

Safeguarding

Annual Report | 2019 - 2020



David Sheldon
Trust Safeguarding Lead
(Chair of Trustees)

&

Dawn Williams
Schools Safeguarding Lead
(Headteacher of The Oval Primary School)

Outstanding
pupil experience

Excellence
in education

Impactful
teaching

Effective
partnerships

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1. Forward

Welcome to our Safeguarding Annual Report for 2019/20. It gives me great pleasure to present this celebration of everything we've achieved over the past year and the detail of our work is outlined in the sections that follow.

At the drb Ignite Trust, we recognise that safeguarding and promoting the welfare of children is a shared responsibility. Everyone who comes into contact with children and their families has a role to play in promoting and developing a strong culture of safeguarding across the Trust. In order to fulfil this responsibility effectively, all our staff make sure their approach is child centered. This means that they consider, at all times, what is in the best interests of the child.

To support this approach, we have highly trained designated safeguarding leads in all schools to ensure that there is always the latest up to date knowledge and support available to staff. On entry, we assess the vulnerabilities and issues that pupils may face and assign a member of the pastoral team to oversee their support and care.

We are also committed to ensuring the provision of a safe environment in which all pupils can thrive and learn.

I wish to thank our hard-working staff for their total commitment to supporting and safeguarding children. Nothing can be of greater importance particularly over this year as we have faced the Covid-19 pandemic.



David Sheldon
Chair, drb Ignite Multi Academy Trust



2. Trust Vision

‘to ensure that all pupils achieve the highest standard of educational outcomes regardless of circumstances or background’

The Trust has been established through a shared belief that lives can be transformed by what goes on in schools. We believe that the process of teaching and learning shapes futures. To this end our vision is to provide every child with learning experiences that excite them and give them the power to begin to shape their own lives. This includes ensuring effective safeguarding and child protection policies and practice that create a strong culture of safeguarding across all schools that promotes:

Local Solutions

We want our schools to reflect the diversity of their local context, taking safeguarding decisions in accordance with the needs of the children and families they serve.

School Improvement Offer

The Trust has a strong school improvement model led by the Executive Director of School Improvement and his team. This is strengthened through effective partnership arrangements with the Severn Teaching School Alliance in Telford. We encourage Trust schools to work collaboratively to develop a rich curriculum for all pupils that includes consideration of safe practice and the diversity of children’s needs.

Cross Trust Collaboration

We believe the professional knowledge and understanding of our leaders and teachers is central to effective safeguarding practice . We make the most of our internal expertise and external multi agency partnerships to build on strengths and ensure that safeguarding professional development needs are met. This helps staff feel confident about their responsibilities to safeguard children in line with the statutory requirements set out in Keeping Children Safe in Education 2020 (KCSiE)



Research and evidence informed practice

We are constantly working to develop an outward facing Trust that actively seeks opportunities to work with other schools, teaching schools, trusts and multi agency partners. This helps us to learn more about what makes a difference in safeguarding practice. We want all our schools to bring together reflection and action, theory, and practice in the pursuit of our culture of safeguarding.

