported and trained.

Quality Assurance

- Accuracy and Completeness:
- Ensure all entries on the SCR are up-to-date, accurate, and complete.
- Verify that records are free of errors or omissions, with supporting documentation readily available for inspection.

Cross-Academy Consistency

- Regularly check that the SCR across all academies aligns with the trust's safeguarding policy and statutory requirements.

Rectifying Issues

- Address any issues identified during audits or inspections immediately and ensure a plan is in place to prevent recurrence.

Data Protection and Confidentiality

- Ensure SCRs are securely stored and accessible only to those with appropriate safeguarding responsibilities.
- Use secure systems for managing and updating SCRs, especially if a digital format is used across the MAT.

Compliance with GDPR

- Ensure all data recorded in the SCR complies with data protection regulations, retaining information only as long as necessary and securely disposing of outdated records.

Reporting to the Trust Board

- Provide regular safeguarding updates to the MAT Board, including information on SCR audits and compliance.



- Highlight Risks- Flag any recurring issues, gaps, or risks in SCR management and propose strategies for improvement.

Support For Inspections

- Support academies in preparing for Ofsted inspections, where the SCR is reviewed as part of safeguarding.
- Offer access to trust-wide safeguarding specialists who can assist academies with SCR queries or preparation for inspections.

Key Expectations for Academies Within the Trust

While the MAT holds overarching responsibility for SCR compliance, academies are responsible for day-to-day maintenance of their own SCR. The MAT should ensure that:

- Each academy appoints a designated person responsible for the SCR (e.g., HR staff or a DSL).
- The SCR is maintained and updated as soon as new staff or volunteers are recruited.
- Records are regularly reviewed to ensure accuracy and that no checks are overdue.

7. Safer Recruitment

Safer recruitment ensures that the Trust recruits individuals who are suitable to work with children and uphold the highest safeguarding standards.

The Trust will ensure that each academy has a safer recruitment policy that ensures that:

- Safer recruitment practices are followed to ensure that staff, governors and volunteers are suitable to work with children
- Conduct thorough pre-employment checks
- Select processes include safeguarding-focused questions and scenarios

8. Promoting Mental Health and Wellbeing

- Recognise the link between safeguarding and mental health



- Provide support for staff and pupils across the Trust experiencing mental health challenges, working with families and professionals as needed

9. Monitoring and Review

- The Trust will review safeguarding policies annually or when significant updates in legislation or guidance occur
- Regular audits and inspections are conducted across all academies to ensure compliance and effectiveness
- Feedback from staff, pupils and parents informs ongoing improvements to safeguarding practices.
- Use data from safeguarding incidents to inform practice and improve the outcomes across the Trust