

SAFER RECRUITMENT IN SCHOOLS UPDATE

To: **Audit and Accounts Committee**

Date: 21.11.17

From:

Electoral Division(s): **All**

Purpose: Safer Recruitment Update

Key Issues: To update the Committee on the Schools Intervention Service monitoring of the Leadership of Safeguarding including safer recruitment in maintained schools

<i>Officer contact:</i>	
Name:	Chris Meddle
Post:	Senior Education Adviser
Email:	Chris.meddle@cambridgeshire.gov.uk
Tel:	01223 703564

1. BACKGROUND

- 1.1 Safer recruitment is a statutory safeguarding requirement for schools.

2. MAIN ISSUES

- 2.1 **The Committee requires assurances that Cambridgeshire maintained schools are compliant with statutory safer recruitment procedures and the wider leadership of safeguarding.**
- 2.2 **The Learning Directorate carries out regular safeguarding reviews in schools, which include a focus on safer recruitment.**
- 2.3 **To facilitate this the Learning Directorate Safeguarding and Safer Recruitment Report regularly to the Audit and Accounts Committee.**

3. EDUCATION ADVISER SAFEGUARDING REVIEWS

- 3.1 Sixteen new maintained school Headteachers have received a safeguarding visit so far this term with four to be completed in November. The main focus is to ensure that:
- employment and child protection files have been reviewed,

- that safer recruitment procedures are effective,
 - that the Single Central Record is compliant and
 - that the leadership of safeguarding is good.
- 3.2 33 schools have received a safeguarding review this term. 17 of these have been full safeguarding reviews and the rest have received a health check having had previous reviews.
- 3.3 According to our records only 16 remaining maintained schools who have not been recently inspected require a safeguarding review this term.
- 3.4 No major safeguarding issues have emerged from these reviews, but in a small number of cases there have been revisits to ensure that recommendations have been followed up. This is an improved position on a year ago and a significantly improved position on two years ago.
- 3.5 In addition to Safeguarding reviews, the service has carried out six Child Protection Safeguarding audits to ensure that this aspect of safeguarding is effective. Headteachers have found the recommendations helpful in improving their practice.
- 3.6 The School Intervention Service has devised an updated review tool to ensure that safeguarding in schools including safer recruitment is effective in schools. The review covers the OFSTED inspection framework and focuses significantly on safer recruitment as well as the wider culture of safeguarding. The review continues to scrutinise the school Single Central Record to ensure that it meets statutory requirements as well promoting good safeguarding practice within the school. The review also looks carefully at a range of employment files to ensure that they contain the statutory information required by keeping Children Safe in Education (2016) and that the files match the Single central record. This practice has been recently reviewed by a colleague in the LGSS audit team.
- 3.7 The School Improvement Service Area Senior Advisers plan the order for schools to be reviewed based on the OFSTED inspection cycle. It remains the aim of the team to review maintained schools before they are inspected. Some schools are reviewed as a result of emerging concerns and some schools have received health checks before inspection.
- 3.8 Academies can purchase a safeguarding review. One primary academy has been reviewed this term, a safeguarding review has been completed at an independent school at the request of the Local Safeguarding Children's Board Serious Case Review Panel and a review has taken place at the local Further Education Regional College.

4. OFFICE FOR STANDARDS IN EDUCATION, CHILDREN'S SERVICES AND SKILLS (OFSTED) OUTCOMES

- 4.1 Ofsted review the culture of safeguarding and judges how effectively the school keeps the children safe. Areas inspected include safer recruitment, the vetting and checking of volunteers, child protection, personal safety, online safety, prevent and site security.
- 4.2 One maintained school has received an ineffective judgements for safeguarding since the last report. This school was previously advised on the changes it needed to implement and did not follow that advice. An Education Adviser and the Schools Intervention Service have since ensured that the necessary changes were implemented and a recent monitoring visit has described safeguarding as effective.
- 4.3 Only a few OFSTED reports have been published this term and we are expecting more to be published by the end of November. Comments on school practice and Local Authority support have been very positive, for example:
- The Headteacher ensures that the culture of safeguarding is effective. The leader for e-safety is provided with time to take appropriate action and respond to any concerns that may arise about children keeping safe online. Effective work with parents and children is ensuring that the message of safety is communicated well, particularly around the use of mobile phones and cyber-bullying.
 - Pupils told inspectors that they feel safe at school. Adults teach pupils about keeping themselves and their peers safe through assemblies and in lessons. All pupils spoken to during the inspection spoke confidently about how they keep themselves safe when using the internet.
 - The local authority has been instrumental in providing the necessary expertise and guidance to improve all safeguarding records. It has checked that leaders and governors are creating a safe climate within the school. Training has been provided where necessary and reports show that the school has taken the necessary action to ensure that safeguarding is effective.

5. OFSTED COMPLAINTS

- 5.1 The Local Authority reviews safeguarding complaints about maintained schools, academies and independent schools received by Ofsted and passed on to the LA. These are followed up and the Director responds to Ofsted.
- 5.2 None of the safeguarding complaints received during this term have referred to safer recruitment.

6. THE LEADERSHIP OF SAFEGUARDING

- 6.1 The Schools Intervention Service have set up a comprehensive training programme for all schools on the Leadership of safeguarding (Appendix 1). This is provided on a traded basis. A poster has been produced for schools outlining the daily weekly, monthly, termly and annual monitoring expectations of school leaders including governors.
- 6.2 The training programme includes the following modules:
- The Leadership of safeguarding
 - The wider safeguarding culture
 - Safer recruitment
 - Complaints and allegations
 - Child protection and the monitoring of vulnerable groups
 - Safeguarding policies and website compliance
 - Health and safety
- 6.3 The training is being supported through the Education Adviser page of the Cambridgeshire Knowledge Hub where a library of resources has been made available for schools.

7. SAFER RECRUITMENT TRAINING

- 7.1 Schools can continue to access nationally accredited safer recruitment training provided by Cambridgeshire Governor Services. Two sessions have been planned for this term and the course this month is fully booked. One in house session has been requested by one Cambridgeshire Multi-Academy Trust. Another was completed in the summer holidays at an Independent school.

8. CHILD PROTECTION TRAINING

- 8.1 A strength of Cambridgeshire is that the Education Child Protection Service continues to train every Designated Person in Cambridgeshire schools.

Background Papers: none