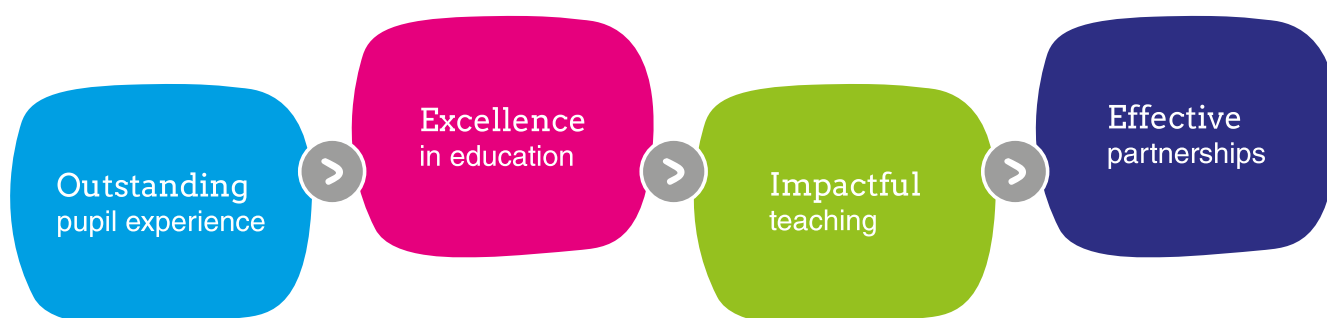
Geographical focus and reach

We have established a family of primary schools in the West Midlands. These are close enough to be able to share easily and collaborate with the minimum of fuss. Our schools are situated across Birmingham and Dudley local authority areas. As a result, we work with two different multi-agency safeguarding arrangements through safeguarding partners representing the local:

- clinical commissioning group
- local authority
- chief officer of police

Our Vision

Our Vision is achieved by ensuring the Trust provides:



These underpinning principles support all our work and have a real significance for safeguarding and child protection too. Of particular significance is the importance of maintaining effective partnerships with multi-agency colleagues, for example, social workers, mental health professionals and emergency services.

3. Safeguarding Statement of Intent

The Trust's commitment to ensuring all children and adults are cared for in a safe and secure environment is achieved through maintenance of a comprehensive safeguarding system across all schools. This complies fully with DfE statutory guidance, **Keeping Children Safe in Education 2020**.



4. Culture of Safeguarding

To maintain a culture of safeguarding, the Trust is clear that safeguarding and promoting the welfare of children is the responsibility of everyone. Everyone who comes into contact with children and their families has a role to play. In order to fulfil this responsibility effectively, all staff make sure their approach is child-centered. This means that, at all times, they consider what is in the best interests of the child.

To consistently expand and improve this approach, we recognise that the Trust and its schools are an important part of the wider local and national safeguarding system for children. This system is described in full in the DfE statutory guidance **Working Together to Safeguard Children (updated 2019)**.

5. Policies and procedures

All Trust safeguarding and child protection policies and procedures are up to date and in line with **Keeping Children Safe in Education 2020 (KCSiE)**. The policies are accessible to all staff through the Trust and school websites. Policies and procedures are reviewed and revised by the Trust Board annually. Contextualised safeguarding information is available on each schools' website, for example, the name of the Designated Safeguarding Lead and deputies.

6. The leadership of safeguarding

The Trust Board is committed to working with the Local Safeguarding Partners across Dudley and Birmingham and the local inter-agency procedures they have in place to ensure full compliance with its duties under statutory legislation. As delegated by the Trust Board, David Sheldon (Chair of Trust) is the Trustee for Safeguarding Children and has oversight of the Achievement Support and Scrutiny Sub Committee which reports to the Board on all safeguarding issues.

Safeguarding in education is never far from the headlines and will continue to be a priority for trustees, leaders and school staff. Schools play a central role in children's lives and we recognise our responsibilities in improving harm prevention and the early identification of safeguarding issues. The vulnerabilities that our pupils are exposed to are ever changing and we must keep vigilant. Additionally, as Ofsted places more focus on bullying and wellbeing in the new inspection framework we must organise ourselves to respond with best practice.

Therefore, over the academic year 2019-20, the Trust has focussed on improving the following:

- support for children's mental health and wellbeing
- awareness of child on child bullying
- online safety
- professional development for Designated Safeguarding Leads
- impact of cross Trust DSL Forum on shared safeguarding and child protection procedures

The cross Trust Designated Safeguarding Leads Forum has developed in strength over the year, led by Dawn Williams (Headteacher of the Oval School and Trust Schools Safeguarding Lead). All schools are represented by a Designated Safeguarding Lead which has enabled a shared approach to safeguarding with regular conversations about how to best safeguard children and how to consistently improve practice. Furthermore, the emerging shared value base has been a key driver in enhancing our culture of safeguarding

Over the year, schools have continued to develop their Children's Safeguarding Boards to ensure the voice of the child is heard and responded to. The annual children's conference was scheduled for 25 June, 2020 and was planned to focus on online safety. Unfortunately, due to pandemic related school closures this was cancelled and will be re-scheduled as soon as is practically possible.

