

Inspiring Leaders

Version	Date Created	Approved by Board	Main Changes
1	March 2025	March 2025	First Version
2	July 2025		Inclusion of DSL Information Updated contacts. Merged version with IL Central

Safeguarding and Child Protection Policy

Safeguarding and Child Protection Policy

Inspiring Leaders (IL) is committed to ensuring Safeguarding and Child Protection procedures are adhered to throughout the course. This Safeguarding & Child Protection Statement outlines the commitment of IL to safeguard and promote the pupils' welfare and trainee knowledge and understanding of Safeguarding and Child Protection. The pupils' safety and welfare are of paramount importance and is everyone's responsibility.

This policy is designed to ensure the safety of all and applies to the following colleagues:

1. IL Staff, Trustees and Governors.
2. Those who have direct involvement in our SCITT and MAT Partnership provision.
3. Trainee and Aspirant Teachers.
4. Partner Organisations, contractors and external consultants.

Key Policy Sections

Our Safeguarding and Child Protection Statement is split into the following sections.

- Legal Framework
- Roles and Responsibilities
- Types of Abuse and Indicators
- Reporting Procedures
- Prevention
- Protection
- Support
- Clarity
- Key contacts

Legal Framework

This statement is consistent with:

- The legal duty to safeguard and promote the welfare of children, as described in section 175 of the Education Act 2002 [or section 157 of the Education Act 2002 for independent schools and academies] and the statutory guidance.
- "Keeping children safe in education – Statutory guidance for schools and colleges".
- "Working Together to Safeguard Children".
- "Sexual violence and sexual harassment between children in schools and colleges".
- Leicestershire and Rutland Safeguarding Children Partnership - Multi-Agency Safeguarding Arrangements.

Roles and Responsibilities

Safeguarding of Trainees:

- Inspiring Leaders Designated Safeguarding Leaders (DSLs):
 - The DSLs are responsible for overseeing the implementation of safeguarding policies and procedures for IL.
- Responsibilities of everyone else:
 - Everyone must adhere to this safeguarding policy and report any concerns about trainees to the DSLs.

Safeguarding of Children:

- School Based Designated Safeguarding Lead (sDSL):
 - The sDSL is responsible for overseeing the implementation of safeguarding policies and procedures in school.
- Responsibilities of everyone else:
 - Everyone must adhere to this safeguarding policy and report any concerns about children utilising school policy.

Types of Abuse and Indicators

Definitions of physical, emotional, sexual abuse, and neglect:

- Physical abuse: Hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child.
- Emotional abuse: Persistent emotional maltreatment of a child causes severe and persistent adverse effects on the child's emotional development.
- Sexual abuse: Forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening.
- Neglect: Persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development.

Reporting Procedures

Safeguarding of Trainees:

- How to report a concern (internally and externally):
 - Concerns should be reported to the Inspiring Leaders DSL without delay.
 - A written record should be passed to the Inspiring Leaders DSL via secure methods (e.g. internal email).
- Record-keeping:
 - All safeguarding concerns will be documented securely.
- Escalation routes:
 - If the concern meets the threshold for external intervention, the DSL will refer the matter to the necessary authority.
- Third Party Concerns:
 - A family member or other third party may inform Inspiring Leaders of a concern which we will act on following the process. However, the information provided by the third party will be limited due to data protection regulations.
 - Inspiring Leaders reserve the right to contact the next of kin should a concern be raised.

Safeguarding of children:

- How to report a concern (internally and externally):
 - Follow school policy and procedure.

If a DBS 'contains information':

- How to report a concern:
 - Any DBS that 'contains information' should be reported to the DSL.
 - A formal consultation with the individual should be recorded.
- Record Keeping:
 - Meeting notes should be stored securely in a file.
- Third party concerns:
 - Placement schools are to be informed should it be deemed necessary
 - Inspiring Leaders reserves the right to terminate onboarding an individual should all relevant parties not agree.

