EAST SCITT

DEVELOPING TEACHERS OF THE FUTURE

Safeguarding Policy

Approved by: Strategic Committee	**Date:** 17th July 2024
Author: Kerensa Carrick **SCITT Director**	
Drafted:03/05/2023 **Last reviewed on: 8th May 2026**	
Next review due by:	

Purpose:

The purpose of this safeguarding policy is to ensure that every child is safe and protected from harm.

This policy will

- Give clear direction to trainees, staff, governance members, volunteers, applicants and visitors about the expected behaviour and our legal responsibility to safeguarding and promote the welfare of all children in our partnership schools
- Ensure that EAST SCITT complies with its statutory duties under current legislation and guidance which includes; Keeping Children Safe in Education (2025), Working Together to Safeguard Children (2026) and local procedures put in place by the Suffolk Safeguarding Partnership.

This policy will be reviewed annually and will be made available publicly via the EAST SCITT website.

The aims of this policy are:

• To support the trainee in ways that will foster security, confidence, and independence

• To provide an environment in which the trainees feel safe, secure, valued and respected, and feel confident, and know who to approach if they are in difficulties, believing they will be effectively listened to

• To raise the awareness of the need to safeguard pupils in their placement school, other trainees and staff and the responsibilities in identifying and reporting causes for concerns, such as possible cases of abuse

• To provide a systematic means of monitoring trainees known or thought to be at risk of physical and mental harm and ensure the SCITT contributes to any support needed

• To emphasise the need for good levels of communication

• To develop a structured procedure within the SCITT to be followed by all members of our

community in cases of suspected abuse

• To develop and promote effective working relationships with other stakeholders

• To ensure that all staff working within EAST SCITT who have substantial access to our trainees have been checked as to their suitability, including verification of their identity, qualifications, and a satisfactory DBS check. A single central record is kept for audit.

We ensure that:

All members of the SCITT understand and fulfil their responsibilities to ensure that:

• Our trainees have read the Part 1 and Annex A of Keeping Children Safe in Education as well as the Child Protection, Prevent, Health and Safety, Equality and Diversity policies, Safeguarding

Policy along with the Staff behaviour / Code of Conduct as part of their induction at both placement schools

• Safer recruitment procedures are in place – refer to the Recruitment Policy

• Procedures are in place for dealing with allegations of abuse against staff, other trainees and to make a referral to the DBS if a person in regulated activity has been dismissed or removed due to safeguarding concerns, or would have had they not resigned

• A senior leader in the EAST trust has Lead Safeguarding responsibility

• Enhanced DBS checks are in place.

Additionally, the SCITT ensures that trainees:

• Are provided with safeguarding and child protection awareness information at induction

• Know who the designated safeguarding lead (DSL) in their host school is and how to

report concerns

• Have safeguarding and child protection awareness training to maintain their understanding of the signs and indicators of abuse in induction training

• Know how to respond to a pupil, trainee or colleague who discloses abuse.

The SCITT supports all trainees and staff by:

• Encouraging self-esteem and self-assertiveness, in our professional relationships, whilst

not condoning aggression or bullying

• Liaising and working together with all other support services

• Notifying authorities as soon as there is a significant concern.

Records and Information Sharing

Where there are concerns about the safety of a trainee or member of staff, the sharing of information in a timely and effective manner between organisations can reduce the risk of harm. Whilst the Data Protection Act 2018 and GDPR places duties on organisations and individuals to process personal information fairly and lawfully, and to keep the information they hold safe and secure, it is not a barrier to sharing information where the failure to do so would result in a vulnerable adult being placed at risk of harm. Similarly, human rights concerns, such as respecting the right to a private and family life would not prevent sharing where there are real safeguarding concerns. Fears about sharing information cannot be allowed to stand in the way of the need to safeguard and promote the welfare of trainees or staff at risk of abuse or neglect. Personal data should not be shared where the 'serious harm test' is met i.e. where releasing data will or may result in harm to the person. In these cases, independent legal advice should be sought.

Well-kept records are essential to good safeguarding practice. Any member of staff receiving a concern, a disclosure of abuse or noticing signs or indicators of abuse, will make an accurate record as soon as possible, noting what was said or seen (giving the date, time, and location). All records will be dated and signed and will include the action taken. This is then presented to one of the Designated Safeguarding Leads, who will decide on appropriate action and record this accordingly.

Supporting Staff

We recognise that staff working in the school who have become involved with a trainee or member of staff who has suffered harm or appears to be likely to suffer harm may find the situation stressful and upsetting. Therefore, we will support such staff by providing an opportunity to talk through their anxieties with the DSLs and to seek further support as appropriate.

Allegations against SCITT or school staff

All SCITT staff should take care not to place themselves in a vulnerable position with a trainee. It is always advisable for interviews to be conducted in view of other adults.

We understand that a trainee may make an allegation against a member of staff. If such an allegation is made, or information is received which suggests that a person may be unsuitable to work with Trainees, the member of staff receiving the allegation or aware of the information, will immediately inform the SCITT Director, Kerensa Carrick.

If the allegation made to a member of staff concerns the Director, the person receiving the allegation will immediately inform the CEO of EAST Trust, Angelo Goduti.

Whistleblowing

We recognise that trainees cannot be expected to raise concerns in an environment where staff fail to do so. All staff should be aware of their duty to raise concerns with SCITT Director, Kerensa Carrick.

Whistleblowing regarding the Director should be made to the CEO of EAST Trust, Angelo Goduti.

Physical Intervention

We acknowledge that staff must only ever use physical intervention or restraint as a last resort, when a trainee is endangering him/herself or others, and that always it must be the minimal force necessary to prevent injury to another person. Such events should be recorded and signed by a witness.

Anti-Bullying

We acknowledge that to allow or condone bullying may lead to consideration of safeguarding issues. This includes all forms e.g. cyber, racist, homophobic and gender related bullying. We do not tolerate any harmful behaviour and will take swift action to intervene where this occurs.

This policy should be read in conjunction with EAST SCITT's:

• Inclusion, Equality and Diversity Policy

• Recruitment and Selection Policy

And EAST's:

• Whistleblowing Policy.

Review date for the policy

This Policy will be reviewed and agreed by the Strategic Committee annually.