

## Agenda Item: 6

### Safer Recruitment In Schools Update

*To:* Audit and Accounts Committee

*Date:* 24<sup>th</sup> November 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.

<i>Officer contact:</i>	
Name:	Diane Stygal
Post:	Senior Adviser for Leadership
Email:	<a href="mailto:Diane.Stygal@cambridgeshire.gov.uk">Diane.Stygal@cambridgeshire.gov.uk</a>
Tel:	01223 507115

## 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

As previously advised; on March 23<sup>rd</sup> the rolling programme of Safeguarding Reviews ceased as a result of the Corona Virus Lockdown and the need for the Leadership Advisers to become involved in the Local Authority emergency response to the situation.

From September 1<sup>st</sup> 2020 however, these reviews recommenced and, in order to strengthen the Leadership and Management of Safeguarding across Cambridgeshire Schools, the Leadership Team has been involved in carrying out Safeguarding Reviews and Health Checks for all LA maintained primary schools, as well as some secondary academies and Special schools following our already established biannual cycle, plus for some additional schools cancelled due to COVID.

Given that Safeguarding is a priority for the School Improvement Team generally, these reviews have been split across the year into three priority groups against agreed criteria. Most of these are in-school face to face meetings, with just a few being held virtually because of social distancing, etc.

#### 3.2 Academies

Academies and multi-academy trusts who purchase the Leadership Adviser offer continue to have a free safeguarding review annually and these are already booked in for this year. Other Cambridgeshire academies sometimes purchase reviews on a 'pay as you go basis', however many wish to source such reviews from other providers or from within their own Trusts. We continue to hold the Service Level Agreement for the DEMAT Trust and support their Leadership of Safeguarding training as well as carrying out independent safeguarding reviews and health checks for their schools.

#### 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.

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 Team also offers a full range of training for all schools and education providers across both Cambridgeshire and Peterborough. Currently all of this training is delivered 'virtually' in line with Government COVID guidance, and the programme includes:

- Half-day conferences
- Safer Recruitment Training – both full and refresher courses
- Complaints and allegations training
- Governor Services organised training and briefings for governors and Cam Clerks
- Induction for Peterborough Schools re- Complaints Policy
- Academy Schools general safeguarding training.
- Bespoke Training for individual Governing Bodies
- New Headteacher Induction Programme – Safer Recruitment and the Wider Safeguarding Culture
- Deputy Heads Leadership Course - Policy compliance and the Wider Safeguarding Culture

### 3.4 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, which the Leadership Advisers conduct on their behalf. Both refresher and full training is offered, and the training is based on nationally accredited materials.

Diane Stygal (nationally accredited trainer) currently delivers the Safer Recruitment training as well as leading on the safeguarding reviews for the Schools Intervention Service. Our new team member, Phil Nash, will be undergoing his national accreditation training later on this term.

### 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.

### 3.6 Outcomes

All of the maintained schools inspected in Cambridgeshire have had 'effective' judgements for safer recruitment since the start of the

academic year. One school received an 'inadequate' judgement last June during a Section 5 inspection. The School Improvement Service and Leadership Team were swift to intervene however and during their re-visit in October this judgement was reviewed and the school found to be 'effective' again.

### 3.7 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.

The School Improvement Advisers are also ensuring that Safeguarding is at the heart of their work and in addition to their Keeping in Touch Visits and Annual Monitoring Reviews, etc. they are also:

- Asking questions of senior leaders to probe the Wider Safeguarding Culture of a school
- Checking the SCR and HR files
- Enquiring about CP records
- Updating chronolators as appropriate (chronolators are evidence based tables where concerns are listed in respect of information sharing across teams).
- Have checked off COVID risk assessments
- Analysed school Recovery Plans
- Looked at Remote Learning Plans
- Supported schools to improve attendance rates

### 3.8 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.

Source / background Documents: None