

SAFEGUARDING STRATEGY

2021-2025

EAST MIDLANDS EDUCATION TRUST



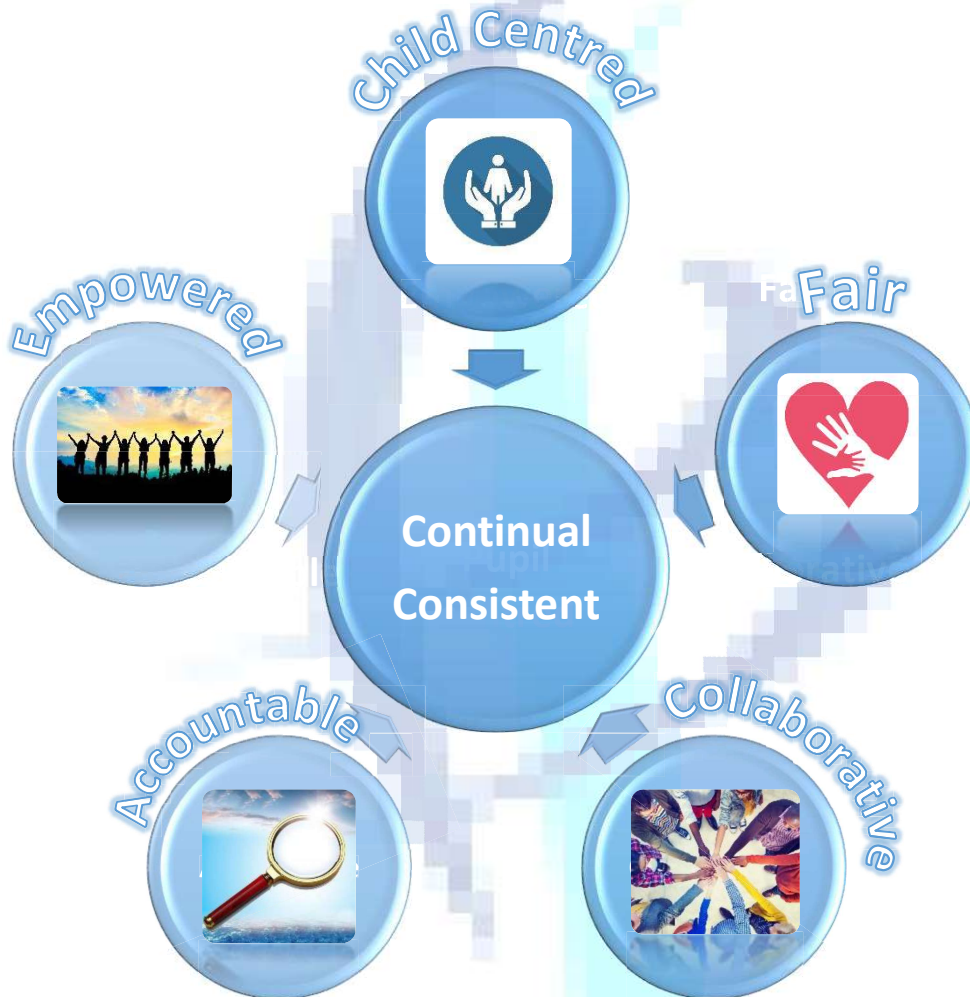
‘A trusted, safe organisation where all children, young people and adults at risk of harm, abuse or neglect are safeguarded by staff who feel empowered, valued, and supported.’



EMET Safeguarding Strategy

A trusted, safe organisation where all children, young people and adults at risk of harm, abuse or neglect are safeguarded by staff who feel empowered, valued, and supported.

EMET fosters a culture where safeguarding is at the heart of every school, every employee and every action.



Trustees, School Leaders, DSLs and all staff share in the belief that confident actions will have a direct impact on the life chances and outcomes for all children, especially those vulnerable or who are at risk of harm.

