



# SHINE SAFEGUARDING & CHILD PROTECTION POLICY

2025/26

SHINE Multi Academy Trust

## Management log

Document	Safeguarding & Child Protection
Author	HR Director and DSL Chair
Person responsible for the document	CEO
Date approved	23 <sup>rd</sup> March 2026
Date issued	29 <sup>th</sup> March 2026
Review period	Annual
Next review	Summer 2026

Signed



Chair of the board



CEO

## Related Policies

Related Policies are detailed on page 6 of this policy.

*All above policies are available through our academies local servers, directly through SHINE or through the Trust website [www.shine-mat.com](http://www.shine-mat.com)*



## PART A

### Trust Policy

## **Table of Content**

### **A. Policy Introduction and Ethos**

Purpose and scope of policy, Trust ethos, Whole school approach, Annual review

### **B. Statutory Duties and Legal Framework**

KCSIE 2025, Working Together 2023, Education Act 2002, Children Act 1989, Children and Social Work Act 2017, Counter-Terrorism 2015 (Prevent Duty), SEND code of practice, Teacher's Standards

### **C. Aims and Responsibilities**

Roles of Key Staff, Multi-agency working expectations, whole-school safeguarding culture

### **D. Reporting concerns**

Procedure for staff to report concerns, immediate referral guidance, recording and escalation protocols, confidentiality, and consent principles

### **E. Supporting Pupils**

Wellbeing and pastoral support, vulnerable groups (SEND, mental health, young carers, etc.), promoting resilience and self-esteem, staff awareness of trauma informed practice, use of restrictive practices

### **F. Safeguarding in the Curriculum**

RSHE, PSHE and wider curriculum integration, topics (online safety, exploitation, domestic abuse, FGM, radicalisation), empowering pupils to seek help and understand risk

### **G. Online Safety**

Filtering and monitoring systems, risks from AI, mobile tech and social media, staff responsibilities and curriculum coverage, reference to DfE digital standards

### **H. Working with Parents/Carers**

Consent and information sharing, communication about safeguarding responsibilities, support for families and transparency

### **I. Children in Care and Previously in Care**

Role of designation teacher, PEP reviews, Private fostering awareness, Kinship Care and reporting duties

### **J. Particularly Vulnerable Groups**

Identification and support strategies, reasonable adjustments for protected characteristics, specific risks (FGM, forced marriage, exploitation)

### **K. Prevention in the Curriculum**

Embedding safeguarding across subjects, promoting protective behaviours and resilience, age-appropriate teaching on risk, empowering pupils to seek help, staff responsibilities in delivering preventative education

### **L. Child on Child abuse and Sexual Harassment**

Definitions and types of abuse, procedures for prevention, reporting and response, support for victims and perpetrators, NSPCC, Lucy Faithful Foundation, and other resources

### **M. Allegation Against Staff**

Procedures for managing allegations and low-level concerns, role of LADO and case manager, whistleblowing, and safeguarding culture

### **N. Professional Development and Training**

Induction and refresher training timelines, DSL trustee and governor training expectations, whole-school safeguarding updates, training register and evaluation,

### **O. Identification for visitors**

Expectations for visiting professionals, ID and DBS verification, third party agreements

## **Section A - Policy Introduction & Ethos**

The purpose of this policy is to detail how SHINE Multi Academy Trust and its Academies ensure that all children and young people within the Trust are protected and safeguarded from harm, reflecting current legislation, known best practices, and compliance with relevant government guidance.

This policy applies to all staff, members, trustees, governors, volunteers, and visitors, and outlines the Trust's commitment to safeguarding and promoting the welfare of children as a core part of its ethos and values. Safeguarding is everyone's responsibility, and this policy sets out the expectations for a whole-school approach to child protection.

This policy is informed by the statutory guidance *Keeping Children Safe in Education (KCSIE) 2025* and *Working Together to Safeguard Children 2023*, which together set out the responsibilities of SHINE Multi Academy Trust and other agencies in identifying, responding to, and preventing harm to children.














### **Trust Ethos**

At Shine Multi-Academy Trust, we recognise our moral and statutory responsibility to safeguard and protect children from harm and promote the welfare of all children. We endeavour to provide a safe and welcoming environment where children are respected and valued. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice. We strive to deliver this in line with our core values and Take Care.

### **Whole Trust/School Approach**

Safeguarding and child protection are embedded across the Trust and Academy policies, procedures, and practices. All staff receive regular training and updates to ensure they understand their roles and responsibilities. The Trust works in partnership with children, parents/carers, and external agencies to promote a culture of vigilance and proactive safeguarding. Throughout this policy, the term 'whole-school approach' is used to refer to a unified safeguarding strategy across the entire education setting, including colleges.

The following policies contribute to the Trust and Academies whole-school approach to safeguarding:

-  Professional Standards Charter
-  Behaviour Policy
-  Anti-Bullying Policy
-  Child-on-Child Abuse Policy
-  Online Safety Policy
-  Safer Recruitment Policy
-  Whistleblowing Policy
-  Attendance Policy
-  Managing Allegations Policy
-  Restrictive Intervention
-  RSHE (Relationships, Sex and Health Education) Policy
-  SEND Policy
-  Data Protection and Information Sharing Policy
-  Off-site Visits Policy

Each of these policies is informed by relevant sections of *Keeping Children Safe in Education 2025* and reflects statutory guidance, best practice and the Trust's ethos.

## **Annual Review and Public Availability**

This policy is reviewed, or sooner if required due to changes in legislation or guidance. The review is led by the Trust DSL Group and approved by the Board. Part B of the policy will be approved by the Local Governing Body. The policy is made publicly available via the website and can be requested in alternative formats if needed.

## **Section C - Statutory Duties and Legal Framework**

Our safeguarding arrangements are shaped by both national legislation and statutory guidance, as well as local safeguarding expectations in all relevant Local Authorities. Together, these establish the legal duties and operational standards our Trust must meet to keep children safe.

### **1. National Legislative Duties**

We carry out all functions with a view to safeguarding and promoting the welfare of children in line with:

- **Education Act 2002**
  - *Section 175* - duty on local authorities, governing bodies of maintained schools, and FE colleges.
  - *Section 157* - equivalent duty on proprietors of independent schools, academies, and free schools.
- **Education (Independent School Standards) Regulations 2014**
- **Non-Maintained Special Schools (England) Regulations 2015**
- **Children Act 1989 & Children Act 2004** - duties to safeguard and promote welfare, including participation in local multi-agency safeguarding arrangements.
- **Children and Social Work Act 2017 (Section 16H)** - duty to provide information to safeguarding partners when requested.
- **Education and Training (Welfare of Children) Act 2021**
- **Counter-Terrorism and Security Act 2015 (Section 26)** - *Prevent Duty*.
- **Teachers' Standards (2021)** - professional responsibility to safeguard pupils.
- **Childcare Act 2006 & Childcare (Disqualification) Regulations 2018**
- **Serious Crime Act 2015** - mandatory duty for staff to report **known cases** of Female Genital Mutilation (FGM) in under-18s disclosed to them during their work.

