

SAFEGUARDING POLICY

Introduction

BECTT Teacher Training (BECTT) is committed to protecting and safeguarding the welfare of its staff, trainees and children in its partnership schools. As our trainees come into contact with children and their families, they have an important role to play in safeguarding children and identifying concerns early and provide help for children to prevent concerns from escalating. Through the training programme and partnership with our schools, we jointly take responsibility for the protection and safeguarding of young people on whom the programme might impact. BECTT staff and trainees form part of the wider safeguarding system for children which includes social care, the police, health services and other services to promote the welfare of children and protect them from harm.

Policies and procedures follow the statutory guidance from the DfE:

- Working together to safeguard children 2021;
- Keeping Children Safe in Education (September 2021);
- PREVENT Duty - Counter-Terrorism and Security Act (HMG, 2021).

Before the beginning of the course, trainees are asked to undertake an online Prevent Duty programme and the certificate is uploaded to their personal section of the portal.

All trainees receive training in Child Protection and safeguarding, e-safety, CSE (Child Sexual Exploitation), FGM (Female genital mutilation) and PREVENT Duty before they join their first placement school.

In addition, as part of the partnership agreement, trainees are given at the start of their training in each school a copy of:

- The child protection policy
- The staff behaviour policy
- Information about the role of the designated safeguarding lead. Schools are asked to brief their trainees when they arrive at the placement to ensure school specific protocols are followed and again this is covered in the first group tutorial.

Interviews

At least one member of the interview day has undertaken a safer recruitment course. All BECTT senior personnel have undertaken such training.

At selection interviews, all candidates are asked a safer recruitment question.

Disclosing and Barring checks, other background checks and childcare disqualification

The process for all these checks and any convictions, warnings, offences and cautions on a DBS follow the process as detailed in the Recruitment and Selection policy. In essence:

- DBS checks are carried out by the partnership on all trainees, trainers and BECTT staff.
- For fee paying trainees, BECTT carries out all safeguarding checks and will notify the partnership school in writing that the trainee is suitable to work with children.
- Any candidate who declares a conviction at the point of application or interview or any candidate for whom we are notified that their DBS check contains information will be assessed individually to determine whether they are suitable to be on the programme. A risk assessment will be carried out by the Executive Director in liaison with the placement Headteacher with a recommendation as to whether they will be offered a place on the course which will be authorised by the Accounting Officer. This process has been agreed by the partnership and participating schools.
- Additional checks are made for those applicants who have lived or worked abroad following the government guidance e.g. trainees may need to obtain a “Certificate of Good Conduct” following the Home Office Guidance.
- Prohibition checks home and abroad are carried out and all trainees including primary and secondary sign a childcare disqualification declaration.
- Trainees are expected to meet the requirements of individual schools’ safeguarding; child protection; whistleblowing policies and procedures.

Monitoring and evaluation:

- Review of partnership schools’ training programmes identifies safeguarding training.
- Attendance at core courses checked and absences are followed up to ensure schools provide training.
- Any safeguarding issues raised are brought to the attention of the Executive Director and a written record held on the computer in line with our retention records; this will be shared with the trainee’s placement schools. The relevant policy will then be initiated.

CHILD PROTECTION POLICY

BECTT Staff including all associates and trainees have a responsibility to ensure they adhere to the three main elements of Child Protection policy:

- **Prevention** through the creation of a positive school atmosphere and the teaching, and pastoral support offered to pupils.
- **Protection** by following agreed procedures and ensuring all staff are trained and supported to respond appropriately and sensitively to child protection concerns.
- **Support** to pupils who may have been abused or are identified as vulnerable emotionally, socially or mentally.

Staff at BECTT all receive safeguarding training at the beginning of the academic year in line with the wishes of the legal entity safeguarding procedures and the school where BECTT is in situ.

The Legislative Framework

Safeguarding and Child protection is the responsibility of all adults and especially those working with children.

In Essex, all professionals must work in accordance with the SET Procedures (ESCB, 2020) and in Primary, this is discussed at one of the Group tutorials in school and delivered as a lecture.

Our schools also work in accordance with the statutory guidance 'Keeping Children Safe in Education' (DfE, September 2021), 'Working Together to Safeguard Children' (DfE, 2018) and the local guidance document 'Effective Support for Children and Families in Essex (ESCB, July 2017)

As of July 2015, the Counter-Terrorism and Security Act (HMG, 2015) placed a duty on schools and other education providers. Under section 26 of the Act, schools are required, in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism". This duty is known as the PREVENT duty.

It requires schools to:

- teach a broad and balanced curriculum which promotes spiritual, moral, cultural, mental and physical development of pupils and prepares them for the opportunities, responsibilities and experiences of life and must promote community cohesion;
- be safe spaces in which children / young people can understand and discuss sensitive topics, including terrorism and the extremist ideas that are part of terrorist ideology, and learn how to challenge these ideas;
- be mindful of their existing duties to forbid political indoctrination and secure a balanced presentation of political issues.

Our partnership schools work in accordance with the PREVENT Duty and approach this issue in the same way as any other child protection matter.

As of October 2015, the Serious Crime Act 2015 (Home Office, 2015) introduced a duty on teachers (and other professionals) to notify the police of known cases of female genital mutilation where it appears to have been carried out on a girl under the age of 18 and if a girl under 18 is identified as at risk of FGM. Our schools operate in accordance with the statutory requirements relating to this issue, and in line with existing local safeguarding procedures.

Trainees' role in safeguarding

Trainees should follow their placement school's safeguarding policies and procedures.

Any trainee receiving a disclosure of abuse or noticing signs or indicators of abuse, should make an accurate record as soon as possible noting what was said or seen (if appropriate using a body map to record), putting the event in context, and giving the date, time and location. All records should be dated and signed and will include the action taken. These should then be presented to the Designated Safeguarding Lead who will decide on appropriate action. Trainees are expected to follow their placement school's policies and procedures when reporting safeguarding concerns".

Trainees are informed that they must not investigate alleged safeguarding issues.

Confidentiality is an issue which needs to be discussed and fully understood by all those working with children, particularly in the context of child protection. The only purpose of confidentiality in this respect is to benefit the child. A trainee must never guarantee confidentiality to a pupil and will not agree with a pupil to keep a secret as, where there is a child protection concern, this must be reported to the Designated Safeguarding Lead and may require further investigation by appropriate authorities.

Allegations involving a trainee

Partnership schools work in accordance with statutory guidance and the SET procedures (ESCB, 2020) in respect of allegations against an adult working with children (including trainees). Section 7 of the current SET procedures provides detailed information on this.

Partnership schools have processes in place for reporting any concerns about a member of staff (or any adult working with children). Any concerns about the conduct of a trainee should be referred to the Headteacher (or the Deputy Headteacher in their absence) and the Executive Director. These concerns would then be investigated following our disciplinary procedure and referred to the Strategic Board. All details of types of allegations are in the trainee contract which they read and sign before the course starts.

Other safeguarding related policies/documents are held on the portal and support our safeguarding processes:

Trainee Contract incorporating the Professional Code of conduct

Trainee Disciplinary policy

Whistleblowing policy

Absence policy

Academic Appeals policy

Academic Misconduct policy

Criminal Convictions policy

Dignity at Study policy

Equality & Diversity policy

Fitness to Practice policy – *all trainees are to declare any disability to enable Billericay Educational Consortium to make any reasonable adjustments*

Fitness to Study policy

General Data Protection Regulations policy

Trainee Complaints policy

The Internet Code of Conduct

The Social Media Code of Conduct

Policy updated July 2021