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# SAFEGUARDING COMPLIANCE IMPROVEMENT PLAN 2022-2023

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JULY 2023

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RAEDWALD TRUST

## Safeguarding Compliance Improvement Plan

### 1. Academy Priorities, Areas for Development (AfD), Key performance Indicators (KPI) Summary 2022-2023

#### Priority 1: Enabling inspirational leadership and management

AFD	Area for Development	KPIs	Actions	Evaluation RAG					
				1/6	2/6	3/6	4/6	5/6	6/6
1.5	Strengthen the framework of Trust and Academy policies and procedures that meet statutory requirements, take account of local contexts, and support ethical accountability measures	<ul style="list-style-type: none"> <li>- Trust level review of key policies to ensure compliance with statutory guidance.</li> <li>- Updated policies available and accessible to all via RT website.</li> <li>- RT staff team aware of updated statutory guidance and their responsibilities within these.</li> <li>- RT website updated to outline to parents&amp;carers/ stakeholders/external agencies how the Trust manages safeguarding.</li> </ul>	<ul style="list-style-type: none"> <li>- KCSIE &amp; Safeguarding updates delivered to all staff on PD Day 01/09/22.</li> <li>- Presentation above available on SharePoint for staff to revisit/read if non-attendance on PD Day.</li> <li>- Safeguarding and Child Protection policy for each Academy updated in line with KCSIE 2022 and other statutory guidance.</li> <li>- All staff required to sign to say they have read and understood: KCSIE 2022, Sg&amp;CP policy, RT H&amp;S policy and manual, RT Code of Conduct and Staff Handbook. Signature sheet retained in Academy safeguarding evidence file.</li> <li>- All staff required to complete RT Safeguarding Quiz; completed quizzes checked for</li> </ul>						

			understanding, addressed to rectify misunderstanding, then retained in Academy safeguarding evidence file.						
			- 'How we manage safeguarding' updated on RT website.						
1.6	Maximise opportunities offered by investment in digital capability to increase effective, agile, working practices across the trust.	- Regular review of digital reporting mechanisms for safeguarding and storage of electronic restricted information, to ensure in line with statutory requirements and continued use of correct/updated terminology with regards to safeguarding terms and references	- Continued review of new/updated Government guidance to ensure recording systems are in line.						
			- Ongoing review of RT Safeguarding slip template on School Pod as/when safeguarding disclosures are reported to ensure safeguarding categories encompass all categories reported to ensure accurate reports can be produced. - Liaison with LL (PA) to amend/update School Pod as required. - Continued liaison with safeguarding teams within Academies to ensure accurate reporting and categorisation on School Pod.						

## Priority 2: Delivering High Quality Learning

AFD	Area for Development	KPIs	Actions	Evaluation RAG					
				1/6	2/6	3/6	4/6	5/6	6/6
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## Priority 3: Securing Safe and Energising Learning Environments

AFD	Area for Development	KPIs	Actions	Evaluation RAG					
				1/6	2/6	3/6	4/6	5/6	6/6
3.1	Institutionalise exemplary, standardised, safeguarding practices, compliant with statutory requirement and mutually strengthening procedures within and beyond the trust	<ul style="list-style-type: none"> <li>- DSL's and DDSL's are fully trained to the same standard. Training is updated every 2 years in line with statutory guidance.</li> <li>- DSL's and DDSL's across the Trust are competent in RT Safeguarding and RT Restricted logging on School Pod.</li> <li>- This practice and competency is replicated by the rest of the staff team who accurately and promptly record safeguarding concerns, as per written guidance and requirements.</li> <li>- Staff falling under the required standards are identified, supported and practice improved.</li> <li>- Safeguarding concerns are addressed promptly, with</li> </ul>	<ul style="list-style-type: none"> <li>- All staff trained to know how to use the systems effectively.</li> <li>- Guidance accessible to all staff via their front page of School Pod to confirm recording expectations.</li> <li>- Safeguarding records regularly scrutinised by safeguarding teams, along with TS&amp;CL to ensure compliance with expected standards across MIS.</li> <li>- Additional support sought from safeguarding team and/or Trust Safeguarding and Compliance Lead (TS&amp;CL) if required.</li> <li>- Intervention plan put in place if/when practice falls short of expectations – TS&amp;CL will address with DSL/DDSL who will speak with staff member.</li> </ul>						