### **2. Statutory Guidance**

We have regard to:

- **Keeping Children Safe in Education (KCSIE) 2025**

- **Working Together to Safeguard Children (2023)**
- **Working Together to improve school attendance (2024)**
- **Information Sharing Advice for Practitioners (DfE)**
- Relevant national guidance on **safer recruitment, online safety, and specific safeguarding issues.**

These documents set out requirements including:

- A whole-school approach to safeguarding.
- Clear referral and reporting procedures.
- The appointment of a suitably trained **Designated Safeguarding Lead (DSL)** with appropriate resources and time.
- Safer recruitment practices and maintenance of a **Single Central Record.**
- Ongoing staff training and annual safeguarding updates.
- Systems for children to express concerns and be listened to.
- Procedures for managing allegations and low-level concerns.
- Online safety measures, including filtering and monitoring in line with the **DfE Filtering and Monitoring Standards (2023).**
- Compliance with legal notification duties (e.g. private fostering, pupil deletions from roll).

### **3. Local Safeguarding Expectations (Nottinghamshire, Nottingham City, Derbyshire)**

At SHINE Multi Academy Trust; are committed to meeting the expectations set out by the Local Authorities are within. These include:

- **Following the appropriate multi-agency procedures** and ensuring they are reflected in our policies.
- **Engaging fully in local safeguarding arrangements**, including early help pathways, child protection conferences, and multi-agency risk assessments.
- **Completing the relevant Local Authority safeguarding audit** and acting on any identified areas for improvement.
- **Participating in serious case reviews, child safeguarding practice reviews, and learning reviews** where appropriate.
- **Liaising with the Local Authority Designated Officer (LADO)** within one working day of any allegation against a person working with children, including volunteers and third-party providers.
- **Maintaining comprehensive safeguarding records** to inform review of concerns and ensure effective information sharing with safeguarding partners.
- **Ensuring all staff are aware of local referral routes**
- **Promoting a culture of listening to children**, with clear systems for pupils to raise concerns and be taken seriously.

### **4. Core Duties in Practice**

To fulfil our statutory and local safeguarding obligations, we will:

1. **Engage with local safeguarding partners** and act on requests for information.
2. **Appoint and support a Designated Safeguarding Lead** (and deputies, where applicable) with the authority, training, and time to carry out the role.
3. **Maintain accountability** for safeguarding across leadership and governance.
4. **Operate safer recruitment**, including DBS/barred list checks, prohibition checks, right-to-work checks, and online searches for shortlisted candidates.
5. **Keep an up-to-date Single Central Record** covering all required staff, volunteers, and governance both at Academy and Trust level.
6. **Check suitability for early/later years provision** in line with the Childcare Disqualification Regulations.
7. **Refer to the DBS** where an individual is removed from regulated activity due to safeguarding concerns.
8. **Consider referral to the Teaching Regulation Agency** in cases of serious misconduct.
9. **Meet the Prevent Duty**, including risk assessment, training, and referrals.
10. **Report known cases of FGM** in under-18s directly to the police (teachers only).
11. **Notify the local authority** about private fostering arrangements and deletions from roll.
12. **Provide induction and annual safeguarding updates** to all staff, ensuring familiarity with Part 1 of KCSIE and relevant annexes.
13. **Implement and review online safety measures** including filtering, monitoring, and cyber security standards.

## **Section D - Aims and Responsibilities**

At SHINE Multi Academy Trust safeguarding is a shared responsibility that demands clear leadership, accountability, and a commitment to protecting children. We strive to create a safe, inclusive, and nurturing environment where pupils feel secure, valued, and heard. All staff are expected to understand their safeguarding responsibilities and respond promptly to any concerns. Safeguarding is embedded throughout Trust and daily life within its academies—from the curriculum and pastoral care to staff conduct—ensuring it remains a central focus. We work in close partnership with families and external agencies to safeguard children from harm, and our approach is firmly rooted in the principles outlined in *Working Together to Safeguard Children 2023* and *Keeping Children Safe in Education 2025*.

### **1. Whole-School Safeguarding Culture**

We are committed to maintaining a whole-school approach across the Trust to safeguarding that reflects vigilance, openness, and accountability. This commitment is reflected in the systems we have in place to ensure pupils can express concerns and be taken seriously, and in the safe culture we foster for whistleblowing and raising low-level concerns in line with statutory guidance. Staff are supported to feel confident in reporting concerns and challenging unsafe practices. Safeguarding is fully integrated into our policies, curriculum, and daily routines, ensuring it is part of the fabric of Trust life. Our approach is

inclusive, addressing the needs of all pupils, including those with SEND and additional vulnerabilities. We also recognise that safeguarding extends beyond the school gates, encompassing online safety, peer relationships, and wider community contexts.

## 2. Roles and Responsibilities

### Trust Board and Local Governing Bodies

The Trust Board ensures strategic oversight of safeguarding by:

- Ensuring safeguarding is a standing item at Trust Board meetings and providing strategic challenge.
- Ensuring the Trust Board receive termly and annual updates in regard to Safeguarding Practice, Policy, Procedure and audit outcomes from across the Trust.
- Appoint a Safeguarding Lead Trustee and ensure they receive regular updates from the DSL Group Chair and HR Director for a Trust wide perspective.
- Appointing a trained link governor within the LGB for safeguarding and receiving regular reports from the DSL.
- Ensuring all Trustees and governors have read **Part 2 of KCSIE 2025** (and at least one trustee/governor reads the full guidance).
- Ensuring safeguarding policies and procedures are in place, reviewed annually, and aligned with thresholds and protocols.
- Monitoring the **Single Central Record** to ensure compliance with all statutory vetting checks, including DBS and Section 128 checks.
- Overseeing safer recruitment practices and ensuring a safeguarding culture throughout the organisation.
- Ensuring governors themselves are subject to appropriate checks and safeguarding training.
- Ensuring the Trust and its Academies **online safety arrangements**, including filtering and monitoring, comply with the **DfE Filtering and Monitoring Standards (2023)**.

### Headteacher

The headteacher working under the guidance of the CEO and Trust Executive Team provides operational leadership of safeguarding by:

- Ensuring all staff, volunteers, and contractors receive safeguarding induction before commencing work.
- Allocating sufficient time, training, and resources to enable the DSL to fulfil their role.
- Promoting a culture where staff feel confident to raise concerns about pupils or practice.
- Liaising with the **Local Authority Designated Officer (LADO)** in cases of allegations against staff, including supply staff and volunteers.
- Ensuring safeguarding concerns such as poor attendance, children missing education, forced marriage, or domestic abuse are identified and acted upon.

- Ensuring **online safety education** is embedded across the curriculum in line with statutory guidance.
- Ensure attendance concerns are treated as safeguarding issues, particularly where persistent absence may indicate welfare concerns. Implement the statutory expectations of *Working Together to Improve School Attendance (2024)*, including early intervention and multi-agency collaboration.