Prevention

To prevent the occurrence of safeguarding incidents in IL we ensure:

- We have a robust Recruitment and Selection Policy and Procedures.
- Safer Recruitment training completed by the IL Team responsible for the recruitment of teacher trainees.
- Annual Safeguarding and Child Protection policy and procedure checks with designated IL DSL.
- Applicant screening and interviewing follows Safer Recruitment guidance.
- At interview, all candidates are asked about their knowledge of safeguarding, child protection and the importance of having a positive digital footprint to ascertain prior knowledge and areas to extend learning prior to joining the course.
- Discussions about professional relationships, confidentiality and behaviours throughout the recruitment and induction process.
- All trainees undergo robust DBS and screening checks prior to joining the programme.

Protection

To protect our trainees and the children and vulnerable adults we work with:

- All trainees receive Safeguarding and Child Protection including PREVENT and Online Safety training at the start of the course and knowledge of training is recorded.
- Trainees are expected to read the schools fire/emergency procedures, safeguarding & child protection and health and safety policy before beginning their placement and adhere to all of these policies as part of our commitment to safeguarding children and vulnerable adults.
- Trainees complete an agreement at the start of the year which provides assurance they have read these documents and understand who the DSLs are in school.
- Professional tutors discuss the schools process with trainees and mentors during their placement visits.
- All trainees read and understand Part 1 and Annex B of the latest Keeping Children Safe in Education.
- Inspiring Leaders Team and mentors explicitly engage trainees in scenario-based discussions to prepare them for the role of teacher, in the induction process.
- Trainees understand their placements Early Help offer and can identify children who may benefit from this.
- Trainees are expected to read and understand the school Online Safety and Remote Learning policy and procedures as a matter of priority when they first attend any placement.
- Inspiring Leaders Team question trainees to ascertain understanding of school Safeguarding and Child Protection procedures in their first placement visit.
- All trainees to read and sign all policies provided in the Trainee Handbook (e.g. Acceptable Use Policy)

Support

- To support ongoing development of safeguarding practice we ensure:
- High levels of trainee wellbeing and support from the Hub and Central IL team
- Each Hub has trained national Mental Health First Aiders involved in ITT and all staff undertake a suite of training.
- Strong partnership working with our MAT Designated Safeguarding Leads to ensure our statement and practices remain up to date.
- The single central record is compiled by the operations manager which internally monitored by DSLs on a termly basis.
- We recognise the emotive context of Safeguarding and Child Protection practices and their impact on the trainees.
- Our Hub Leaders will provide training for all trainees about the RSE curriculum.
- We offer regular meetings with trainees as individuals and groups to offer guidance, advice and a safe space where needed always ensuring confidentiality.
- We foster a culture of positive, professional, and responsive, attitudes and relationships to safeguarding.

Clarity

To ensure that there is clarity for everyone involved in the SCITT:

- As outlined in our course handbook and wider SCITT documentation trainees are expected to follow the school's policies first whilst on placement.
- Schools and training partners will ensure that trainees are kept updated with any local developments to safeguarding policy which emerge during their placement.
- As detailed in our service level agreement, the SCITT's strategic partner MATs have responsibility for promoting an ongoing culture of safeguarding within their programme and work with trainees.
- IL Leaders work in close partnership with strategic partner MATs to ensure there is a joined-up approach to safeguarding pupils, trainees and compliance with statutory guidance.

Key contacts for all areas

We have clear systems in place and contact details to hand for you to get in touch in the event of any concerns outlined in this statement. Please follow the guidance below.

Organisation	If you have a <u>safeguarding concern relating to:</u>	Key contact
School	Your School/ Placement/ Children	Your school DSL
Your MAT/Delivery partner	Leicestershire Primary and Secondary Hub	Discovery Trust – MAT Safeguarding Lead – Zack Minton – zminton@discoverytrust.org
	Nottinghamshire and Derbyshire Primary	Flying High Trust – MAT Safeguarding Lead – Grant Worthington – gworthington@flyinghightrust.co.uk
	Nottinghamshire and Derbyshire Secondary	Redhill Trust – MAT Safeguarding Lead – Donna Giles – D.Giles@redhillacademytrust.org.uk
The SCITT Central Team or other concerns	Staff and Trainees in the SCITT	DSL – Dirk Smith – SCITT Programme Director – dsmith@iltoday.co.uk Deputy DSL – James Brown – Managing Director – jbrown@iltoday.co.uk

LADO contact details

Leicestershire	01572 758454
Nottinghamshire	0115 8041272
Derbyshire	01332 642376

NSPCC Helpline - 020 7825 2505