

Safeguarding Statement

Three Spires Trust (TST) is committed to safeguarding and promoting the welfare of children and young people (CYP) and expects all staff and volunteers to share this commitment. Each academy within the Trust has a separate Child Protection & Safeguarding Policy which can be found on the individual academy's website.

- TST is a safe place for CYP, where our responsibilities for safeguarding CYP and responding to child protection concerns are taken seriously. All staff are trained to the required level as per KCSiE.
- The RSHE curriculum in each academy reflects current best practice relating to the statutory Relationships, Sex and Health Education guidance. *Due to Covid-19, extension to the mandatory delivery has been extended so will be taught in full in each TST academy by the Summer term 2021. Lessons are taught at an age and need appropriate level and include opportunities to discuss feelings and emotions alongside where support can be accessed.* Each academy will have its own Relationships and Sex Education Policy, available on their website.
- All staff have an awareness of mental health problems as an indicator of abuse, neglect or exploitation. The staff can identify behaviour suggestion of a mental health problem or a risk of developing one.
- There is a strong anti-bullying ethos evident throughout our academies. CYP are taught how to recognise bullying, how to keep themselves safe from bullying behaviour and how to report it. We listen to our CYP.
- Each academy has appropriate IT filters in place to prevent pupils accessing inappropriate materials.
- Our policies and agreed practices all comply with the recommendations for safeguarding children. We have a trained designated safeguarding lead and deputy, and a designated governor with responsibility for safeguarding, at each academy.
- Our staff recruitment policies and practices are rigorous and comply with safe recruitment and selection requirements. This includes pursuing identity checks and qualification checks, gaining and scrutinising written references before confirming employment. Prior to employment starting we require clearance from the Disclosure and Barring Service (DBS), in addition to List 99 checks.
- All adults in TST academies undertaking regulated activity including voluntary helpers, supply teachers, agency staff, and outside club and coaching staff are required to provide evidence of DBS clearance.
- The Local Governing Bodies are regularly updated about child protection, bullying and safeguarding policies and practices.
- It is the responsibility of every adult in our academies to ensure that we maintain the highest level of awareness about possible unsafe practices and deal with any issues immediately and appropriately.

- Should there be an allegation regarding inappropriate conduct which could pose a risk to a CYP, there will be no hesitation in contacting the LADO and it is understood that there is a legal duty to refer to the DBS in specific circumstances.
- Policies are in place to manage potential allegations against staff, whistleblowing and the use of physical intervention. A list of the policies and procedures which support this statement include:
 - Child Protection & Safeguarding Policy
 - Behaviour Policy
 - Anti-bullying Policy
 - Relationships and Sex Education Procedure
 - Safer Recruitment Policy
 - ICT Policies
 - Educational Visits Policy

Each individual academy is responsible for ensuring compliance with its Local Safeguarding Children's Board procedures and policies and for publishing its own safeguarding policy in accordance with statutory requirements.

