Transform Trust - Safeguarding Strategy 2023-26

Vision – To become a Trust of exemplary safeguarding practice across all schools

"At Transform we are deeply committed to raising standards and achievement for all children regardless of ethnicity, race or gender. If children are to achieve academically, socially and emotionally to the best of their ability, it is essential that their basic needs for safety, protection and inclusion are successfully and confidently addressed. All children have a fundamental right to be protected from harm, attend school and have their specific individual needs met", Transform's Guardians.

Our strategy has been formed using eight key principles and is designed to ensure that our people and resources are directed towards the right objectives, that key roles and responsibilities across our Trust are clearly set out and that individuals are held to account, and that our values are at the heart of all our work.

Governance, Leadership and Management

Lessons Learned

Planning for Prevention

The Rich Picture

A Strategic Approach To Safeguarding

Recording and Case Management

People and Teams

Working with Others

Information Management

Transform Values

Equity

Creativity

Kindness

Respect

Principle 1: Governance, Leadership and Management

Objective	Success Criteria
1. To ensure there is a clear accountability framework for safeguarding across the Trust and its schools enabling effective reporting at all levels.	• Trustees and Governors are kept informed of the high priority safeguarding risks and issues across the Trust. • The Trust and Governors are able to accurately identify the safeguarding threats/risks that are impacting on our children and families. • Our safeguarding policies, systems, procedures & practice are consistent. • The Trust and schools are compliant with statutory expectations outlined in Keeping Children Safe in Education and Working Together to Safeguard Children. • Leaders and managers are held appropriately account for safeguarding with clear reporting structures at school, Trust, local governing bodies and a Trustee level.

Principle 2: Planning for Prevention

Objective	Success Criteria
2. To enable cultures, practice and environments that keep children safe.	• All staff are appropriately trained in their respective safeguarding roles and/or responsibilities. • There a culture of vigilance *'it can happen here'* that focuses on early intervention and prevention and is it evident in all schools. • Schools have a contextualised safeguarding approach to identifying and preventing extra-familial harm, including child-on-child abuse.

Transform Trust - Safeguarding Strategy 2023-26

Principle 3: Recording and Case Management	
Objective	**Success Criteria**
3. To put mechanisms in place to ensure safeguarding practice is secure and robust.	• The Trust uses a single system for recording and case managing safeguarding concerns. • Provide all staff with the information to understand what is a safeguarding concern ensuring consistent practice across the Trust for recording concerns. • DSLs and safeguarding colleagues support and advise staff and children on safeguarding concerns.
Principle 4: People and Teams	
Objectives	**Success Criteria**
4a. To regularly review the work of Guardians Group to ensure continued best practice. 4b. To have identified routes of support and guidance for safeguarding colleagues across the Trust.	• Our Guardians Working Groups provide opportunities for Trust and school staff to meet regularly to collaborate, share and learn and continually develop practice for our vulnerable children. • Our Guardians closely monitor and review safeguarding data and incidents involving vulnerable children. • The Trust Centre team is appropriately resourced to provide advice, support and challenge to schools. • Safeguarding colleagues access and utilise a range of options for support including Trust supervision.

Principle 5: Working With Others

Objective	Success Criteria
5. To ensure there is effective communication both within the Trust and with external agencies.	• Our Guardians Groups provide opportunities for Trust and school staff to meet collaborate, share, learn and continually develop practice for our vulnerable children. • Our Guardians closely monitor and review safeguarding data and incidents involving vulnerable children. • Our Guardians have developed 'panels' in which to review particular aspects of safeguarding and communication. • There are briefings for Safeguarding Governors and Governor visits are reviewed for common themes and/or trends which are shared across the Trust. • There are good links with the appropriate external safeguarding agencies to support escalation processes.

Principle 6: The Rich Picture

Objective	Success Criteria
6. To develop effective systems in which to collate, monitor and review safeguarding data.	• The Trust has a number of single systems that provide an aggregated view of safeguarding trends across the Trust which is reported to Guardians and Trustees. • Safeguarding data is regularly analysed, reported and discussed at all levels. • The Trust and its schools regularly consults with the school community and other key stakeholders to identify safeguarding trends and issues.