The power of the Trust is maximised through its commitment to an effective collaborative environment. Children are at the centre of every consideration, system and process. The Trust lens is focussed on ensuring that schools deliver a safe environment for all as part of a vigilant safeguarding culture within every individual, school and Trust.



EMET Safeguarding Strategy

Child Centred



- Listen
- Consult
- Inform
- Available

Fair



- Open and honest
- Good communication
- Responsive to concerns
- Inclusive & Equal

Collaborative



- Effective partnerships throughout
- Timely information sharing
- Evaluate, Review, Learn, Inform
- Effective links with all agencies

Accountable



- Shared responsibility
- Professional development
- Active Safeguarding partnerships (inc LADO)
- Transparent governance

Empowered



- Competent workforce who act
- Policy, systems and practice
- Supervision and Support
- Professional challenge and dialogue
- Developing expertise



EMET Safeguarding Strategy

Policy

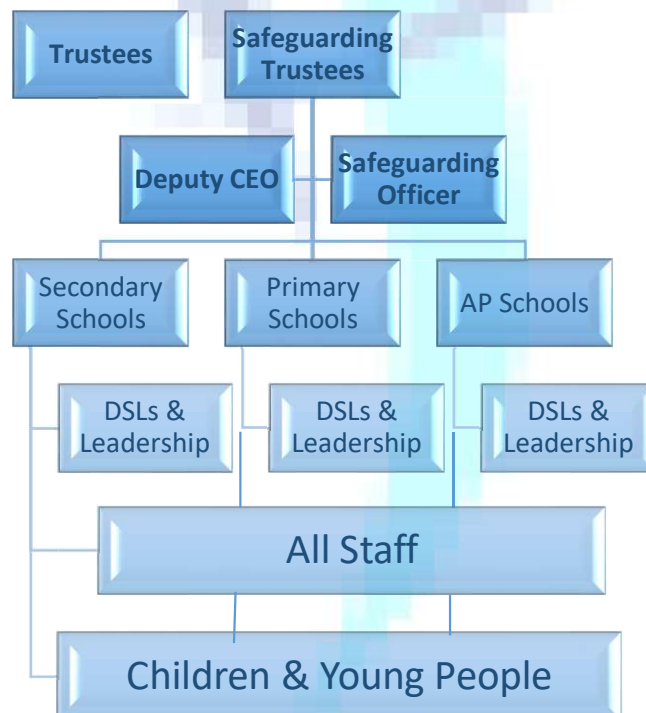
The Safeguarding policy drives the systems and procedures in schools to ensure that there is a commitment to all children by all staff. It has a common purpose in ensuring that there are robust and consistent approaches to meet the duty of care requirements.

The policy follows guidance from KCSIE and Working Together documents and is in-line with recommendations from the Children's Safeguarding Boards for our schools.

Review Annual Procedure

1. National Updates issued
2. Trust Policy Reviewed and circulated
3. School Contextual Review
 - i. Personalisation
 - ii. Hyperlink to all relevant school-based policies
 - iii. Add School specific approach to Early Help
 - iv. Include school specific localised guidance (eg CME)

Safeguarding Delegated Responsibilities



The structure is designed to provide robust management and supervision to facilitate a powerful safeguarding culture which is aligned to the contextual needs of each school as well as wider national strategies.



