

**SAFER RECRUITMENT IN SCHOOLS UPDATE**

*To:* **Audit and Accounts Committee**

*Date:* 30.07.18

*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

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**1. BACKGROUND**

- 1.1 Safer recruitment is a statutory safeguarding requirement for schools. Expectations are outlined in Keeping Children Safe in Education 2017. This document is being updated by the Department for Education and will be republished in September 2018.

**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 Education Directorate carries out regular safeguarding reviews in schools, which include a focus on safer recruitment.**
- 2.3 **To facilitate this the Education Directorate Safeguarding and Safer Recruitment Report is presented regularly to the Audit and Accounts Committee.**

### **3. EDUCATION ADVISER SAFEGUARDING TRAINING REPORT**

This report focuses upon the training delivered in Cambridgeshire to support the wider leadership of safeguarding including safer recruitment.

Maintained nurseries, primary schools, academies and special schools are independently governed and managed and are free to purchase their training support from a range of providers including the Local Authority. For example, Safer Recruitment training is offered by the LA Governor Services Team, the NSPCC who provide online training and private providers including accredited trainers and private companies. The LA Child Protection Service provides a wide range of Child Protection related courses to nearly all maintained schools academies and independent schools in Cambridgeshire.

The aim of this paper is to report on attendance at training in 2018/19.

#### **3.1 Governor Services**

The following safeguarding courses were offered by Governor Services on a traded basis in the 2017/18 academic year:

Safer Recruitment for leaders and governors  
Safer Recruitment Refresher  
An Introduction to Safeguarding and Child Protection  
Creating a Safeguarding Culture Safer Recruitment Training

##### **Safer Recruitment**

Attendees on full training in 2017/18	117 attendees
Attendees on refresher training in 2017/18	55 attendees

Nurseries	4	57% of establishments
Primary maintained	70	33% of establishments
Primary Academies	13	21% of establishments
Secondary academies	10	30% of establishments
Maintained special	4	80% of establishments
Maintained special academies	0	0% of establishments

A number of schools sent more than one delegate.

Schools may also have sent delegates to be trained in 2016/17 or planning to train new staff or use refresher training in 2018/19.

It is good practice to refresh training within a school every year years, so about 33% of schools will access training each academic year.

Other schools may use private providers or the online NSPCC training and we do not have the data for that training.

## **Creating a Safeguarding Culture**

28 schools have attended this course

## **An Introduction to Safeguarding and Child Protection**

43 schools attended this course

### **3.3 Education Advisers**

The following 8 module training has been offered on a traded basis by the Education Adviser team in 2017/18

#### **The Leadership of Safeguarding**

Overview	48 attendees
Wider safeguarding culture	19 attendees
Safer recruitment	50 attendees
Complaints and allegations	28 attendees
Monitoring of vulnerable groups	28 attendees
Health and safety and contractor control	20 attendees
Safeguarding policies and website compliance	23 attendees
Critical Incidents	66 attendees

92 schools have attended at least one module of the training. This is 44% of all primary schools.

### **3.4 Overview**

62 Primary schools have not engaged in any of the training listed above. That is 29% of all primary schools.

22 are maintained schools. That is 15 % of all maintained primary schools.

40 are academies. That is 63% of academies in Cambridgeshire.

We will be delivering training for the DEMAT Trust in 2018/19. They run approximately 30 academies across their Trust with many in Cambridgeshire. That will deliver training to some academies who have not taken up training this year. 2 primary academies have purchased reviews this year.

2 out of 7 nursery schools have not engaged in any training.

21 secondary academies have not engaged in any training. However, 1 academy buys in the Education Adviser service and has had a safeguarding review. 2 others have purchased a review this year.

5 special schools have not engaged in any of the training. They are all academies. The Education Adviser training is targeted at primary schools.

We will be RAG rating maintained schools to target for training and safeguarding reviews in the next academic year and RAG rating academies to see if we can follow up on their training plans. The lack of information about this group is the largest potential risk.

### 3.8 The Knowledge Hub

This resource is freely available to maintained schools and academies in Cambridgeshire. It is also available nationally.

The Education Adviser page on the Knowledge Hub has been joined by 46% of Cambridgeshire primary schools. The group has an extensive safer recruitment library for schools to download from and Wikki pages on key safeguarding themes including safer recruitment.

There are a total of 190 members of the Knowledge Hub page.

#### **Knowledge Hub Analytics Report – Education Advisory Pages**

January to April 2018 (3 months)    January to July 2018 (6 months)

Total Members:	166	190
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Audience Overview: Returning Visitors:

	84%	35%
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New visitors	16%	66%
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Devises Used:

Desktop:	89.5%	92.3%
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Tablet:	7.7%	6.1%
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Mobile:	2.8%	1.7%
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