Principle 7: Information Management	
Objective	**Success Criteria**
7. To secure personal and special category data.	• All safeguarding records are stored safely, securely and comply with GDPR and the Data Protection Act 2018. • Those responsible for safeguarding files both within the Trust and schools are sufficiently trained in the management of safeguarding data. • The Trust's Data Protection Officer provides advice and support for any subject access requests related to safeguarding.
Principle 8: Lesson Learned	
Objective	**Success Criteria**
8. To ensure there is a clear approach to quality assurance for safeguarding across the Trust.	• The Trust has a systemic approach to conducting audits and reviews within and across schools and the Trust on all aspects of safeguarding. • There is a formal process for identifying 'lessons learned' to support the professional development of staff across the Trust, including learning from 15 Day Rapid Reviews and National Serious Case Reviews. • External inspections confirm safeguarding is effective.

Transform Trust - Safeguarding Strategy 2023-26

Transform Trust – Safeguarding Teams, Structures and Systems
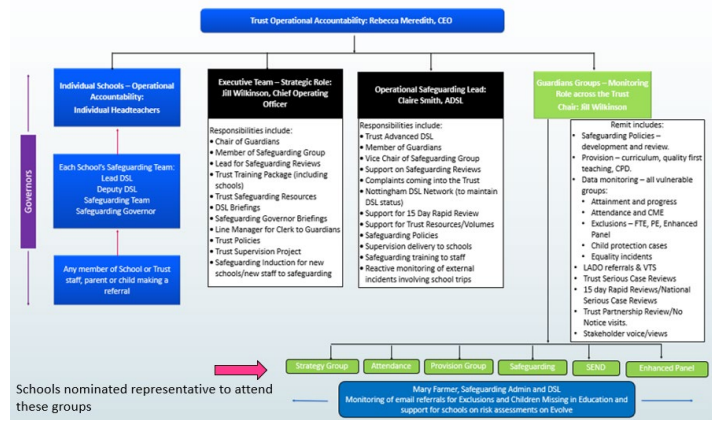
Transform Trust – Safeguarding Team

Dame Susan Jowett, Safeguarding Trustee		Monitoring – support and challenge
Rebecca Meredith, CBE, Chief Executive Officer		Accounting Officer – ultimate accountability for safeguarding
Jill Wilkinson, Chief Operating Officer		Chair of Guardians. Strategic overview of safeguarding
Claire Smith, Trust Operational Safeguarding Lead		First point of contact for schools on safeguarding queries. Operational counterpart to Chair of Safeguarding Working Group. Trust Supervision
Emma Hampton		Director of Inclusion – all vulnerable groups. Operational counterpart to Chair of Provision and Attendance Working Groups. Chair of Enhanced Provision Panel. Chair of SEND Network
Mary Farmer		Safeguarding Administration for all Guardians Working Group. Support to Operational Safeguarding Lead
Seth James, William Booth, Tracy Morris, Ravensdale Junior		Trust Supervision Team. Confidential service offered to all DSLs and SENDCos
Rachel Hannon, Trust HR Director		Safer recruitment. HR Policies. Safeguarding matters related to staff/adults

myconcern	Single system for reporting concerns and used to conduct Trust follow-ups/audits. THE SAFEGUARDING COMPANY
ScholarPack	Single MIS system schools and used by the Trust to track attendance
Assembly	Single MIS system for the Trust and used to make comparisons across schools, year groups, national averages etc.
SSS LEARNING	Single online CPD certified training system used by all schools for a wide range of safeguarding modules. Used to compliment schools own safeguarding internal contextualised safeguarding.
EVOLVE	Single online risk assessment system for all school trips and residentials. Used by the Trust to incidents and safety of children and staff.