### **Designated Safeguarding Lead (DSL)**

The DSL is the lead professional for safeguarding and child protection and will:

- Have a clearly defined role and be provided with sufficient time, supervision, and support to carry it out.
- Complete updated safeguarding training at least **every two years**.
- Promote a culture of listening to children and taking account of their wishes and feelings.
- Make referrals to children's social care, police, or the Channel programme where required.
- Liaise with safeguarding partners and attend multi-agency meetings and case conferences.
- Maintain secure, accurate, and confidential safeguarding records.
- Ensure all staff know how to report concerns and are familiar with safeguarding procedures.
- Lead on online safety, including the Academies filtering and monitoring systems using.
- Ensure safeguarding records are transferred securely when pupils move and that support is continuous during transitions.
- Liaise with the senior mental health lead and external support agencies as appropriate.
- Be available during school hours and ensure Deputy DSLs can provide cover if absent.
- Meet regularly with Deputy DSLs to review caseloads and procedures.

### **All Staff**

All staff, including volunteers and visiting professionals, must:

- Read and understand **Part 1 of KCSIE 2025** (or Annex A, where appropriate) and the Trust and Academy's **child protection policy, and any other policies the Trust deems appropriate**.
- Recognise signs of abuse, neglect, exploitation, and contextual harm.
- Report concerns immediately using the Academy safeguarding procedures.
- Record concerns accurately and provide any additional relevant information.
- Share information with the DSL and, if necessary, make direct referrals to children's social care.
- Follow the Trust's **low-level concerns** procedures if worried about an adult's behaviour.
- Undertake safeguarding training at induction and at regular intervals thereafter.
- Maintain an attitude of "it could happen here" in relation to safeguarding.

- Supervise pupils appropriately when using online platforms and report any breaches in filtering or monitoring.
- Monitor attendance patterns and report persistent absence or children missing education.
- Be aware of specific safeguarding risks including FGM (known cases), forced marriage, honour-based abuse, exploitation, extremism, and serious violence.
- Support statutory assessments and work with social workers when required.
- Raise concerns about safeguarding practice (whistleblowing) when needed.

### 3. Multi-Agency Working

Actively participate in multi-agency safeguarding arrangements by:

- Sharing information lawfully and effectively with safeguarding partners, in line with the **Information Sharing Advice for Practitioners (DfE)**.
- Participating in assessments, child protection plans, and strategy meetings.
- Understanding and applying local thresholds and protocols for assessment and referral.
- Responding promptly to requests for information from safeguarding partners.
- Allowing access to children's social care for assessments under **Section 17** (child in need) or **Section 47** (child protection) of the Children Act 1989.
- Following the relevant Local Authority **escalation procedures** if disagreements arise about safeguarding decisions.
- Engaging in child safeguarding practice reviews, serious case reviews, and local learning events.
- Contributing to local safeguarding developments.

### 4. Staff Induction and Training

All staff, trustees, governors, and volunteers **must** receive safeguarding induction appropriate to their role before commencing work. This includes:

- Copies of key policies (child protection, behaviour, professional standards charter, whistleblowing, online safety and any other the Trust or individual Academy deem appropriate)
- Identification of the DSL, deputies, and safeguarding governor.
- Familiarisation with reporting procedures and safeguarding systems.
- Confirmation of having read Part 1 (or Annex A) of KCSIE 2025.

Safeguarding training is refreshed regularly and includes updates on emerging risks, online safety, and local procedures. Governors receive training to provide strategic challenge and oversight. DSLs receive enhanced training including data protection and cyber security.

## **E - Reporting Concerns**

At SHINE Multi Academy Trust safeguarding is everyone's responsibility. All staff, volunteers, and visitors must report any concerns about a child's welfare, safety, or behaviour **immediately**. We follow clear procedures for reporting, recording, and escalating concerns in line with statutory guidance and local protocols. These may differ within our individual academies, further details are outlined within Part B of this policy.

### **1. Immediate Response to a Disclosure**

If a child, parent, or carer shares a concern or discloses abuse:

- **Listen calmly and attentively**, allowing them to speak freely.
- **Use open-ended questions** (e.g., "Can you tell me what happened?").
- **Avoid leading or investigative questions.**
- **Reassure them** that they are being taken seriously and will be supported.
- **Do not promise confidentiality** — explain that you must share the information to keep them safe.
- **Avoid physical comfort gestures** unless clearly appropriate.
- **Do not ask the child to write a statement or sign your notes.**
- **Record the child's exact words** and any wishes or feelings expressed.
- **Report verbally to the DSL** and **write up the conversation as soon as possible and ensure this is recorded on the appropriate system.**
- **Where possible**, manage disclosures with **two staff present**, ideally including the DSL or Deputy DSL.

### **2. Reporting Procedures**

Staff must:

- **Report concerns to the DSL or Deputy DSL as soon as possible, and by the end of the day at the latest.**
- If the DSL is unavailable, **report to the most senior person on site** and ensure the DSL is informed later.
- In emergencies, **call 999 or make a direct referral to the relevant Local Authority System — anyone can make a referral.**
- **Do not delay reporting due to uncertainty** — if unsure, speak to the DSL.
- **Do not view, copy, or share images** in cases involving nudes/semi-nudes.
- **Share information only on a need-to-know basis.**
- **Report concerns about staff** (including supply staff and volunteers) to the **Headteacher**, or to the **Chair of Governors** if the concern is about the Headteacher. Contact the HR Director directly if appropriate.

### Examples of concerns include:

- Signs of abuse, neglect, exploitation, or radicalisation
- Child-on-child abuse, sexual violence, or harassment
- Domestic abuse, forced marriage, FGM, or honour-based abuse
- Online abuse or inappropriate adult communication
- Private fostering arrangements
- Changes in behaviour, attendance, or presentation
- A person who may pose a risk to children living in the same household

### 3. Recording and Escalation Protocols

All concerns, decisions, and actions must be recorded:

- **Record immediately, and by the end of the same working day.**
- Use the **Academy's secure safeguarding system.**
- Include **date, time, context, and direct quotes or observations.**
- Record **facts, not assumptions**, and include your **full name and role.**
- Note **non-verbal behaviour** and **physical indicators** (e.g., "bruise on right arm above elbow").
- **Transfer safeguarding records securely** when a pupil moves (within 5 working days) and **obtain confirmation of receipt.**
- **Retain safeguarding records securely until the pupil reaches age 25.**

The DSL:

- **Monitors records for patterns** and ensures appropriate escalation.
- **Presses for reconsideration or escalates** if concerns persist or outcomes are unclear with external agencies.