7. Strategic planning and reporting

The Trust Board continues to have an Improvement Plan for safeguarding and keeping children safe in education. This forms Workstrand 6 of the Trust's Strategic Business Plan. The annual Safeguarding Report to Trustees is presented to the Board by the Trust CEO at the end of each academic year alongside termly updates at each Board Meeting.

At the start of 2020, when the Covid pandemic hit, Trustees reviewed the Improvement Plan to reflect the urgent Covid priorities. In March 2020, a Covid 19 Safeguarding Addendum was added to the Trust's Safeguarding Policy to highlight how the Trust and its schools will respond to the safeguarding concerns arising through the pandemic. Safeguarding risks and mitigation strategies also formed a large part of both Phase One and Phase Two Covid Response Plans and associated risk assessments. This is kept under regular review in order to respond to the dynamic nature of the pandemic.

9

8. Disclosure and Barring service (*DBS Checks*)

The Trust meets statutory requirements in relation to Disclosure and Barring Service checks and safer recruitment practice. All staff, members, trustees and volunteers are required to undergo an enhanced DBS check prior to employment or engagement. The Single Central Record (SCR) registers all safer recruitment checks and details of DBS.

9. Designated Safeguarding Leads

Trustees have ultimate responsibility for the Trust's safeguarding policy and practice. Operationally, this responsibility is overseen by the Headteacher of the Oval School, Dawn Williams. Dawn has worked closely alongside the Designated Safeguarding Leads within each Trust school as noted above and has been instrumental in established our culture of safeguarding.

The Trust has a strong team of Designated Safeguarding Leads and Deputy Designated Safeguarding Leads who take a lead responsibility for safeguarding and child protection (including online safety) at school level.

They are clear about their role, have sufficient time and receive relevant support, and training, to carry out the duties of their post. This includes close contact with outside agencies including social services, local safeguarding partners and relevant health care organisations. Over the Covid pandemic period, Designated Safeguarding Leads have been critical in ensuring revised school procedures remain safe and secure for all pupils. These include, school entry and exit procedure, staggered school starts, access to school sites, maintaining contact with children who are absent from school, supporting the most vulnerable children.

10. Safer recruitment

The Trust maintains a clear set of practices to help make sure staff and volunteers are suitable to work with children. This is a vital part of creating a safe and positive environment and maintaining a commitment to keeping children safe from harm. The Trust and its schools are confident that they act responsibly in making decisions about the suitability of any prospective employee based on checks and evidence, including criminal record checks, DBS checks, barred list checks and prohibition checks, together with references and interview information.

11. Professional development

Designated Safeguarding Leads and deputies undergo regular professional development to provide them with the knowledge and skills required to carry out their role. This is provided both internally and externally through multi-agency partnerships. This training is updated annually. The Designated Safeguarding Leads also undertake Prevent awareness training.

Within the Trust and its schools all staff are aware of systems which support safeguarding, and these are explained as part of staff induction and at the beginning of every academic year. This includes the Trust's:

- safeguarding policy and child protection procedures
- behaviour policy
- staff code of conduct
- safeguarding response to children who go missing from education
- role of the Designated Safeguarding Lead (including the identity of the DSL and any deputies)

12. Audit

The Trust keeps a safeguarding audit checklist to assure that safeguarding systems and processes are working as part of the Trust's wider Accountability Framework. The audit includes: the monitoring of the Single Central Record (reviewed July 2020), policies and procedures including, 'Allegations against Professionals' and the professional development strategy. The next audit will be undertaken in August 2020 to update following publication of the revised DfE Keeping Children Safe in Education September 2020.

13. GDPR

GDPR is the toughest privacy and security law in the world. In education it has been introduced to give children and families more control over the use of their personal information, it places the onus on the Trust to safeguard and process all personal information in a way that complies with GDPR.