		appropriate follow up action being taken and recorded. - Every safeguarding slip is scrutinised by the Academy safeguarding team alongside the TS&CL	- All staff undertake regular safeguarding and child protection training whereby the importance of accurate and prompt recording is explained and reinforced.						
			- Safeguarding panel meetings held weekly in each Academy, attended by Academy safeguarding team and TS&CL to ensure prompt and appropriate action taken. Safeguarding slips only closed within this forum with everyone's agreement. - TS&CL will work closely with safeguarding teams to escalate cases as required.						
			- Regular safeguarding updates shared with DSL's/DDSL's and staff teams, as appropriate.						
			- TS&CL fully aware of the most complex pupils with regards to safeguarding and works closely with the safeguarding team and external agencies as appropriate.						
			- Implementation of Welfare and Safeguarding LAPS.						
			- 'Safeguarding walks' on Academy sites.						

**Priority 4: Empowering Supportive, Skilled and Nurturing Staff**

AFD	Area for Development	KPIs	Actions	Evaluation RAG					
				1/6	2/6	3/6	4/6	5/6	6/6
4.2	Invest in colleagues across the trust through a system of professional development aligned to the RT Appraisal Procedures KPI's	<ul style="list-style-type: none"> <li>- Thorough and robust safeguarding training programme in place for all staff.</li> <li>- DSLs/DDSL's fully compliant in line with statutory training requirements.</li> <li>- Welfare and Safeguarding LAPS in post with specific responsibilities.</li> <li>- DSL/DDSL's attend external agency webinars/training to further enhance knowledge and practice – training beyond statutory requirements.</li> </ul>	- Regular Safeguarding and Child Protection training undertaken by all staff.						
			- Additional online training undertaken by all including: online safety, FGM, child-on-child abuse.						
			- DSL's/DDSL's undertake DSL training every two years, as well as Working Together to Safeguarding Children training every three years.						
			- Regular updates to safeguarding teams and wider RT staff to highlight changes to national policies/guidance; update knowledge.						
			- Welfare and Safeguarding LAPS appointed.						
			- Enhanced safeguarding training for appointed Welfare and Safeguarding LAPS, with support from TS&CL.						
			- DSL/DDSLs given opportunities to attend webinars/trainings run						

			by external agencies (such as SSP/NCDV/Area Network Forums) to improve knowledge/practice.							
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**Priority 5: Forging Focused Partnerships and Collaborations Benefitting Pupil Outcomes**

AFD	Area for Development	KPIs	Actions	Evaluation RAG					
				1/6	2/6	3/6	4/6	5/6	6/6
5.4	We will learn from best practice, research and enquiry from other settings, schools and education systems in the UK and other countries (actively participate with national and regional education networks)	<ul style="list-style-type: none"> <li>- Enhanced knowledge and use of multi-agencies both locally and nationally.</li> <li>- Attendance and participation in SSP Forum.</li> <li>- Attendance at national conferences/forums.</li> </ul>	- TS&CL further expand multi-agency network through attending webinars, trainings and disseminating information as appropriate.						
			- Attendance at the Safeguarding Children 2023 conference in London.						
			- Attendance and participation in the SSP Safeguarding Professional Development Forum Nov 2022.						
			- Attendance of multi-agency professionals at Trust Safeguarding Group meetings as guest speakers to share updates regarding their service with safeguarding representatives from Academies.						
			- Attendance and completion of MAT DSL's CPD Programme.						

			- Visit to other AP MAT's.	Red	Red	Red	Red	Red	Red
			- Joining a national body for safeguarding.	Red	Red	Yellow	Yellow	Yellow	Yellow

**2. Monitoring and evaluation of the action plan**

In order to ensure rapid progress towards these outcomes the actions and KPIs will be monitored in the following way:

a. Academy based monitoring, including Quality of Education Committee

*The school based lead for each of the AFDs in the plan will have overall responsibility for the implementation of the action plan for that priority. The lead will RAG the completion of the actions as follows:*

- *RED: the action is not yet started and/or there is a high risk of slippage or non-completion.*
- *AMBER: the action has started though not yet completed, there is some slippage but not cause for concern.*
- *GREEN: the action is fully complete as specified*

*Completion of the actions is intended to lead to the impact as outlined in the KPIs.*

*The Head Teacher will RAG rate each area for the CEO.*

b. Trust based monitoring

*The CEO will receive a progress report on the action. There will be an evaluation of progress towards the success measures of each AFD. On a cycle across each meeting the academy based leads will present the evidence of impact to the Head Teacher for scrutiny by the CEO and Trust Board. The success measures will be communicated to the Quality of Education Committee.*