All SHINE schools follow the Trust CPOMS Guide

### 4. Confidentiality and Consent

- Information is shared in line with the **Information Sharing Advice for Practitioners (DfE)**, the **Data Protection Act 2018**, and **UK GDPR.**
- **Consent is not required** to share information if a child or adult is at risk of significant or serious harm.
- **Parents/carers are usually informed**, unless doing so would increase risk.
- All **non-routine information sharing is logged** appropriately.
- If in doubt, **staff should consult the DSL or Deputy DSL.**

### 5. DSL Actions Following a Concern

The DSL or Deputy DSL will:

- **Assess urgency and immediate safety needs.**
- **Review the child's presentation and known history.**
- **Inform relevant staff on a need-to-know basis.**
- Use **appropriate assessment tools** (e.g., body maps, contextual safeguarding tools).
- **Refer to Local Authority, Prevent, or Police** where necessary.
- **Consider internal and external pastoral support.**
- **Notify the local authority of private fostering arrangements.**
- **Follow up referrals within 48 hours** and maintain contact with social workers.
- **Attend and contribute to strategy meetings**, child protection conferences, and core groups.
- **Share reports with parents/carers**, and where appropriate, the child.
- **Document all actions, decisions, and rationales** in the safeguarding record.
- **Use escalation procedures** if concerns are not addressed or outcomes are unclear.

#### **FGM Mandatory Reporting:**

In known cases of Female Genital Mutilation (FGM), **teachers must report directly to the police via 101 by the end of the next working day**, in addition to informing the DSL.

#### **6. Support for Staff and Pupils**

We recognise that reporting safeguarding concerns can be distressing. The below are delivered in line with SHINE Multi Academy Trusts Supervision and Wellbeing Offer;

##### **Support for Staff:**

- **Key Staff – DSLs, Senior Mental Health Leads, Headteachers these individuals are identified within Part B of this Policy**
- **Access to Employee Assistance Programme** (includes funded counselling sessions for employees and dependents)
- **Time-out or supervision** opportunities for staff affected by disclosures or safeguarding processes.
- **Confidentiality and respectful handling** of sensitive information to protect staff wellbeing.
- **Whistleblowing and complaints procedures** to raise concerns about unsafe practice or safeguarding failures.
- **Staff wellbeing and supervision sessions**, where available, to reflect on safeguarding practice and emotional impact.
- **Wellbeing Audits** to develop practice within the individuals' academies and across the Trust

##### **Support for Pupils:**

- **Pastoral support** from trusted adults, mental health leads, PSHE leads, or designated pastoral staff.
- **Safe spaces within Academy's** where pupils can go if they feel overwhelmed or need time out.
- **Regular check-ins** for pupils involved in safeguarding concerns, including those subjects to child protection or early help plans.
- **Empowerment through education**, including RSHE and PSHE lessons that build resilience, self-esteem, and understanding of safeguarding risks.

Staff should speak to the DSL or Headteacher if they feel a pupil requires additional support following a safeguarding concern.

## **F - Supporting Pupils**

At SHINE Multi Academy Trust, we are committed to ensuring that all pupils feel safe, supported, and able to thrive. Safeguarding is not only about protecting children from deliberate harm but also about creating a nurturing environment in which they are valued, respected, and encouraged to achieve their full potential.

We recognise that some children may require additional support to stay safe, and we are dedicated to identifying and addressing these needs at the earliest opportunity. Our approach is informed by *Keeping Children Safe in Education (KCSIE) 2025*, *Working Together to Safeguard Children 2023*.

### **1. Whole-School Commitment to Support (SHINE and its Academies)**

- We aim to create a caring, positive, safe, and stimulating environment which promotes the social, physical, emotional, and moral development of all pupils.
- We ensure pupils know they can talk to Trusted adults and that their voices will be heard and acted upon.
- Safeguarding and pupil wellbeing are embedded throughout our curriculum, pastoral support, and wider Academy activities.

### **2. Early Help and Pastoral Support**

- Staff are trained to recognise when children may benefit from early help and to raise these concerns with the DSL.
- The DSL will consider the appropriate assessments and referrals to external services, working closely with families to provide coordinated support.
- We make use of local initiatives ensuring staff are informed and can access and provide timely support within school.

### **3. Supporting Vulnerable Groups**

We recognise that some pupils are more vulnerable to safeguarding concerns. This includes, but is not limited to:

- Children with special educational needs and disabilities (SEND)
- Children with social, emotional, or mental health needs

- Children in care and previously in care
- Young carers
- Children missing education or persistently absent
- Children affected by domestic abuse, substance misuse, or parental mental health difficulties
- Children at risk of criminal or sexual exploitation (CCE/CSE), radicalisation, or serious youth violence
- Children from minoritised groups who may face additional barriers or discrimination

We will make reasonable adjustments and provide targeted interventions to meet these pupils' needs. Support may include provision, referrals, or multi-agency working through the appropriate Local Authority framework.

#### **4. Mental Health and Wellbeing**

- All staff are trained to be alert to the links between safeguarding and mental health.
- Where a child is experiencing mental health difficulties, we will work with parents, the Academy **Senior Mental Health Lead**, health professionals, and external services such as CAMHS or MHST.
- We promote mental health through a whole-school approach, including wellbeing initiatives, safe spaces within our Academies and embedding resilience and coping strategies within the curriculum.

#### **5. Use of Restrictive Practices**

Restrictive interventions are used only in exceptional circumstances where there is an immediate risk of harm, and never as a form of punishment or to secure compliance. Any intervention must be reasonable, proportionate, and necessary, carried out only by staff trained in approved techniques and always in line with Trust policy. To ensure safeguarding standards are upheld:

- All restrictive intervention incidents are treated as safeguarding events.
- Each incident must be recorded promptly and accurately, including the rationale, actions taken, and outcomes.
- Records must be reviewed and overseen by the Designated Safeguarding Lead and senior leadership.
- Parents and carers are notified of incidents, with safeguarding partners informed where appropriate.
- Prevention, de-escalation, and the protection of pupil dignity and emotional wellbeing remain the Trust's priority at all times.

#### **6. Trauma-Informed and Inclusive Practice**

- We adopt a trauma-informed approach, recognising the impact of adverse childhood experiences (ACEs) on behaviour, relationships, and learning.
- Staff are supported to respond with sensitivity and consistency, fostering Trusting relationships and safe routines.
- We are committed to equality and inclusion, actively challenging discrimination and ensuring equity of access to support for all pupils.

#### **7. Alternative Provision and Education Outside of Academy**

Where a pupil is placed in alternative provision or educated off-site, we:

- Retain overall safeguarding responsibility and maintain oversight of the pupil's welfare and progress.
- Share relevant safeguarding information with the provider in advance of placement.
- Seek and expect written assurance that the provider has effective safeguarding policies and procedures in place.
- Monitor attendance, progress, and wellbeing through regular contact with both the provider and the pupil.

## 8. Ongoing Monitoring and Transitions

- Safeguarding records are monitored to identify emerging patterns of concern.
- Individual support plans are regularly reviewed with pupils, parents/carers, and professionals.
- When pupils move school, safeguarding records are transferred securely and within five working days, in line with expectations.

