DIOCESE OF WORCESTER MULTI ACADEMY TRUST

TO LOVE | TO LEARN | TO SERVE

STATEMENT REGARDING CHILD PROTECTION AND SAFEGUARDING IN DOWMAT ACADEMIES

2026-2027

MAT Board Approval:	
Last Review:	May 2026
Next Review:	Summer 2027
Member of Staff Responsible:	CEO/DoE

DoWMAT Vision and Values

Our Vision

DOWMAT's vision is to foster an inclusive, nurturing environment where everyone flourishes - academically, spiritually, and personally. Rooted in Christian values, we prioritise the vulnerable, promote work-life balance, and strive to deliver exceptional education, while celebrating each academy's unique identity—reflecting the fullness of life promised in John 10:10.

'To love, to learn, to serve - through collaboration, honesty, and hope.'

Our Values

Love

We are committed to **Compassion and Care**: As Christ commands, we strive to love one another deeply, fostering empathy, respect, and kindness. We create a culture where we genuinely care for each other, supporting personal, professional and spiritual growth, as we walk in His love.

Learn

We are committed to **Continuous Growth and Wisdom**: Following the call to grow in knowledge and understanding, we cultivate a culture of curiosity, adaptability, and continual improvement. We encourage all to seek wisdom and learning, guided by God's truth, that we might serve more effectively.

Serve

We are committed to **Service and Impact**: Inspired by Christ's example of humble service, we dedicate ourselves to serving others, contributing to the well-being of our schools, communities, and beyond, bringing His light and love into all we do.

Collaboration

We are committed to **Unity in Purpose**: We value working together in mutual respect, knowing that through collaboration, we can have a greater impact supporting each other to achieve our shared vision.

Honesty

We are committed to **Integrity and Truth**: Following Christ's call to live in truth, we foster a culture of honesty, transparency, and trust, ensuring that our actions reflect His integrity in all dealings, upholding the highest ethical standards.

Hope

We are committed to **Inspiring Hope and Faith**: As bearers of Christ's hope, we instil in every individual the belief in their God-given potential to achieve great things, trusting in His plan to bring good out of all circumstances, and inspiring hope for a future filled with His promises.

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1. POLICY STATEMENT

1.1. The Diocese of Worcester Multi Academy Trust (DoWMAT) fully recognises its moral and statutory responsibilities for safeguarding and promoting the welfare of children and thus is fully committed to safeguarding and promoting the welfare of all the pupils and staff within the academy trust and expects all staff and volunteers to share this commitment.

1.2. The Trust recognises its statutory duty under Working Together to Safeguard Children (2026) to work collaboratively with safeguarding partners, ensuring timely information sharing, joint decision-making, and active participation in multi-agency safeguarding arrangements.

1.3. The Diocese of Worcester Multi Academy Trust expects that everyone working within the Trust academies will contribute to the creation of an environment in which all children and adults have an equal right to protection regardless of gender, religion, ethnicity, sexual identity or culture.

1.4. The Diocese of Worcester Multi Academy Trust requires members of the academy trust to maintain an open mind and an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child, staff members should always act in the interests of the child.

1.5. The Diocese of Worcester Multi Academy Trust expects that all adults within the academy community are aware that they have an equal responsibility to act on any suspicion or disclosure that may suggest a child is at risk of harm at home, in the community or in the academy. Anybody can make a referral although reporting procedures should be established in the academy to ensure information is shared with the key safeguarding and child protection staff at the academy as soon as possible after any concern arises.

1.6. The Diocese of Worcester Multi Academy Trust expects that all DSL and DDSLs have regular supervision (at least termly) and this is documented on the safeguarding system.

1.7. The Diocese of Worcester Multi Academy Trust expects that all academy staff are regularly learning from serious case revies and anonymised cases to ensure unconscious bias and professionally curiosity is always challenged.

1.8. The Diocese of Worcester Multi Academy Trust expects that each academy will follow the guidance provided by the Worcestershire Safeguarding Children Partnership (WSCP)/ Dudley Safeguarding People Partnership (DSPP) and Local Authority children's services departments.

