

**SAFER RECRUITMENT IN SCHOOLS UPDATE**

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

*Date:* **28<sup>th</sup> May 2019**

*From:* **Senior Leadership Adviser**

*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

**Recommendation:** The Committee is asked to note and comment on the information provided in this update report.

<b><i>Officer contact:</i></b>	
Name:	Chris Meddle
Post:	Senior Leadership Adviser
Email:	<a href="mailto:Chris.meddle@cambridgeshire.gov.uk">Chris.meddle@cambridgeshire.gov.uk</a>
Tel:	01223 703564

**1. BACKGROUND**

- 1.1 Safer recruitment is a statutory safeguarding requirement for schools. Expectations are outlined in Keeping Children Safe in Education 2018. a document updated by the Department for Education in September 2018. 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 now presented bi-annually to the Audit and Accounts Committee.**

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

#### **3.1 Safeguarding Reviews rolling programme**

The two Leadership Advisers maintain a programme of Safeguarding Review visits to maintained schools. A rolling programme monitoring list is maintained and schools are prioritised according to the following risks:

Inspection risk  
New head risk  
Training risk

The list tracks the last three years and projects into the year.

The safeguarding review tool has been extensively updated following the publication of Keeping Children Safe in Education 2018 last September. The content has been updated and matched to other resources available from Local Authority teams as well as the audit teams previous audit tool. Lessons learnt from the Office for Standards in Education, Children's Services and Skills (OFSTED) inspection have also informed the document.

Maintained schools have also received an updated template to enable them to maintain a comprehensive Single Central Register in which they record the details of their safer recruitment procedures. The register covers statutory requirements as well as having non-statutory sections which allow schools to record aspects of their wider safeguarding culture.

The review covers the following areas related to safeguarding:

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

A Leadership Review Toolkit has been published for maintained schools. That toolkit includes a dedicated section on safeguarding. Safeguarding trickles through the other parts of the toolkit.

#### **3.2 Academies**

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

The Leadership Advisers have a contract with a major Multi-Academy Trust to deliver their safeguarding reviews and some of their safeguarding training.

### **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 (LA). For example, Safer Recruitment training is offered by the LA Governor Services Team, the National Society for the Prevention of Cruelty to Children (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 Leadership of Safeguarding**

These training modules have been repeated again this year on a traded basis and are delivered by the two Leadership Advisers. It has been targeted at schools who did not attend last year. The whole programme has also been delivered to one large multi-academy trust.

Overview

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

#### **New Heads Induction**

The New Heads Induction Training delivered by the Schools Intervention Service has a module on safeguarding.

#### **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.

Diane Stygal our Leadership Adviser is now a nationally accredited safer recruitment trainer.

We have also delivered training to two multi-academy trusts this year as well as one large independent school on a traded basis.

1:1 support is also provided on the phone, by e-mail and in school when requested.

Governor training also covers safer recruitment as part of the wider leadership of safeguarding agenda and two sessions have been delivered this year titled "Creating a Safeguarding Culture". This training emphasises the governor's role in ensuring that safer recruitment and safeguarding is a strength of the school.

The Education Safeguarding team annual Governors Monitoring report includes a section on safer recruitment as does the Governors Annual Monitoring report.

Training and monitoring data will be included in the next report to the committee.

### **3.4 Outcomes**

None of the schools inspected in this academic year have had inadequate judgements for safer recruitment.

OFSTED judgements from two published reports are copied below:

#### **School 1 April 2019**

The arrangements for safeguarding are fit for purpose. School **leaders and governors have ensured that the school is a safe place** for pupils and staff.

**Staff are well trained** and regularly updated with the most recent guidance. They are vigilant for signs that a pupil may be at risk of harm and act swiftly and appropriately when concerns arise.

Records regarding vulnerable pupils are well kept. Leaders work closely with external agencies to ensure that vulnerable pupils swiftly receive the support they need.

**Pupils told inspectors that they feel safe at school** and are taught how to stay safe when not at school. The overwhelming majority of parents who responded to Ofsted's online questionnaire or contacted Ofsted during the inspection agreed that their children feel safe at this school.

**Leaders ensure that all required checks are carried out on adults working at the school. Governors and local authority representatives check these records carefully** to ensure that leaders and staff carry out their duties effectively.

## School 2 February 2019

The arrangements for safeguarding are effective.

There is **secure practice** in the school, with clear procedures which are safeguarding pupils.

The leaders and key staff are tenacious in their approach to supporting the children. They ensure that their concerns are followed up quickly, so that advice and intervention are in place. In this way, leaders ensure that the most vulnerable pupils are kept safe.

**Training for staff is up to date** and thorough. All latest **government guidance is used** to ensure that staff are kept abreast of new requirements for safeguarding. This is done through annual training and also in weekly meetings.

The **safeguarding governor visits school regularly to check safeguarding procedures and records, such as the single central record for the safe recruitment of staff.**

Governors are appropriately trained in safeguarding, including the 'Prevent' duty.

### 3.5 The Knowledge Hub

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

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 253 members of the Knowledge Hub page which has increased from 190 at the time of the last report.

Background Papers: None