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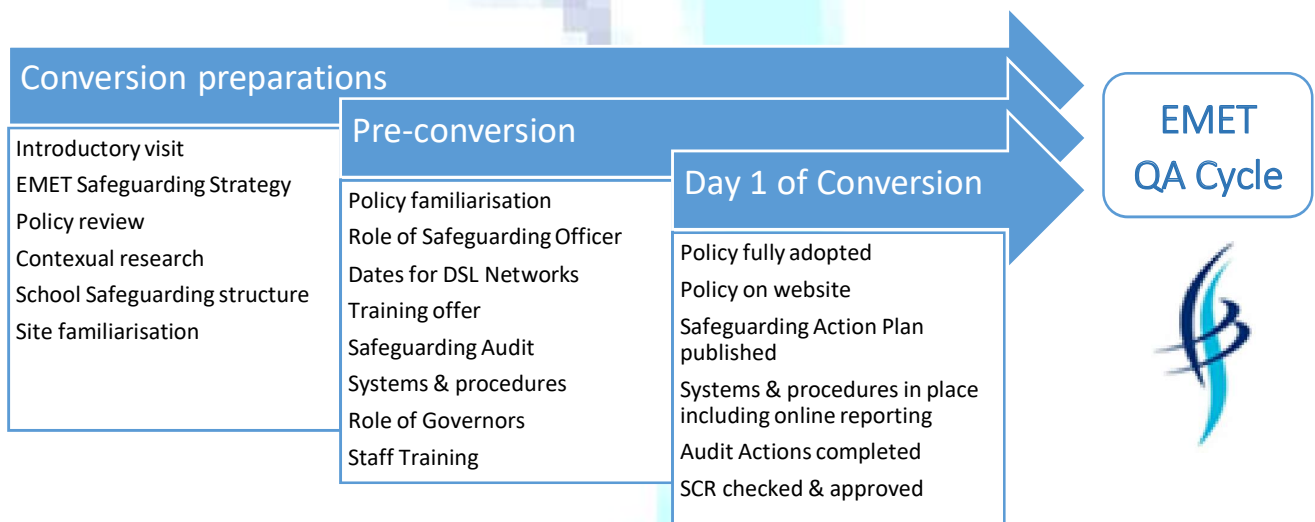
EMET aims to inspire courageous leaders who channel their energies into embedding safeguarding into the very fabric of the school. These leaders utilise evidence-based approaches to develop and refine practices which balance the rights and choices of individuals with schools and Trust duties to act in the best interests of every child to protect from them harm.

The EMET Safeguarding Officer has a clear directive to ensure that children’s needs are at the centre of Safeguarding policy and procedures. This includes:

- 🌀 Develop policy alongside recommendations from local and national safeguarding bodies
- 🌀 Provide focussed safeguarding support
- 🌀 Perform regular analysis and action planning
- 🌀 Share and promote the application of research/case reviews to improve practice
- 🌀 Build professional capacity within schools
- 🌀 Have a direct impact on the quality of safeguarding provision
- 🌀 Stimulate sustainable change
- 🌀 Provide targeted Safeguarding CPD and support
- 🌀 Monitor Safeguarding Audits to ensure compliance
- 🌀 Provide bespoke support for complex cases
- 🌀 Develop effective partnerships with all schools

All schools will have the opportunity to discuss and explore their plans and priorities on a half termly basis to ensure that they safeguarding is effective and that school leaders have the right support to enable continued improvement.