Through the introduction of a framework of GDPR policies, procedures and training, we are making excellent progress along the road to GDPR compliance and the safeguarding of our pupil personal information. Additionally, to combat the increasing cyber threat in the education sector, we are introducing ISO27001 Information Security Management Systems in key areas of our schools to provide an additional layer of information security protection. Longer term, we will be introducing an overarching Information Governance Framework, to formally establish how Trust staff handle all data through policies and procedures.

14. Safeguarding Works

Since February 2020, the Covid pandemic has been central to all our thinking. The provision of prevention resources, additional cleaning costs and PPE equipment have been an unexpected and continuing expenditure. The additional costs across all schools from March to July 2020 have been recorded as over £100K.

Despite the challenges of the pandemic, the following safeguarding capital works have also been completed over 2019-20.

These improvements ensure all sites continue to be safe and secure for both pupils and staff.

School

Safeguarding Capital Works Completed

1. Princethorpe Infants & Juniors	<ul style="list-style-type: none">• Plans for shared reception area agreed• Health and safety re-tarmac of area of playground
2. Hob Green Primary	<ul style="list-style-type: none">• Phase two security fencing completed Autumn 2019
3. Bromley Pensnett Primary	<ul style="list-style-type: none">• New school main entrance gates and controlled access installed during Autumn 2019
4. Trust Wide	<ul style="list-style-type: none">• Lockdown procedures and policies reviewed• Covid-19 adjustments made e.g. hand washing stations

15. Training and safeguarding updates

Role

Number of people

Date of training

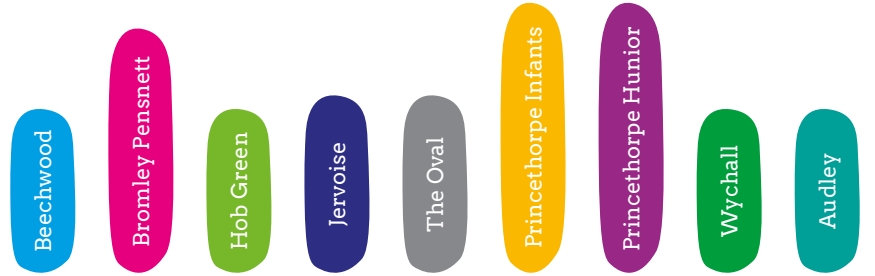
Course attended

Trustees and teaching staff	Trust workforce and trustees	Ongoing	Full access to The Key's Safeguarding Training Centre Preparation for KCSIE 2020
Trustees	All	Various	Induction to Safeguarding – online course Covid-19 Briefings x 3 KCSIE 2020 powerpoint presentation
Trustees and Trust workforce	All	Ongoing	The Key's Safeguarding Training Centre – 2019/20 e-learning INSET Pack
Trust Annual Children's Safeguarding Conference	All schools represented	25 June 2020	Postponed due to Covid school closures
Termly DSL Forum	DSLs from all schools	Ongoing	Completion of Safeguarding 175 Audit
Termly Inclusion Forum	SENCOs from all schools	Ongoing	Establishing common procedures and best practice for children with SEND

16. School Safeguarding and Vulnerable Pupil Data (2019-2020)

Trust wide data collection: Audit Spring 2019 (taken from 175 audit)	Beechwood	Bromley Pensnett	Hob Green	Jervoise	The Oval	Princethorpe Infants	Princethorpe Junior	Wychall	Audley
Number of children on roll	187	316	270	210	634	205	238	400	888
Number of children identified as vulnerable (i.e. pupil welfare concerns, child with protection and child in need plans, episodes of multi-agency working (from within the school or involving external partners)	37	87	31	61	62	49	124	191	239
Of the total number of vulnerable children (above), for how many was a Request for Support completed and submitted to Children's Advice Support Service (CASS)	0	7	4	6	14	2	14	29	19
Number of Request for Support forms accepted to receive a service from Think Family, Family Support or Children's Social Care	0	7	3	2	13	0	13	29	12
Number of children identified as vulnerable receiving school-based early help intervention using the Signs of Safety & Well-being tool kit	21	30	1	5	14	9	59	67	161
Number of vulnerable children for whom a multi-agency early help assessment & family plan has been initiated & registered with the early help support team	8	34	2	5	14	0	0	0	2
Number of families disengaging or refusing support (recorded is the number of children affected)	0	8	1	0	5	5	5	0	8
Number of children identified as vulnerable who are pupils with disabilities/special educational needs	8	32	12	50	40	13	57	80	54