1.9. The Diocese of Worcester Multi Academy Trust expects that each academy will escalate concerns to:

Worcestershire Safeguarding Children Partnership (WSCP)

Escalation Policy (Professional Resolution & Escalation):
https://www.safeguardingworcestershire.org.uk/children/professionals/professional-resolution-and-escalation-policy

Dudley Safeguarding People Partnership (DSPP)
Escalation / Professional Challenge Policy:
https://www.dudleysafeguarding.org.uk/escalation-policy

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1.10. The Diocese of Worcester Multi Academy Trust will nominate a senior officer as the Designated Safeguarding Lead Officer and nominate a Director as having particular responsibility for safeguarding matters.

2. DEFINITIONS

2.1. Safeguarding and promoting the welfare of children refers to the process of protecting children from maltreatment, preventing the impairment of health or development, ensuring that children grow up in circumstances consistent with the provision of safe and effective care and taking action to enable all children to have the best outcomes.

2.2. Safeguarding includes protecting children from emerging harms such as online-enabled exploitation, AI-generated sexual imagery, criminal exploitation through digital platforms, and serious youth violence, in line with *Working Together to Safeguard Children (2026)*.

2.3. Child protection refers to the processes undertaken to protect children who have been identified as suffering, or being at risk of suffering significant harm.

2.4. Staff refers to all those working for or on behalf of the academy, full time or part time, temporary or permanent, in either a paid or voluntary capacity.

2.5. Child includes everyone under the age of 18 (including staff or volunteers under that age).

2.6. Parent refers to birth parents and other adults who are in a parenting role, for example stepparents, foster carers and adoptive parents.

3. AIMS OF THE SAFEGUARDING STATEMENT

3.1. To establish the commitment of the Diocese of Worcester Multi Academy Trust to promoting good safeguarding and child protection practices throughout the Trust and Trust academies.

3.2. To set out the requirements that every academy within the Diocese of Worcester Multi Academy Trust must:

- Ensure the academy Child Protection and Safeguarding Policy is updated annually to include any updates in Keeping Children Safe in Education (KCSIE).
- Ensure a senior leader is nominated as Designated Safeguarding Lead (DSL) who has received appropriate training and support for this role.
- Ensure the DSL has undertaken annual DSL training, Get Safe Training, Safer recruitment, SCR, Operation Encompass and Prevent training.

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- Ensure the job description for the DSL clearly delineates the role and responsibilities of this post.
- Ensure the DSL provides strategic leadership of safeguarding, including oversight of safeguarding data, patterns, and trends, and ensures timely escalation to safeguarding partners where concerns persist.
- Ensure the DSL maintains up-to-date knowledge of emerging risks including AI-enabled grooming, deepfake imagery, and online criminal exploitation.
- Ensure safer recruitment includes enhanced identity verification, mandatory online searches, and appropriate overseas checks.
- Ensure there are clear lines of communication between the DSL and the member of staff with responsibility for Attendance and vulnerable groups including special educational needs.
- Ensure it has at least one member of staff who will act in the absence of the DSL (Deputy DSL) who has received appropriate training and support for this role.
- Ensure appropriate supervision is in place to support the DSL and all Deputy DSL's.
- Ensure the Single Central Record is kept up to date, password protected and that two staff can access the SCR and have had SCR training. Staff files are to include photo identity and is compliant with MAT Guidance. See Appendix 1.
- Ensure a record of training attended by members of staff, Governors and volunteers is kept in line with KCSIE and is fully compliant by the end of September each academic year.
- Ensure all certificates of training received by the DSLs, staff and Governors are retained centrally.
- Ensure all staff (including new members of staff) sign to say they have read and understood the following MAT / academy policies: Whistleblowing, Child Protection and Safeguarding, Code of Conduct, Health and Safety and Online Safety.
- Ensure the Local Academy Board nominates a member to be responsible for safeguarding children and liaise with the DSL and / or Headteacher in matters relating to safeguarding.
- Ensure the Local Academy Board member responsible for safeguarding has annual safeguarding training alongside other members and additionally, safer recruitment, single central record training and Prevent training.
- Ensure volunteer recruitment follows the DoWMAT volunteer handbook and evidence is collated in a volunteer file which includes an application form, two references, interview and safeguarding training.
- Ensure safer recruitment processes are rigorous for staff and volunteers and social media searches are undertaken. All aspects of the recruitment should be stored in the personnel files.

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- Ensure there is a named attendance champion and regular attendance analysis for all groups.