Procedures for schools new to EMET

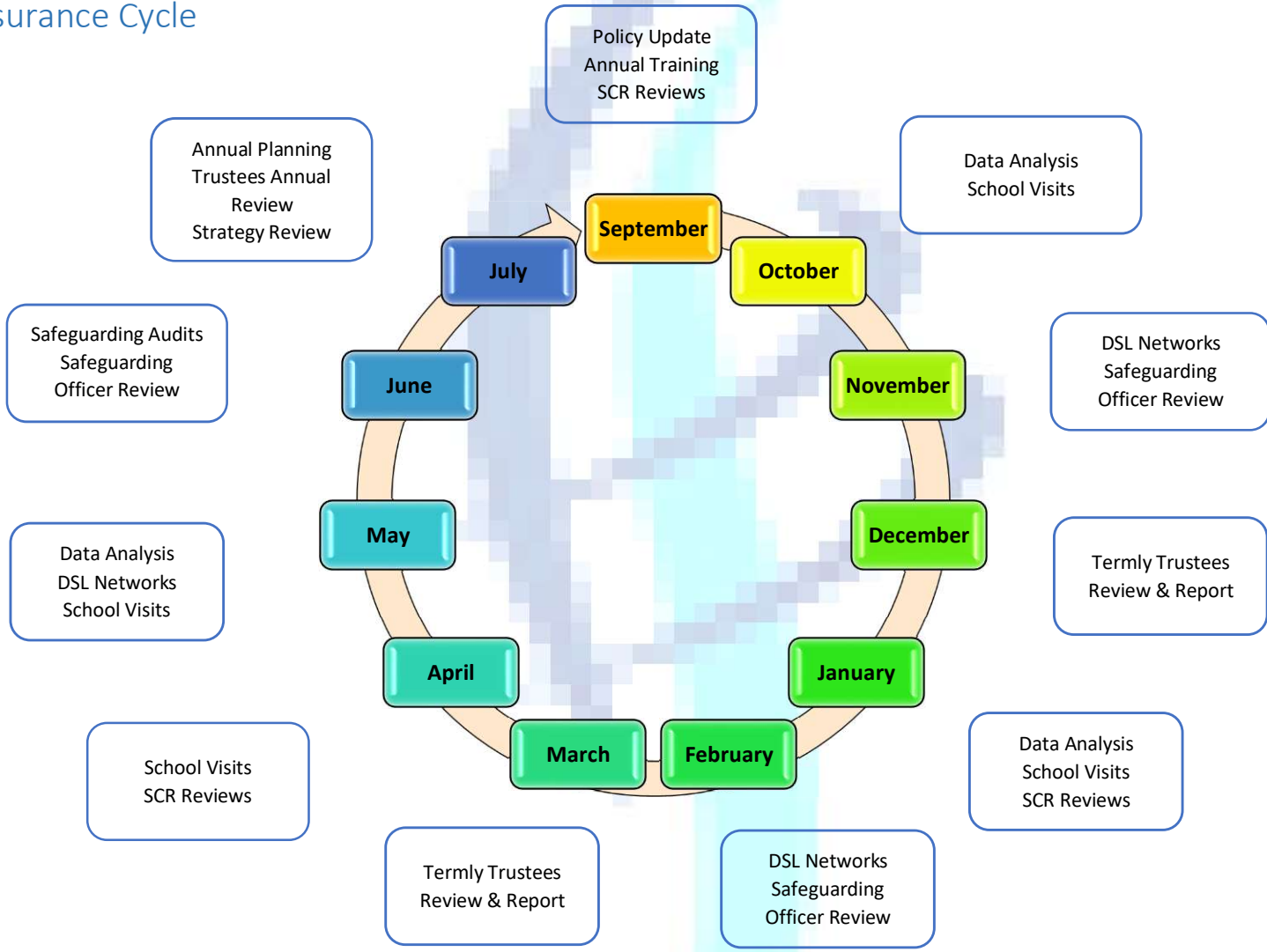




EMET Safeguarding Strategy



Quality Assurance Cycle





EMET Safeguarding Strategy



EMET Aligned Autonomy

Safeguarding Response - Evaluating Risk



Rescue Programme EMET Intervention

- Inadequate/Requires Improvement
- Safeguarding Concerns
- Safeguarding Audit exposes significant gaps
- Safeguarding Data is of concern
- H & S Non compliance
- Consistent breach of policy
- High number of complaints
- Poor Leadership
- Poor Governance
- Inaccurate Self Evaluation



Reinforcement Plan EMET Support

- RI and improving judgement
- Implement improvement strategy & CPD
- Safeguarding Development plan
- H & S weaknesses identified
- Leadership Coaching
- Governance support
- Monitoring visits implemented at 6 weekly intervals
- Record keeping and action logs audited
- Safeguarding training programme implemented



Refinement Process Collaboration Model

- Good/Outstanding judgement
- Effective improvement planning
- Safeguarding Best Practice
- H & S Audit is good
- Leadership is effective
- Governance is effective
- Safeguarding training programme in place
- Attendance at DSL networks
- Safeguarding Monitoring is rigorous



Renewal Planning Excellence

- Good/Outstanding judgement
- Innovative
- Strategic
- Best Practice
- Leading others
- Sustaining excellence
- Safeguarding Best practice





EMET Safeguarding Strategy

Summary Development Plan