**Trust wide data collection:
Audit Spring 2019**
(taken from 175 audit)



	Beechwood	Bromley Pensnett	Hob Green	Jervoise	The Oval	Princethorpe Infants	Princethorpe Junior	Wychall	Audley
Number of racist incidents recorded within each school	0	0	0	0	9	1	12	6	7
Number of homophobic incidents recorded within each school	0	0	0	0	9	0	9	8	3
Number of children with a Child Protection or Child in Need Plan	4	16	1	7	6	12	9	12	21
Number of Looked after Children	2	2	4	3	2	7	6	4	7
Number of privately fostered children.	0	0	5	0	0	0	0	0	0
Number of young carers	0	0	0	0	0	0	2	1	1
Number of positive hits from online monitoring systems that have caused concern and required action	0	0	0	0	0	10	21	0	0
Allegations made against staff	0	0	0	0	2	0	0	2	0
Reported bullying incidents	0	0	0	0	0	0	3	0	7
Reported on-line safety incidents	0	5	0	0	0	0	9	0	0
Number of extremist concerns	0	0	0	0	0	0	0	0	0
Number of female genital mutilation concerns	0	0	0	0	0	0	1	0	0

17. Attendance %



	National 17/18	Beechwood	Bromley Pensnett	Hob Green	Jervoise	The Oval	Princethorpe Infants	Princethorpe Junior	Wychall	Audley
Unauthorised Absence	2.0	2.3	2.5	1.9	2.3	1.3	1.8	1.7	2.4	2.0
Authorised Absence	3.5	3.6	4.0	3.7	3.5	3.3	5.1	2.9	2.9	3.8
Attendance rate	93.4	94.4	93.6	94.4	94.2	95.4	93.12	95.4	94.7	94.1
Number of pupils being persistently absent	16.4	16.0	22.2	17.1	18.0	12.1	23.2	13.7	15.6	17.6

18. Annual Exclusion Data 2019 / 2020

Number of permanent exclusions

Number of fixed term exclusions

	Summer Term 2019	Autumn Term 2020	Spring Term 2020 COVID closed	Autumn Term 2019	Spring Term 2020	Summer Term 2020 COVID closed
Audley	0	0	0	3	4	0
Oval	0	0	0	0	1	0
Hob Green	0	0	0	2	2	0
Bromley Pensnett	0	0	0	6	9	0
Beechwood	0	0	0	0	1	0
Princethorpe Infants	0	0	0	0	3	0
Princethorpe Junior	0	0	0	3	3	0
Jervoise	0	0	0	13	5	0
Wychall	0	0	0	7	6	0

19. Approval and review dates of relevant Trust policies and procedures

Policy	Date of last review	Date of next review
Safeguarding/child protection and Associated Covid-19 Addendum	March 2020	September 2020
Online safety (including sexting)	March 2020	September 2020
Children going missing from education	March 2020	September 2020
Allegations made against staff	March 2020	September 2020
Anti-bullying	March 2020	September 2020
Behaviour	March 2020	September 2020
Health and safety	March 2020	July 2020
Safer Recruitment and selection	March 2020	September 2020
Staff code of conduct	March 2020	July 2020
Whistleblowing	March 2020	July 2020

20. Ofsted safeguarding judgements and Trust strengths

Trust Strengths

- Trust Ofsted Summary Evaluation and inspection at the Bromley Pensnett Primary School Ofsted recognise the effectiveness of safeguarding practices
- March 2020 Trust Safeguarding Policies and Procedures fully reviewed in line with DfE Covid-19 Guidance to Educational Settings
- July 2020 Trust Safeguarding Policies and Procedures reviewed in line with KCSiE 2020
- Cross Trust DSL Group meeting virtually throughout period of pandemic
- Section 175 Audits completed for all schools and analysed to establish common improvement priorities
- Children's Safeguarding Boards to be re-established later in Autumn Term 2020
- Programme of CPD for all school staff and trustees
- Appointment of Trust Inclusion Lead
- Robust Single Central Register compliance processes
- Effective use of EEF Support Toolkits and Guidance
- Effective use of the Key's Safeguarding Training Centre

