

Devon Primary SCITT Safeguarding Policy

1. Background

Devon Primary SCITT, as a provider of Initial Teacher Training is committed to ensuring that the highest standard of safeguarding is maintained throughout each aspect of its provision by;

- i. Supporting safe environments for children and young people to learn in partnership schools;
- ii. Supporting trainees in identifying children and young people who are suffering or likely to suffer significant harm
- iii. Supporting trainees in taking appropriate action with the aim of making sure children are kept safe both at home and in the education setting.

Achieving this objective requires systems designed to:

- I. prevent unsuitable people working with children and young people;
- II. promote safe practice and challenge poor and unsafe practice;
- III. identify instances in which there are grounds for concern about a child's welfare, and when trainees should initiate or take appropriate action to keep them safe
- IV. contribute to effective partnership working between all those involved with providing services for children and young people.

This policy has been developed with reference to the following guidance;

Working Together to Safeguard Children 2018, a guide to inter-agency working to safeguard and promote the welfare of children, which sets out the multi-agency working arrangements to safeguard and promote the welfare of children and young people and protect them from harm. In addition, it sets out the statutory roles and responsibilities of schools.

Keeping Children Safe in Education (2022), statutory guidance issued by the Department for Education which all schools must adhere to when carrying out their duties to safeguard and promote the welfare of children.

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

2. Responsibilities

General:

DPSCITT recognises its responsibilities to safeguard and also promote the welfare of children and expects all staff and trainees to share this commitment.

The Executive Board is responsible for ensuring that DPSCITT;

- i. has a safeguarding policy in place that is in accordance with appropriate guidance and publicly available.
- ii. operates safe recruitment procedures and makes sure that all appropriate checks are carried out on staff and trainees who work with children.
- iii. has procedures for dealing with allegations of abuse against members of staff and trainees that comply with appropriate guidance
- iv. has a Designated Safeguarding Lead (the Director) and someone appointed to act in their absence (the Deputy Director)
- v. ensures that the Designated Safeguarding Lead undergoes training in safeguarding, recruitment and interagency working, renewable at least every 2 years unless DfE guidance suggests otherwise.
- vi. Ensures that all staff who work with children undergo safeguarding training that is refreshed every 3 years.
- vii. remedies without delay any deficiencies or weaknesses in regard to safeguarding arrangements that are brought to their attention;
- viii. appoint one of the Executive Board to liaise with the local authority in respect of any allegation made against a member of staff.
- ix. Ensures that this policy is reviewed by its Executive Board bi-annually.

3. Recruitment and Vetting Checks

DPSCITT recognizes the importance of management processes that help deter, reject, or identify people who might abuse children, or are otherwise unsuited to work with them. We believe that safeguarding and promoting the welfare of children as an integral factor in management is an essential part of creating safe environments for children and young people.

DPSCITT is committed to safe practice in recruitment, compliant with the guidance in Keeping Children Safe in Education 2022, through:

- i. planning the recruitment of staff and trainees, ensuring that the advertisement makes clear DPSCITT's commitment to safeguarding and promoting the welfare of children.
- ii. a consistent and thorough process of obtaining, collating, analysing, and evaluating information from and about applicants. The main elements of the process include:
 - ensuring the job description makes reference to the responsibility for safeguarding and promoting the welfare of children;
 - ensuring that the person specification includes specific reference to suitability to work with children;
 - obtaining and scrutinizing comprehensive information from applicants, and taking up and satisfactorily resolving any discrepancies or anomalies;
 - obtaining independent professional and character references that answer specific questions to help assess an applicant's suitability to work with children and following up any concerns;
 - a face-to-face interview that explores the candidate's suitability to work with children as well as his or her suitability for the post;

- the interview panel shall contain at least one person who has undertaken the appropriate training
 - verifying the successful applicant's identity;
 - verifying that the successful applicant has any academic or vocational qualifications claimed;
 - checking his or her previous employment history and experience;
 - verifying that s/he has the health and physical capacity for the job;
 - undertaking the appropriate checks through the Disclosure and Barring Service, the barred list checks and prohibition checks.
- iii. Applicants for Teacher Training will be expected to complete their mandatory checks before beginning the course. However, head teachers have discretion to allow an individual to begin school based training pending receipt of the Disclosure, provided they have had a List 99 check. Where this is necessary, head teachers must ensure that the trainee is appropriately supervised.
- iv. Those trainees who interrupt their studies for whatever reason will be required to complete a further check prior to their readmission to the course following a further interview.
- v. A Single Central Record will be kept of all staff and trainees actively on the DPSCITT programme.

4. Induction and Employment of Staff

DPSCITT will ensure that

- i. Staff who work directly with children are given appropriate Safeguarding training including access to a copy of this policy as part of their induction process.
- ii. Continuing awareness and training on Safeguarding issues will be undertaken. Our aim is to create a robust and safe ethos within the organization to ensure no abuse takes place or where allegations do arise they are dealt with seriously and within correct procedures.

5. Trainees

- i. Trainees will receive training in Safeguarding, including Referral and Recording processes.
- ii. Trainees will be made aware during their induction into partnership schools of that school's Safeguarding Policy. They will be expected to follow their school's policies and procedures under the direction of that school's Designated person.

6. Monitoring

The **Executive Board** will monitor both the recruitment process and induction arrangements. This is to develop a culture that will allow for future recruitment practices to be better informed. It will cover:

- i. staff and trainee turnover and reasons for leaving;
- ii. exit interviews; and
- iii. ensuring safeguarding training is taking place.

7. Dealing with Allegations of Abuse Against Staff and Trainees

DPSCITT considers it essential that any allegation of abuse made against a member of staff or trainee in an education setting is dealt with fairly, quickly, and consistently, in a way that provides effective protection for the child and at the same time supports the person who is the subject of the allegation.

DPSCITT adopts the relevant section of Keeping Children Safe in Education 2022 and will follow the process outlined within that policy.

In addition:

i. Staff

- Where an allegation is made against a member of staff the Designated Person for the DPSCITT will oversee the allegation and any referral process. They will also contact and keep informed the Designated Person for the Partnership School, if applicable.
- Where the allegation made is against the Designated Person then the member of the [Executive Board](#) with responsibility for Safeguarding will be responsible for overseeing the allegation and making any referral.

ii. Trainees

- Where an allegation is made against a trainee within a Partnership school the Designated Person for the school will be responsible for overseeing the allegation and making any referral. They will also contact and keep informed the Designated Person for the DPSCITT.

8. Review

This policy will be reviewed by the Executive Board every two years.

Policy Adopted/Amended by	Date
Executive Board	28.01.18
Executive Board	15.10.20
Executive Board	11.19.22