- Ensure robust daily attendance monitoring is in place, with rapid follow-up for unexplained absence and clear escalation pathways for children missing education, in line with KCSIE.

- Ensure every member of staff (including temporary, supply staff and volunteers) and the Local Academy Board knows the name of the DSL/DDSLs and understands their role.

- Ensure that the DSL and/or a Deputy DSL is always available during school hours and has made adequate and appropriate cover arrangements for any out of hours/out of term time activities.

- Ensure there is a separate page on the academy website entitled Child Protection and Safeguarding which includes the latest Child Protection and Safeguarding Policy, reminds all that Safeguarding is everyone's responsibility and provides the name and contact details of the DSL, the LAB member responsible for Safeguarding and each Deputy DSL.

- Ensure all staff and volunteers have read (and signed to confirm) the school Safeguarding / Child Protection Policy including its Appendices, Part 1 and Annex A of Keeping Children Safe in Education, the school's Code of Conduct and Working Together to Safeguarding children.

- Ensure all staff and volunteers understand their responsibilities in recognising and responding to signs of abuse, neglect, and emerging safeguarding risks. This includes issues such as Female Genital Mutilation (FGM), Child Sexual Exploitation (CSE), Children Missing Education (CME), radicalisation and extremism, online harms, and other forms of exploitation. Staff should maintain professional curiosity and an attitude of 'it could happen here'.

- Ensure safeguarding practice considers risks outside the home, including peer-on-peer abuse, community influences, and violence against women and girls.

- Ensure all staff understand the distinction between allegations that meet the harm threshold and low-level concerns, and know how to report both

- Ensure all staff understand that information sharing for safeguarding purposes is a statutory duty and should not be delayed due to uncertainty or professional anxiety.

- Ensure that there are effective procedures in place to deal with any safeguarding issues which may rise and that these are embedded, shared and followed by everyone within the academy community.

- Ensure staff understand the Early Help process and their responsibility to identify emerging needs at the earliest opportunity, contributing to multi-agency Early Help assessments as required.

- Ensure staff understand that children with SEND are at a higher risk of bullying, exploitation and communication barriers.

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- Ensure the culture of safeguarding enables staff to question, challenge and show professional curiosity.

- Ensure the academy has appropriate training and system for recording all incidents of physical restraint and ensuring all parents are informed when physical intervention is used.

- Ensure all staff and volunteers understand their responsibility for referring any concerns to the DSL or Head Teacher in a timely manner and are aware that they may raise concerns directly with Children's Social Care Services if they believe their concerns have not been listened to or acted upon.

- Ensure the Designated Safeguarding Lead at the Multi Academy Trust is informed of any safeguarding or child protection issues or concerns relating to a Headteacher, LA Member, member of staff, volunteer or visitor or where staff feel there is significant risk to a child.

- Ensure staff new to the schools are informed of the safeguarding arrangements in place. They will be given a copy of the school Safeguarding / Child Protection Policy including its Appendices, Part 1 and Annex A of Keeping Children Safe in Education, the school's Code of Conduct and told who the DSL is, who acts in their absence and what this role includes.

- Ensure all volunteers, supply staff and regular visitors to the academy are told where the policy is kept, given the name of the DSL and deputy/ies and informed of the academy's procedures in reporting concerns.

- Establish a safe environment in which children and young people can learn and develop.

- Ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in the school prospectus and publishing its policy on the school website.

- Ensure that the duty of care towards its pupils and staff is promoted by raising awareness of illegal, unsafe and unwise behaviour and assist staff to monitor their own standards and practice.

- Ensure that the academy culture enables staff and volunteers to feel able to raise concerns about poor or unsafe practice and are aware of whistleblowing procedures, low level concern procedures, helplines and self-referral procedures.

- Be aware of and follow procedures set out by the DfE and the Worcestershire Safeguarding Children Partnership (WSCP)/ Dudley Safeguarding People Partnership (DSPP)and Local Authority children's services departments where an allegation of abuse is made against a member of staff or volunteer, including making a referral to the Local Authority Designated Officer (LADO).

- Ensure the academy undertakes an annual review of filtering and monitoring systems, including a risk assessment of digital technologies, and reports outcomes to the Local Academy Board in line with KCSIE 2025

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- Ensure that a referral is made to the Disclosure and Barring Service/Teacher Regulation Agency for if a person in regulated activity has been dismissed or removed due to safeguarding concerns, or would have been had they not resigned.