## 9. Empowering Pupils

We are committed to equipping pupils with the knowledge and confidence to safeguard themselves by:

- Delivering **RSHE/PSHE** programmes that cover online safety, healthy relationships, exploitation, and resilience.
- Ensuring pupils know about support services such as **Childline**, **NSPCC**, and local safeguarding agencies.
- Embedding opportunities for pupil voice, such as school councils, wellbeing champions, or feedback opportunities, to shape our safeguarding culture.

## Section G - Safeguarding in the Curriculum

At SHINE Multi Academy Trust, we believe safeguarding is most effective when it is **embedded across the whole curriculum** and Academy life. Our aim is to equip pupils with the knowledge, skills, and confidence to recognise risk, seek help, and make safe, informed choices in all aspects of their lives.

### 1. Whole-School Approach to Preventative Education

- Safeguarding education is delivered through a **planned, progressive, and age-appropriate programme** that reflects both the Trust and individual Academy values and ethos.
- Learning is timetabled and reinforced across the wider curriculum and through the wider culture.
- Delivery includes:
  - **RSHE (Relationships, Sex and Health Education)**
  - **PSHE (Personal, Social, Health and Economic Education)**
  - **Computing and Online Safety**
  - **Assemblies, themed days/weeks, and external speakers**
  - **Cross-curricular links**

## 2. Key Topics Covered

We ensure pupils are educated on a broad range of safeguarding issues and adapting content to reflect **local safeguarding priorities**.

Topics include (but are not limited to):

- Bullying (including cyberbullying and prejudice-based bullying)
- Online safety, digital resilience, and responsible use of technology
- Child-on-child abuse, sexual harassment, and harmful sexual behaviour
- Domestic abuse and healthy relationships
- Consent, bodily autonomy, and respect for boundaries
- Exploitation (Child Sexual Exploitation, Child Criminal Exploitation, county lines)
- Radicalisation and extremism
- Honour-based abuse, including FGM and forced marriage
- Mental health, resilience, and emotional wellbeing
- Substance misuse and risky behaviours
- Road, fire, and water safety
- Knife crime and serious youth violence

## 3. Empowering Pupils

We aim to create an environment where pupils:

- Feel safe to ask questions, challenge unsafe behaviours, and express concerns without fear of stigma.
- Understand their rights, responsibilities, and the importance of respecting others.
- Know how to access help, both in school and externally (e.g., Childline, NSPCC).
- Recognise signs of abuse, exploitation, and coercion.
- Develop resilience, empathy, critical thinking, and self-esteem.

Pupil voice is central to our approach. We actively involve pupils in **shaping, evaluating, and improving** our safeguarding curriculum through various mechanisms, pupil voice is key.

## 4. Staff Responsibilities

All staff are expected to:

- Reinforce safeguarding messages consistently across subjects and interactions.
- Be alert to safeguarding concerns or disclosures arising during lessons.
- Use age-appropriate, inclusive, and accessible language and resources.
- Adapt delivery to meet the needs of pupils with **SEND and additional vulnerabilities**.

- Share any concerns promptly with the **Designated Safeguarding Lead (DSL)**.

Staff receive regular training and updates to ensure they are confident in delivering sensitive content and responding appropriately.

## 5. Curriculum Review and Evaluation

Our safeguarding curriculum is reviewed annually and informed by:

- Pupil feedback and engagement.
- Local and national safeguarding trends and emerging risks.
- Updates to statutory guidance (e.g., *Keeping Children Safe in Education 2025, Relationships, Sex and Health Education statutory guidance*).

We are committed to **continuous improvement**, ensuring our safeguarding curriculum remains relevant, inclusive, and impactful, preparing pupils for life in modern Britain.

## Section H - Online Safety

At SHINE Multi Academy Trust, we recognise that safeguarding children includes protecting them from risks associated with digital technologies. Online safety is a core part of our safeguarding strategy and is embedded across our curriculum, policies, and Trust culture.

We are committed to ensuring that pupils, staff, and visitors use technology safely and responsibly, and that our systems are robust enough to prevent access to harmful content while enabling effective learning.

### 1. Whole-School Approach to Online Safety

Online safety is addressed through:

- A dedicated **Online Safety Policy** aligned with DfE guidance and the **Filtering and Monitoring Standards (2023)**
- Integration into **RSHE, PSHE, Computing**, and wider curriculum
- Regular **staff training** and updates on emerging risks
- Engagement with **parents/carers** to promote safe use of technology at home
- Clear procedures for reporting online concerns, including cyberbullying, grooming, and harmful content

### 2. Filtering and Monitoring Systems

We use appropriate filtering and monitoring systems to:

- Block access to harmful or inappropriate content
- Monitor user activity for signs of risk or misuse
- Alert designated staff to potential safeguarding concerns

These systems are reviewed **at least annually** and are proportionate to the age, needs, and vulnerabilities of our pupils, the Trust DSL group have worked to deliver and audit these systems appropriately at both an Academy and Trust level. We follow the DfE's **Digital and Technology Standards** and ensure:

- Roles and responsibilities for managing filtering and monitoring are clearly defined
- Systems do not unreasonably impact teaching and learning
- Staff are trained to understand and respond to alerts appropriately

### 3. Risks Addressed

We educate and safeguard pupils against a range of online risks, including:

- **Cyberbullying** and online harassment
- **Online grooming**, exploitation, and radicalisation
- **Exposure to pornography**, violent content, or hate speech
- **Sharing of nudes/semi-nudes** and youth-produced sexual imagery
- **Online challenges, hoaxes**, and misinformation
- **Use of generative AI**, deepfakes, and manipulated media
- **Access via mobile networks** (e.g., 4G/5G) bypassing filters

Staff are trained to recognise signs of online harm and respond in line with safeguarding procedures.

### 4. Curriculum Integration

Pupils are taught to:

- Recognise online risks and unsafe behaviours
- Understand privacy, consent, and digital footprints
- Report concerns and seek help
- Use technology responsibly and respectfully
- Navigate misinformation, disinformation, and conspiracy theories
- Understand the risks and dangers associated with generative AI

We use age-appropriate resources and adapt content to reflect local safeguarding concerns and pupil needs.

### 5. Staff Responsibilities

All staff must:

- Supervise pupil use of technology appropriately
- Report breaches in filtering or monitoring systems
- Reinforce online safety messages across the curriculum
- Be aware of the Trust's Acceptable Use Policy and all individual Academy Online Safety Policy
- Understand their role in safeguarding pupils online, including during remote learning

### 6. Remote Learning and Home Use

Where pupils access learning remotely, we ensure:

- Platforms used are secure and age-appropriate
- Pupils and parents receive guidance on safe use
- Staff maintain safeguarding oversight and report concerns

We work with families to promote safe online habits and provide support where risks are identified.

## **Section I – Working with Parents/Carers**

At SHINE Multi Academy Trust, we recognise that safeguarding is most effective when the Trust and its Academies work in partnership with their parents and carers. We are all committed to building strong, transparent relationships with families, based on mutual Trust, respect, and shared responsibility for keeping children safe.