- ✓ The Trust takes its responsibilities for safeguarding seriously. Trust and school leaders have created a culture where keeping pupils safe is central to everyone's work. Across the Trust there is a strong network of DSLs. They work together to share training and expertise. Policies are up to date and meet requirements. Schools have their own children's safeguarding boards where pupils work together to help make their school environments safer.

Trust
Summary
Evaluation
October 2019

Bromley
Pensnett
Inspection

25-26 Sept 2019

- ✓ The arrangements for safeguarding are effective.
- ✓ Leaders and staff put a firm focus on keeping pupils safe. The designated safeguarding leads follow up concerns tenaciously and their record keeping is thorough. They do not hesitate in challenging the local authority when they want a concern looked at more seriously. Training for staff is regular and relevant. Staff are clear about their responsibilities and have a good understanding of the changes to the statutory guidelines, 'Keeping Children Safe in Education' (2018). The culture for safeguarding is a positive feature of the school.

21. Safeguarding Improvement Priorities for Academic Year 2020/21

Improvement priorities for 20/21	Actions to achieve this
Single Central Record	Ensure robust Single Central Record training for Headteachers, Designated Safeguarding Leaders, School Business Managers and the Safeguarding Lead Trustee.
School Security Guidance November 2019	Use School Security Guidance to review/ put in place proportionate and sensible security policies and plans (including lockdown procedures) that meet the context of each School and the current Covid-19 pandemic.
Relationships Education (new DfE Guidance) for implementation April 2021	Work through SLF to ensure new DfE Relationships Education Guidance is implemented consistently and appropriately across all Trust Schools and demonstrates leading practice.
Maintain a high profile around online safety through detailed work with DPO, IT Leads and DSLs	ICT group to be created to include all schools led by DPO to consider effectiveness of online safety with particular reference to additional pressures placed on schools to provide online learning due to Covid pandemic and need for pupils to self-isolate
Update Trust's Safeguarding Policy and Procedures and conduct review of all school websites to ensure full compliance with KCSIE 2020 (effective from 1 September 2020)	Develop DSL peer review model to monitor and check compliance of all school websites going forwards.
Trust is fully up to date on the protection of children from online sexual abuse and exploitation	In In implementing curriculum changes ensure all online safety issues are considered and clear action taken as appropriate.
As part of curriculum recovery and re-design consider implications for PSHE curriculum	Director of Curriculum to consider and discuss with HTs and curriculum development group by November 2020
As part of development of central Executive Leadership Team develop shared working between Director of Inclusion and DSLs in order to improve safeguarding arrangements for the most vulnerable pupils.	Trust response to meeting the needs of the most vulnerable pupils over the period of the pandemic to be reviewed and any risks identified through the ongoing impact assessment monitoring process

22. Conclusion

Over a very difficult year managing the Covid pandemic, the Trust and its schools have worked relentlessly to maintain a strong culture of safeguarding and safe practice. There has been constant collaborative activity to secure best safeguarding practices including high quality information sharing and reflective discussions that have improved mutual understanding and organisational learning. Over the course of the year, everyday practices have been reviewed in considerable depth due to the additional preventative systems needed to respond to the pandemic.

The impact of collaboration between the Trust and its schools has been significant and has led to consistency of high quality safeguarding practices. This work has demonstrated the importance of Trust values and shared learning in terms of driving action and effective change. We are proud of our Trust's safeguarding record and would like to recognise the tremendous contribution of leaders and their teams in keeping children safe and ensuring that environments continue to be welcoming and nurturing for all children.



A handwritten signature in blue ink that reads "D Sheldon".

David Sheldon
Trust Safeguarding Lead
Date: 1/9/2020



A handwritten signature in blue ink that reads "R Bowater".

Robert Bowater
CEO
Date: 1/9/2020



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