

SAFER RECRUITMENT IN SCHOOLS UPDATE

To: **Audit and Accounts Committee**

Date: 10.3.2020

From:

Electoral Division(s): **All**

Purpose: Schools 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

Recommendation: to note and comment on the report.

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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 2019. This document was updated by the Department for Education in September 2019. Keeping Children Safe in Education has 4 sections with section 3 giving schools extensive guidance on safer recruitment.

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 major focus on safer recruitment.**
- 2.3 **To facilitate this the Education Directorate Safeguarding and Safer Recruitment Report is presented each term to the Audit and Accounts Committee.**

3. SENIOR ADVISER FOR LEADERSHIP SAFEGUARDING REPORT

3.1 Safeguarding Reviews rolling programme

Every single safeguarding review contains a review of the school's single central record and employment files. These are always looked at during OFSTED inspectors and a judgement is given in published inspection reports.

The two Leadership Advisers continue to maintain a programme of Safeguarding Review visits to maintained schools and to academies on a traded basis. As previously reported a rolling programme monitoring list is maintained and schools are prioritised according to the following risks:

- Inspection risk
- New head risk
- Training risk
- Schools causing concern

The list continues to track the previous three years reviews and outlines which schools will be reviewed each academic year.

The Safeguarding Review tool was updated in August 2019 following the update of Keeping Children Safe in Education 2019.

Maintained schools received in September an updated template to enable them to maintain a comprehensive Single Central Register.

We continue to see during Safeguarding Reviews that the Cambridgeshire model SCR (Single central record/register) has been widely adopted across Cambridgeshire schools and in other counties.

The Leadership Review Toolkit which was published last year for maintained schools continues to be available. The toolkit includes a dedicated section on the leadership of safeguarding.

3.2 Academies

Academies and multi-academy trusts who purchase the Leadership Adviser offer can have a free safeguarding review and some other academies in Cambridgeshire and other counties purchase reviews on a pay as you go basis.

We continue to have a contract with the DEMAT Trust who run over thirty schools to support their Leadership of Safeguarding training and to carry out independent safeguarding reviews in their schools.

We also continue to work on a traded basis with some schools in other Local Authorities including Peterborough, Suffolk, Norfolk and Essex. The advantage of this is that it allows us to benchmark our work and enables us to improve Cambridgeshire's schools safeguarding practices and procedures. Academies can attend our training including safer recruitment training.

We have also delivered bespoke safeguarding training to staff to three trusts, governor allegation training and allegation training to senior leaders in an academy.

3.3 Training, support and monitoring

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 National Society for the Protection of Cruelty to Children (NSPCC) who provide online training and private providers including accredited trainers and private companies.

The Local Authority (LA) Safeguarding and Child Protection Service provides a wide range of Child Protection related courses to nearly all maintained schools academies and independent schools in Cambridgeshire.

The Leadership of Safeguarding

Leadership of Safeguarding workshops are delivered this year by the two Leadership Advisers.

The areas covered are:

- Wider safeguarding culture
- Safer recruitment
- Complaints and allegations
- Monitoring of vulnerable groups
- Health and safety and contractor control
- Safeguarding policies and website compliance
- Critical Incidents

Safer Recruitment Training

It remains a statutory requirement for all appointment panels in schools to have a safer recruitment trained person on the panel

The Governor Services team continues to offer well attended Safer Recruitment Training across the county.

Both refresher and full training is offered. Schools are free to access their training from a range of sources. The training is based on nationally accredited materials.

Chris Meddle currently delivers the Safer Recruitment training as well as leading on the safeguarding reviews for the Schools Intervention Service. Diane Stygal will deliver the training from April and she is a nationally accredited trainer.

We have recently delivered refresher and full safer recruitment sessions to over 20 staff at Soham Village College and further training to 15 staff at a major independent school.

1:1 support on safer recruitment issues continues to be provided on the phone to all schools and sometimes providers of services to schools.

Human Resources (HR) provides providers give schools good support and advice on safer recruitment

The Education Safeguarding team Annual Governor's Safeguarding Monitoring report will be sent to schools again this summer and will once again include specific self-evaluation questions on safer recruitment. The outcomes of this review are reported to the Cambridgeshire and Peterborough Safeguarding Partnership.

Training Statistics

- **95** Cambridgeshire Schools have attended the Leadership of Safeguarding training since April 2019.
- **112** Cambridgeshire schools have attended the Leadership of Safeguarding training or have received a safeguarding review. This figure does not include schools who had safeguarding reviews in the 2019 summer term as the figure is unavailable.
- **132** Cambridgeshire schools have attended training if you add in 20 DEMAT schools. (Their training has also included schools they run in Peterborough and Norfolk).
- By the end of March **108** members of staff or governors will have attended our Safer Recruitment training in this financial year. That represents about 80 state schools. This training lasts for three years so not every school will send someone for training every year.

3.5 Local Authority Designated Officer (LADO)

The Leadership Advisers continue to work with schools and the LADO

when allegations are made against adults who work with children. We are kept informed of allegations and often attend Allegations Meetings.

3.4 Outcomes

None of the maintained schools inspected in Cambridgeshire have had inadequate judgements for safer recruitment in since the start of the academic year.

Intervention

The two Leadership Advisers continue to follow up OFSTED safeguarding complaints that are passed to the Local Authority. These are rarely linked to safer recruitment and staff conduct. This enables us to work in partnership with Cambridgeshire academies and independent schools.

3.5 Conclusion

We continue to see a positive safer recruitment picture across Cambridgeshire schools. The reviews demonstrate that there are usually minor improvements that schools can make.

We intend to continue to carry out Safeguarding Reviews and training.

Source / background Documents: None