### **1. Communication and Transparency**

We ensure that parents/carers:

- Are informed about the safeguarding responsibilities and procedures of both the Trust and individual Academy
- Understand how concerns are managed and when referrals may be made
- Know who to contact if they have safeguarding concerns
- Can access the Child Protection Policy and related safeguarding documents via the Trust and Academy websites or on request

We aim to communicate in a way that is clear, accessible, and sensitive to individual needs, including providing information in alternative formats or languages where required.

### **2. Consent and Information Sharing**

We follow the principles of the **Data Protection Act 2018**, **UK GDPR**, and **Information Sharing Advice for Practitioners (DfE)**. While we seek parental consent for information sharing where appropriate, we will share information without consent if:

- A child is at risk of significant harm
- Seeking consent may increase the risk to the child
- There is a statutory duty to share information

Staff are trained to understand the boundaries of confidentiality and the importance of timely, lawful information sharing.

### **3. Supporting Families**

We recognise that families may face challenges that impact their ability to safeguard their children. We offer support through:

- Early Help referrals and signposting to local services
- Pastoral support

- Access to parenting programmes and workshops
- Referrals to external agencies (e.g., mental health, housing, domestic abuse support)

We work collaboratively with families to identify needs, agree support plans, and monitor progress.

#### **4. Involving Parents in Safeguarding Education**

We encourage parents/carers to engage with safeguarding education by:

- Sharing online safety guidance and resources
- Providing updates on safeguarding topics via newsletters, workshops, and events
- Promoting awareness of risks such as exploitation, radicalisation, and harmful online content
- Encouraging open conversations at home about safety and wellbeing

We aim to empower families to reinforce safeguarding messages and support their children's development.

#### **5. Respecting the Child's Voice**

Where appropriate, we consider the child's views when deciding whether to inform parents/carers about a safeguarding concern. This is particularly relevant where:

- The child is mature enough to make informed decisions
- Informing parents may increase risk or distress
- The child has expressed a clear preference

Decisions are made in consultation with the DSL and, where necessary, safeguarding partners.

### **Section J - Children in Care and Previously in Care**

At SHINE Multi Academy Trust we recognise that Children in Care (CiC) and those previously in care may face additional barriers to learning, wellbeing, and safety. We are committed to promoting their educational achievement, safeguarding their welfare, and ensuring they feel valued and supported throughout their time in our Trust.

#### **1. Designated Teacher Responsibilities**

We appoint a **Designated Teacher for Children in Care**, who is responsible for:

- Acting as a key point of contact for the Virtual School
- Attending and contributing to **Personal Education Plan (PEP)** reviews
- Ensuring that CiC pupils receive appropriate support, interventions, and access to enrichment opportunities
- Monitoring progress, attendance, and wellbeing
- Liaising with carers, social workers, and other professionals

The Designated Teacher works closely with the **Designated Safeguarding Lead (DSL)** to ensure a coordinated approach to safeguarding and education.

## 2. Children Previously in Care

We recognise that children who were previously looked after may continue to experience vulnerability. These pupils are supported through:

- Pastoral care and targeted interventions
- Access to mental health and wellbeing support
- Inclusion in safeguarding monitoring and review processes
- Continued liaison with the Virtual School where appropriate

Staff are made aware of the potential challenges faced by previously looked-after children and are trained to respond with sensitivity and understanding.

## 3. Private Fostering Arrangements

A **private fostering arrangement** occurs when a child under 16 (or under 18 if disabled) is cared for by someone who is not a parent or close relative for 28 days or more. We have a statutory duty to report any known or suspected private fostering arrangements to the local authority.

Staff must:

- Notify the DSL if they become aware of a private fostering arrangement
- Support the DSL in liaising with the family and confirming whether the local authority has been informed
- Ensure that safeguarding procedures are followed and that the child's welfare is prioritised

We take steps during admission to verify the relationship between the child and the adults registering them.

## 4. Kinship Care Arrangements

**Kinship care** refers to children being raised by relatives or close family friends. These arrangements may be informal or formalised through legal orders. Schools must:

- Identify and support children in kinship care, including those not known to the local authority.
- Liaise with the Virtual School Head to promote educational outcomes for children in kinship care.
- Ensure staff understand the potential vulnerabilities and safeguarding needs of children in kinship arrangements.

## 4. Multi-Agency Working

We work closely with **Virtual Schools, Children's Social Care, Health and mental health services, Carers and families** to ensure that CiC and previously looked-after children receive the support they need to thrive. We contribute to multi-agency plans and ensure that safeguarding concerns are addressed promptly and effectively.

## Section K - Particularly Vulnerable Groups

At SHINE Multi Academy Trust we recognise that some children and young people may be particularly vulnerable to abuse, neglect, exploitation, or harm due to their individual circumstances, characteristics, or lived experiences. We are committed to identifying these pupils early, providing tailored support, and ensuring that safeguarding arrangements reflect their specific needs.

## **1. Identification and Monitoring**

We actively monitor and support pupils who may be vulnerable due to factors including (but not limited to):

- Special Educational Needs and Disabilities (SEND)
- Mental health needs
- Young carers
- Children in care or previously in care
- Children with a social worker or history of social care involvement
- Children affected by domestic abuse, parental substance misuse, or mental health
- Children at risk of exploitation (CSE, CCE, county lines)
- Children at risk of radicalisation or extremism
- Children from minority ethnic backgrounds or with protected characteristics
- Children who are LGBTQ+ or exploring their identity
- Children who are privately fostered
- Children missing education or frequently absent
- Children at risk of serious violence or involved in gang activity

Staff are trained to recognise signs of vulnerability and report concerns promptly to the DSL. We use safeguarding records, attendance data, behaviour logs, and pupil voice to identify patterns and respond proactively.

## **2. Reasonable Adjustments and Positive Action**

We make reasonable adjustments to ensure that pupils with protected characteristics or additional needs are safeguarded effectively. This includes:

- Differentiated safeguarding education
- Accessible reporting systems
- Tailored pastoral support
- Positive action to address disadvantage or discrimination
- Inclusive curriculum content and representation

We promote a culture of respect, equity, and inclusion, and challenge all forms of prejudice-based bullying or harassment.

### 3. SEND and Communication Needs

Children with SEND may face barriers to recognising or reporting abuse. We ensure:

- Staff are trained to understand SEND-specific safeguarding risks
- Communication methods are adapted to meet individual needs
- Additional pastoral support is available
- External agencies (e.g., Learning Support, EHCP teams) are involved where appropriate

We recognise that challenging behaviour may be a sign of distress or unmet need and respond accordingly.

### 4. Specific Safeguarding Risks

We are alert to specific safeguarding risks that may disproportionately affect vulnerable groups, including:

- **Female Genital Mutilation (FGM):** Staff are aware of the mandatory reporting duty and indicators of risk.
- **Forced Marriage and Honour-Based Abuse:** We educate pupils and staff on recognising coercion and cultural pressures.
- **Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE):** We work with external agencies to identify and support children at risk.
- **Radicalisation and Extremism:** We fulfil our Prevent Duty obligations through training, curriculum, and referral pathways.
- **Serious Youth Violence and Knife Crime:** We engage with community partners and police to address local concerns.
- **Sexual Abuse and Grooming:** Staff are trained to identify signs of manipulation, distress, and inappropriate relationships, and respond swiftly and sensitively.