- Ensure that there are effective procedures in place to deal with any safeguarding issues which may rise and that these are embedded, shared and followed by everyone within the academy community.

- Ensure all staff and governors receive appropriate regular training on dealing with safeguarding and child protection issues and are aware of the wide range of indicators and types of abuse and what action to take if they have a concern. A record of this training must be retained centrally.

- Ensure all LAB members have read (and signed to confirm) the school Safeguarding / Child Protection Policy including its Appendices, Part 2 of Keeping Children Safe in Education and the school's Code of Conduct.

- Set out written standards on the expected conduct of staff and ensure all staff work safely and responsibly, monitoring their own standards and practices on a regular basis, avoiding any conduct which may lead someone to question their motivation or intentions.

- Raise awareness of safeguarding and child protection issues with the children or young people and equip them with the skills needed to keep themselves safe. Ensure the PHSE curriculum is rigorous and regularly monitored. Ensure regular pupil voice.

- Support children who have been abused or are vulnerable to abuse, this includes robustly tackling incidents of bullying and recording actions and pupil voice. Ensure a child on child policy is in place with a risk assessment.

- Ensure all children are taught how to protect themselves online and how to report online incidents through CEOP.

- Operate a lettings policy which ensures the suitability of adults working with children on school sites at any time.

- Ensure that community users organising activities for children are aware of, and understand the need for compliance with the school's child protection guidelines and procedures.

- Ensure letters of assurance are in place for all contractors and agency staff.

- Ensure a yearly safeguarding self-assessment is undertaken and safeguarding audit.

- Ensure filtering and monitoring checks are undertaken weekly and recorded with follow up actions.

- Ensure the DoWMAT safeguarding planner is followed.

- Ensure the academy have all policies related to safeguarding including: child on child abuse, social media, online safety, behaviour and anti-bullying.

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- Ensure regular supervision of the DSL and DDSL and a record of this is kept.

- Ensure the safeguarding system is regularly checked by the DSL and DDSL and a record is kept of case overviews.

4. ADDITIONAL MATERIALS AND FURTHER INFORMATION

- Children Acts 1989 and 2004
- Education Act 2002 and 2011
- Teachers' Standards
- *Working Together to Safeguard Children (2026)*
- *Keeping Children Safe in Education (2025)*
- *Guidance for Safer Working Practice for Those Working with Children and Young People in Education Settings*
- *Prevent Duty Guidance for Schools and Childcare Providers (2023)*
- *DfE Filtering and Monitoring Standards (2023)*
- *UKCIS Sharing Nudes and Semi-Nudes Guidance*
- *SEND Code of Practice (2015)*
- *Information Sharing Advice for Practitioners (DfE)*
- *UK GDPR and Data Protection Act 2018*
- *Serious Violence Duty (2022)*
- Local Safeguarding Partnership Thresholds and Escalation Procedures (WSCP / DSPP)

Appendix 1 MAT Guidance for the Keeping of Staff Personnel Files

Personnel Files should have the DoWMAT cover sheet and contain:

1. Application form
2. Photograph of staff member on inside of file
3. Personnel checklist*
4. Contract – To include offer/acceptance letters and contract
5. Job Description/s/person spec – Most recent on top
6. Payroll Information
7. ID Check and Qualifications – signed and dated
8. References x 2 or a risk assessment where references are missing
9. Induction
10. Interview
11. Advert
12. Correspondence
13. Online check
14. 128 check – governors and leaders
15. Prohibition order check (teachers)
16. Childcare disqualification declaration (anyone working with under 8's)

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17. Barred list check
18. Date DBS original disclosure certificate checked and following checks 3 yearly
19. Right to work in the UK
20. Further checks if lived/worked outside the UK
21. Medical screening form and date clearance received

**This information should match the academy single central record*.

Document History

Date	Author	Summary Changes	Approved by
01.05.2026	Vicki Shelley/Maggie Spence	Annual Review	Trust Board
29.06.2025	Maggie Spence	Annual Review	Trust Board
28.03.2025	Vicki Shelley/Maggie Spence	Annual Review	Trust Board
17.07.2024	Claire Davies/Maggie Spence	Annual Review	Trust Board
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