Transform's Guardians
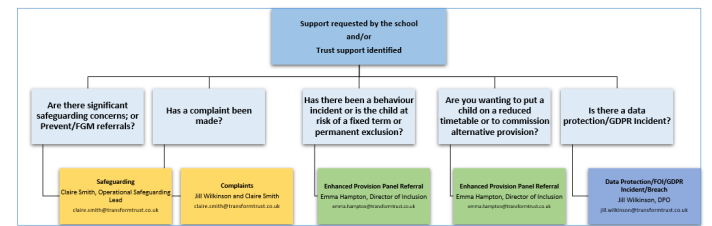
Strategic Group – Jill Wilkinson		Overview of all Working Groups. Policy and procedures. Data. Actions and recommendations for Working Groups
Child Watch Meetings – Jill Wilkinson		Focused on high profile children causing concern
Attendance Group – Shaun Farrington, HT Burford Primary		Policy development. Attendance Reviews. Persistent Absence. Severe Persistent Absence. Penalty Notices – approach. Practice and procedures
SEND Network – Emma Hampton		Policy development – SEND, Information Report, Accessibility plans. Identification and provision. QFT and curriculum. Budgets, HLN and EHCPs
Enhanced Provision Panel – Emma Hampton		To reduce suspensions. Schools present their children most at risk of permanent exclusion. Panel assess and review all 'tried' strategies and offer recommendations and follow up. Agree, support and/or challenge reduced timetables
Safeguarding Group – Matt Barnham		Safeguarding Policies – review & development. Procedures and systems – review & development. Supervision. Risk assessments. Training. DSL themes
Provision Group – Zoe Cannon, HT Ravensdale Junior		Curriculum provision – vulnerable groups (PP, SEND, EAL, N2E, POC). Self-evaluation tool for schools for each group. Quality First Teaching (QFT). Data monitoring – vulnerable groups. CPD
HR Safeguarding Rachel Hannon		Safer recruitment – policy and procedures. Trust and schools - single central records. Allegations against staff – LADO referrals. Personal contact (formerly violence to staff)

Trust Central Team – all Guardians of Safeguarding

Full size versions of these documents are available.

Transform Trust organisational accountability chart

Schools nominated representative to attend these groups

Transform Trust School Safeguarding Pathway of Support, v2 February 2023

Safeguarding Support Intent	Complaints Support Intent	Enhanced Provision Panel Support Intent	Enhanced Provision Panel Support Intent	Data Protection/GDPR Support Intent
• To provide support to DSLs with safeguarding advice. • To support DSLs with external case conference preparation. • To support any Prevent or FGM referrals to external agencies. • To support escalation processes where deemed appropriate.	• To provide advice and determine whether school or Trust complaint. • To advise on appropriate process if school complaint. • To investigate and respond to any Trust complaint. • To support schools with any LA, ESFA or Ofsted Complaints.	• To provide advice on behaviour strategies. • To support schools with children who are at risk of exclusion or who have had a fixed term exclusion. • To ensure provision meets the needs of children at every level, therefore reducing the need for exclusion. • To provide schools with a process for self-review and reflection on provision. • To share best practice.	• To support schools with children who they wish to put on a reduced timetable. • To support schools with commissioning alternative provision • To ensure there are clear expectations and exit strategies in place.	• To provide advice on data protection queries. • To advise on whether there has been a breach and actions needed. • To contact the ICO on any confirmed data protection breaches. • To share practice.
Report to Trust via: • Prevent/FGM concerns or referrals concerns email CS at point of concern.	Report to Trust via: • Email to CS/JW upon receipt. • Email CS/JW re any Ofsted/LA complaints prior to responding.	Report to Trust via: • Email intent to attend Panel to MF. • Suspensions reported via: https://www.surveymonkey.com/r/BHB87QW	Report to Trust via: • Email intent to attend Panel to MF for reduced timetable. • Complete proforma for reduced timetable: https://www.surveymonkey.co.uk/r/KGCQBH/	Report to Trust via: • Email to JW same day as incident.