### 5. Multi-Agency Collaboration

We work closely with safeguarding partners to support vulnerable pupils, including:

- Children's Social Care
- Health and mental health services
- Youth justice and early help teams
- Domestic abuse and exploitation services
- Prevent and Channel teams

We contribute to multi-agency plans and ensure that pupils receive coordinated, timely support.

## **Section L - Prevention in the Curriculum**

At SHINE Multi Academy Trust, we recognise that safeguarding is most effective when it is proactive, preventative, and embedded across the curriculum. We are committed to preparing pupils for life in

modern Britain by equipping them with the knowledge, skills, and confidence to identify risk, make safe choices, and seek help when needed.

## 1. Preventative Education Strategy

We adopt a **whole-school approach** to preventative safeguarding education, which includes:

- A planned programme of **RSHE** and **PSHE** that is age-appropriate, inclusive, and accessible to all pupils
- Regular assemblies, workshops, and themed events focused on safety, wellbeing, and resilience
- Use of evidence-based resources and input from external agencies (e.g. NSPCC, Police, Prevent Team)

Our curriculum reflects the statutory expectations outlined in **KCSIE 2025**, including the promotion of a culture of zero tolerance for abuse, harassment, and discrimination.

## 2. Key Topics Covered

Pupils are taught to:

- Recognise and manage risks in different contexts (online, peer relationships, public spaces)
- Understand consent, boundaries, and bodily autonomy
- Identify and respond to bullying, including cyberbullying and prejudice-based bullying
- Navigate online safety, including risks from AI, misinformation, and using critical thinking skills
- Understand the law around sharing nudes/semi-nudes and youth-produced sexual imagery
- Recognise signs of grooming, exploitation, and radicalisation
- Develop healthy relationships and challenge harmful behaviours
- Understand the impact of domestic abuse and how to seek help
- Resist peer pressure and make informed decisions
- Know how and where to report concerns

## 3. Curriculum Adaptation and Inclusion

We ensure that safeguarding education is:

- **Differentiated** to meet the needs of pupils with SEND and other vulnerabilities
- **Responsive** to local safeguarding concerns and emerging risks
- **Inclusive** of pupils with protected characteristics, with reasonable adjustments made where needed
- **Reviewed annually** to ensure relevance, impact, and alignment with statutory guidance

Pupils are actively involved in shaping the curriculum through feedback, pupil voice activities, and consultation.

## 4. Staff Responsibilities

All staff are expected to:

- Reinforce safeguarding messages across the curriculum
- Create safe spaces for discussion and disclosure
- Be alert to safeguarding indicators during lessons
- Liaise with the DSL if concerns arise during curriculum delivery
- Ensure that content is delivered sensitively and appropriately

Staff receive regular training to support effective delivery of preventative education.

## **Section M - Child-on-Child Abuse and Harmful Sexual Behaviour**

At SHINE Multi Academy Trust, we recognise that children can be both victims and perpetrators of abuse. We are committed to preventing, identifying, and responding to all forms of **child-on-child abuse**, including **harmful sexual behaviour (HSB)**, in line with statutory guidance and local safeguarding procedures.

We adopt a zero-tolerance approach to abuse and harassment between children and ensure that all incidents are taken seriously, investigated appropriately, and responded to with care and professionalism.

### **1. Definitions and Scope**

Child-on-child abuse may include:

- **Physical abuse** (e.g. hitting, kicking, biting)
- **Bullying** (including cyberbullying and prejudice-based bullying)
- **Sexual violence** (e.g. rape, assault by penetration)
- **Sexual harassment** (e.g. sexual comments, jokes, online harassment)
- **Sharing of nudes/semi-nudes** (youth-produced sexual imagery)
- **Upskirting** (a criminal offence under the Voyeurism Act 2019)
- **Initiation/hazing-type violence and rituals**
- **Controlling or coercive behaviour** in peer relationships
- **Emotional and psychological abuse** (e.g. manipulation, intimidation, gaslighting)

**Harmful sexual behaviour** may be developmentally inappropriate, be coercive, abusive, or exploitative. It can occur online or offline and may be perpetrated by individuals or groups, directed at peers, younger children or even adults.

### **2. Prevention and Education**

We take a proactive approach to preventing child-on-child abuse through:

- A robust RSHE and PSHE curriculum that teaches consent, boundaries, respect, and healthy relationships
- Online safety education, including risks from mobile networks and AI-generated content

- Assemblies, workshops, and pupil-led initiatives
- Staff training on recognising and responding to HSB and child-on-child abuse
- Clear behaviour policies and safeguarding procedures

We promote a culture where pupils feel safe to report concerns and understand that abuse is never acceptable.

### **3. Reporting and Responding to Incidents**

All staff must report concerns about child-on-child abuse to the DSL immediately. The DSL will:

- Assess the nature and severity of the incident
- Consider the wishes and needs of the victim
- Take appropriate safeguarding action, including the police if necessary
- Inform and involve parents/carers unless doing so would increase risk
- Record all actions, decisions, and outcomes in the safeguarding system

Victims are supported to feel safe, heard, and respected. Perpetrators are also supported, with consideration given to underlying needs or trauma.

### **4. Supporting Pupils**

Support for victims may include:

- Pastoral care and safe spaces
- Access to counselling or therapeutic services
- Regular check-ins and Trusted adult relationships
- Safety planning and adjustments to routines

Support for perpetrators may include:

- Behaviour interventions and restorative approaches
- Referral to external services (e.g. CAMHS, youth offending)
- Education around consent, boundaries, and respectful behaviour

We recognise that both victims and perpetrators may require safeguarding support and that early intervention is key to preventing escalation.

### **5. Multi-Agency Working and Resources**

We work closely with safeguarding partners to address child-on-child abuse, including:

- Local Authority Teams and Systems
- Police and youth justice services
- NSPCC and Stop It Now
- Lucy Faithfull Foundation

## **Section N - Allegation Against Staff**

At SHINE Multi Academy Trust, we take all allegations and concerns about staff conduct seriously. We are committed to maintaining a safeguarding culture where concerns are identified early, reported appropriately, and managed in line with statutory guidance and local procedures.

This section applies to all staff, including supply staff, volunteers, contractors, and visitors working with children.

### **1. Managing Allegations**

We follow the procedures outlined in **Part Four of Keeping Children Safe in Education (KCSIE) 2025** and the Trust Managing Allegations Policy.

An allegation may relate to a person who works with children and has:

- Behaved in a way that has harmed a child or may have harmed a child
- Possibly committed a criminal offence against or related to a child
- Behaved towards a child in a way that indicates they may pose a risk of harm
- Behaved in a way that indicates they may not be suitable to work with children

All allegations must be reported immediately to the **Headteacher**.

