

Child Protection Policy – Executive Summary 2026/27

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Key principles

1. The policy is consistent with statutory guidance **Working Together to Safeguard Children (DfE 2026)** and **Keeping Children Safe in Education (DfE 2026)**; and multi-agency safeguarding procedures issued by the local multi-agency safeguarding partnership Warwickshire Safeguarding (WS) - <https://westmidlands.procedures.org.uk/> and Birmingham Safeguarding (BS) <https://westmids-birmingham.trixonline.co.uk/>
2. All staff and volunteers must read Part One of **Keeping Children Safe in Education 2026**. All SLT members and staff who work directly with children (e.g. teachers, teaching assistants, lunchtime supervisors, admin, pastoral support staff) must also read Part Five and Annex A.
3. All staff and volunteers must read the full child protection policy, staff behaviour policy (code of conduct) and behaviour policy before starting work with children. This document serves only as a brief reference point for staff, parents, governors and other stake holders.
4. The Designated Safeguarding Lead (DSL) for CEAT is Andrew Dickinson (all schools have their own named DSLs and deputy DSLs)
5. The deputy DSLs for CEAT are Jen Roberts, Claire Warren, Ben Elliott
6. The school's DSL will ensure that all staff and volunteers receive a robust induction into the school's safeguarding arrangements, which will include a requirement that they read the key statutory guidance and safeguarding policies including responses to children who are absent from education before starting work with children.
7. All trustees, governors, senior leaders, staff and volunteers have a responsibility to establish and maintain a culture of safeguarding in order to safeguard and promote the welfare of children effectively.
8. All staff and volunteers must have a full and active understanding of the full child protection policy – paying particular attention to sections concerning child protection procedures; definitions; impact and indicators of abuse, exploitation and neglect; and referrals - in order to safeguard children in our Trust effectively.
9. The Trust is committed to offering early support to those children who need it. Staff are trained and expected to be approachable; promote children's trust; vigilant; maintain a professional curiosity about children; and to record and report all concerns and issues that indicate a child may require early help or that there may be a safeguarding issue to the DSL without delay.
10. The DSL will consider all such concerns and issues and will make a judgement about whether to monitor the child's progress, discuss with parents/carers, provide pastoral care and support, offer early help or make appropriate referrals. The DSL will record actions, decisions taken, referrals that are made and the rationale for all decisions including decisions to make or not to make referrals. If early help is appropriate the DSL will keep the case under constant review.



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11. Staff recognise that some children are particularly vulnerable and therefore more likely to require early support or safeguarding. Those children include children with special educational needs, disabilities and some medical conditions; those who are looked after by a Local Authority, were previously looked after or have a social worker; children living in families experiencing adult substance abuse, adult mental ill health and/or domestic abuse; children showing signs of engaging in anti-social or criminal behaviour; children experiencing mental health difficulties; and children exposed to serious violence. Some children are also vulnerable to discrimination and maltreatment on the grounds of race, gender, ethnicity, religion, disability or sexuality (N.B. children who regard themselves or are perceived by other children as lesbian, gay, bi, trans or non-binary and children questioning their gender can be targeted by other children).
12. The trust/schools recognise that children who run away, go missing and/or are absent from school are potentially vulnerable to abuse, exploitation, offending and placing themselves in situations where they may suffer physical harm.
13. The trust/schools will therefore work proactively in partnership with parents/carers and other agencies to understand and improve absence and poor school attendance and address issues of children being absent (at any time of the day), running away and going missing from home as quickly as possible.
14. The schools have a duty to teach children about safeguarding and how to understand and recognise risk (online and offline) and the support available to them; as part of a 'broad and balanced curriculum.' Children are encouraged to report abuse or anything causing them any distress to a member of staff of their choosing. Each school has a personalised mechanism for reporting which is detailed in their child protection policy.
15. The trust/schools **whistleblowing** policy enables staff to raise concerns/allegations about the conduct of a colleague, visiting professional or any adult working in, with or on behalf of the school, initially in confidence, and for a sensitive enquiry to take place. Staff are expected to report all concerns about poor practice including any breach of the staff behaviour policy or possible child abuse by colleagues to the headteacher. Concerns or complaints about the headteacher should be reported to the CEO. Concerns or complaints about the CEO should be reported to the Chair of Trustees. Staff can also contact the Local Authority Designated Officer (LADO), who is responsible for the co-ordination of responses to allegations against people who work with children. For staff who do not feel able to raise concerns internally, relevant contact details for the LADO and also the NSPCC whistleblowing helpline 0800 028 0285 are displayed in the staff room.
16. All staff including the trust staff, headteachers, volunteers and trustees/governors will receive appropriate and regularly updated safeguarding and child protection training and at least annual updates to provide them with the requisite skills and knowledge to safeguard children. The DSLs will attend bespoke training for newly appointed DSLs and refresher training every two years. The DSLs will also update their knowledge and skills at least annually to keep up with any developments relevant to their role.
17. The trust/schools seek to ensure that only 'safe' staff and 'safe' volunteers are recruited to work with children at the school by following the statutory guidance and WS/BS and the trust's *Safer Recruitment* policies by embedding safeguarding in recruitment and induction processes and the ongoing management of staff and volunteers.
18. Child protection issues warrant a high level of confidentiality. Staff will ensure confidentiality protocols are adhered to and information is shared appropriately. Although staff will discuss day-to-



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day concerns about pupils with colleagues, they should report all child protection and safeguarding concerns to the DSLs, CEO or headteachers. However, any member of staff can contact and/or make a referral to Children's Social Care or the LADO if they believe that is the only effective way to safeguard a child.

19. All staff and volunteers must be mindful of specific requirements in relation to the use of technology including online behaviour; the taking and storing of images of children; and filtering & monitoring. Pupils are not allowed to have mobile phones in their possession during the school day – each school has their own procedures in place to manage this.
20. The DSLs are responsible for ensuring that all staff and volunteers have a meaningful awareness of a range of specific safeguarding issues as defined in paragraphs 29-46 and Annex A of *Keeping Children Safe in Education 2026*. In particular, staff need to understand issues and risks in relation to radicalisation, extremism and the promotion of fundamental British values; child sexual and criminal exploitation; child-on-child abuse; children who display sexually harmful or inappropriate behaviour including the sharing of 'nudes' and semi-nude images and videos of children; children questioning their gender; and honour and faith-based abuse including female genital mutilation and forced marriage.

Additional support is available from the

Warwickshire

Children & Families Front Door Education Lead on 01926 418608 or at MASHeducationlead@warwickshire.gov.uk or triagehub@warwickshire.gov.uk.

Birmingham

CASS contact details

Monday to Thursday 8.45am - 5.15pm and Friday 8.45am - 4.15pm

Phone 0121 303 1888 and select Option 2 then Option 2

Emergency out of hours - Phone 0121 675 4806

https://www.birminghamchildrenstrust.co.uk/info/3/information_for_professionals/311/i_need_professional_help_with