

SAFER RECRUITMENT IN SCHOOLS UPDATE

To: **Audit and Accounts Committee**

Date: 26.03.18

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 REVIEWS

- 3.1 The two members of the Education Adviser team continue to carry out safeguarding reviews in maintained schools and in academies that buy

the service on a traded basis. The reviews continue to cover the Leadership of Safeguarding but specifically cover the following areas which are interest to members:

- employment files are reviewed,
- child protection files are reviewed,
- that safer recruitment procedures are effective,
- that the Single Central Record is compliant and
- that the leadership of safeguarding is effective.

- 3.2 Only 5 schools still require a full review at the time of writing this report and they are scheduled for completion by the end of April.
- 3.3 Reviews are a mix of full reviews and health checks for new Headteachers in schools where a full review had been previously carried out.
- 3.4 No major safeguarding issues have emerged from these reviews, but in one case there is a return visit planned for March to ensure that recommendations have been followed up. This is an improved position since the last report.
- 3.5 The School Intervention Service has been using a new more detailed 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 (2017) and that the files match the Single Central Record. We are currently working with the LGSS audit team to ensure that the reviews complement the detailed audits that they carry out.
- 3.6 The School Improvement Service 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.
- 3.7 Academies can purchase a safeguarding review. Two schools in one Multi Academy Trust has already been reviewed this term.
- 3.8 The Director of People and Communities has discussed the future of reviews with the Senior Education Adviser. Schools are independently governed and managed and safeguarding is the responsibility of the governing body, Full reviews are likely to be charged for in the next academic year unless the Schools Intervention Service intervenes

because of concerns about the school. It is intended to update the committee on these plans as they progress. It is expected that schools will see the value of an independent review of their safeguarding systems, practices and processes.

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, health and safety and site security.
- 4.2 There have been 46 maintained schools inspected this academic year and 100% have been judged as effective for safeguarding. All had previously received a safeguarding review. This is the best position Cambridgeshire has been in.

5. OFFICE FOR STANDARDS IN EDUCATION, CHILDREN'S SERVICES AND SKILLS – (OFSTED) COMPLAINTS

- 5.1 The Local Authority (LA) 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. None of the safeguarding complaints received during this term have referred to safer recruitment.
- 5.2 The two Education Advisers continue to work closely with the Local Authority Designated Officer when allegations are made about adults in schools working with children.

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. 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. Five of the seven safeguarding modules have been delivered and the programme is being repeated next year. The training is open to academies.
- 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 supported through the Education Adviser page of the Cambridgeshire Knowledge Hub where a library of safeguarding resources has been made available for schools.
- 6.4 The Education Adviser team has been asked to provide safeguarding reviews and training for a large local Multi Academy Trust which operates over thirty schools. This is being delivered on a traded basis.
- 6.5 We are also providing bespoke training on the Leadership of Safeguarding on request to governing bodies. One governing body has been trained this term with another two governing bodies requesting training in April. The team has also delivered two county training sessions to governors through the Governor Services training programme.

7. SAFER RECRUITMENT TRAINING

Schools can continue to access nationally accredited safer recruitment training provided by Cambridgeshire Governor Services. They also have the option of choosing their own provider or using an online NSPCC training module. One Multi-Academy Trust has received safer recruitment from our team this term and another has requested training next term. The Senior Education Adviser frequently delivers safer recruitment training

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. The training has a module on safer recruitment.

Background Papers: none