If the **allegation concerns the Headteacher**, it must be reported to the **HR Director** who will work alongside or support the Headteacher with the case. When appropriate they will ensure the **Local Authority Designated Officer (LADO)** is informed within **one working day** and follow all statutory procedures to safeguard pupils and ensure a fair, impartial investigation.

### **2. Role of the Case Manager and LADO**

The **Case Manager** (usually the Headteacher or HR Director) is responsible for:

- Liaising with the LADO
- Ensuring the allegation is investigated promptly and fairly
- Coordinating with police and children's social care where necessary
- Ensuring the safety and welfare of the child
- Supporting the member of staff subject to the allegation

The **LADO** provides oversight, advice, and guidance throughout the process and ensures consistency and timeliness.

### **3. Low-Level Concerns**

A **low-level concern** is any concern that does not meet the harm threshold but may indicate that an adult is acting in a way that is inconsistent with the setting's Code of Conduct.

Examples include:

- Being overly familiar with pupils
- Using inappropriate language
- Failing to maintain professional boundaries

All low-level concerns must be reported to the Headteacher and recorded securely on the Trust Specific Low Level Concern Form. Patterns of behaviour are monitored, and concerns are escalated if necessary.

We promote a culture where staff feel confident to report concerns without fear of reprisal.

#### **4. Whistleblowing**

We encourage staff to raise concerns about poor or unsafe practice through our **Whistleblowing Policy**. This includes concerns about:

- Safeguarding failures
- Unsafe behaviour by colleagues
- Inadequate safeguarding procedures

Staff can report concerns internally or contact the **NSPCC Whistleblowing Helpline**:

Tel: 0800 028 0285 or email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

Whistleblowers are protected under the Public Interest Disclosure Act and will not suffer detriment for raising genuine concerns.

#### **5. Safeguarding Culture**

We are committed to fostering a safeguarding culture that includes:

- Clear expectations for staff behaviour (Professional Standards Charter)
- Regular safeguarding training and updates
- Open dialogue and reflective practice
- Support for staff involved in safeguarding processes
- Transparent and fair management of allegations

Safeguarding is everyone's responsibility, and we expect all staff to uphold the highest standards of professional conduct.

## **Section O – Professional Development and Training**

At SHINE Multi Academy Trust, we recognise that safeguarding is most effective when all staff are confident, knowledgeable, and up to date with current guidance and best practice. We are committed to ensuring that all staff, governors, and volunteers receive appropriate safeguarding training and ongoing professional development.

### **1. Induction Training**

All new staff, supply staff, volunteers, and governors receive safeguarding induction before commencing work. This includes:

- The setting's **Child Protection Policy**
- The **Professional Standards Charter**
- The **Whistleblowing Policy**
- The **Behaviour Policy**
- Identification of the **Designated Safeguarding Lead (DSL)** and deputies
- Procedures for reporting concerns and disclosures
- Confirmation of having read **Part 1 (or Annex A)** of *Keeping Children Safe in Education (KCSIE) 2025*

Induction is tailored to the individual's role and responsibilities.

## 2. Ongoing Safeguarding Training

All staff receive safeguarding and child protection training that is:

- **Refreshed at least annually**
- **Updated in response to emerging risks**, changes in legislation, or local procedures
- Delivered through a combination of **whole setting INSET, online modules, staff briefings, and external courses**

Training includes topics such as:

- Online safety and filtering/monitoring standards
- Child-on-child abuse and harmful sexual behaviour
- Domestic abuse
- Exploitation (CSE, CCE, county lines)
- Mental health and trauma-informed practice
- Prevent and radicalisation
- FGM and honour-based abuse
- Attendance
- Whistleblowing and low-level concerns

## 3. DSL and Trustee/Governor Training

The **Designated Safeguarding Lead (DSL)** and deputies:

- Complete enhanced safeguarding training **every two years**
- Attend **DSL network meetings** and **local safeguarding briefings**
- Receive training on **data protection, online safety, and multi-agency working**
- Are supported to maintain oversight of safeguarding trends and case management

Trustees/Governors:

- Receive safeguarding training at induction
- Are updated annually on safeguarding responsibilities and strategic oversight
- The **Safeguarding Link Trustee/Governor** attends additional training at least every three years

#### 4. Training Register and Evaluation

We maintain a **training register** that records:

- Dates and types of training completed
- Staff attendance and completion status
- Evaluation of training

#### 5. Culture of Learning and Reflection

We promote a safeguarding culture that encourages:

- Continuous professional development
- Reflective practice and peer learning
- Openness to new guidance and local learning reviews
- Engagement with safeguarding partners and external expertise

Staff are encouraged to contribute to the development of safeguarding practice and share insights from training.

### **Section P - Identification for Visitors**

At SHINE Multi Academy Trust, we are committed to ensuring that all visitors to our site are appropriately identified, vetted, and supervised in line with safeguarding expectations. We recognise that visiting professionals, contractors, and volunteers may have access to children and must therefore meet the same safeguarding standards as Trust Employees.

#### 1. Expectations for Visitors –

All visitors must:

- Report to the main reception on arrival
- Present **official photographic ID** and, where applicable, evidence of **DBS clearance**
- Sign in using the setting's visitor management system
- Wear a **setting-issued visitor badge** at all times while on site
- Be accompanied or supervised unless prior safeguarding clearance has been confirmed
- Watch the academy specific Safeguarding Video

Visitors without appropriate ID or clearance may be refused entry or restricted to non-child-facing areas.

#### 2. DBS Verification and Third Party Organisations

Where visitors are from external organisations (e.g. NHS, social care, educational services), we ensure we have requested and received written confirmation from the employing organisation that:

- The visitor has undergone appropriate **DBS checks**
- Safeguarding procedures have been followed
- The visitor is suitable to work with children

Any third party agreement letter is updated annually and retained by the Trust and individual Academy for reference.

### **3. Visiting Professionals and Contractors**

Professionals working directly with pupils (e.g. therapists, social workers, peripatetic teachers) must:

- Be expected and pre-booked by the setting
- Have safeguarding clearance confirmed prior to arrival
- Be briefed on the Academy safeguarding procedures, including how to report concerns

Contractors working during school hours must:

- Be risk-assessed for safeguarding impact
- Be supervised if not DBS-cleared
- Avoid unsupervised contact with pupils

### **4. Volunteers and Regular Visitors**

Volunteers who work regularly with children are subject to:

- **Enhanced DBS checks**
- Safeguarding induction and training
- Ongoing supervision and review

Occasional volunteers may be supervised and risk-assessed depending on the nature of their role.

### **5. Safeguarding Responsibilities**

All visitors are expected to:

- Follow the Trust and Academy safeguarding procedures
- Report any concerns immediately to the **Designated Safeguarding Lead (DSL)**
- Maintain professional boundaries and confidentiality

Safeguarding information is displayed prominently in reception and staff areas, including contact details for the DSL and deputies.