



PYRAMID
SCHOOLS TRUST

Working in partnership, so future generations achieve, belong and contribute

Safeguarding Policy

Edition 11: 23/09/2025

Document Control		
Edition	Issued	Changes from previous
1	01/04/2020	New document Approved by the Board of Trustees
2	12/10/2020	Updated Safeguarding Leads Approved by the Board of Trustees
3	02/03/2021	Update of Safeguarding Leads Update of legislation Local Safeguarding Children Board (LSCB) replaced with Central Bedfordshire Safeguarding Board (CBSCB) Removal of Section 20 – Children with additional needs. Additional clauses to allow students to be sanctioned in accordance with the schools' behavioural policies Approved by the Board of Trustees
4	01/04/2021	Box added for School and Governor Leads Approved by the Board of Trustees
5	14/12/2021	Policy re-write. Approved by the Board of Trustees

6	01/09/2022	Updated in line with Keeping Children Safe in Education – September 2022. Approved by the Board of Trustees
7	18/07/2023	Section 2 updated. Updated in line with Keeping Children Safe in Education – September 2022. Approved by the Board of Trustees
8	14/09/2023	Section 5 updated All allegations should be reported to the Trust Executive Safeguarding Lead. Approved by the Board of Trustees
9	01/02/2024	Section 3 under Statutory Guidance Updated Guidance recorded DfE (2023) Working Together to Safeguarding Children. Harlington Lower School and Sundon Lower School added, Approved by the Board of Trustees
10	26/09/2024	Updated in line with Working Together to Safeguarding Children 2023 Updated Prevent Duty Guidance, England and Wales 2023 Teaching online safety in schools (Updated 12th January 2023) Staff allegations to be reported to the Headteacher as the first point of contact Approved by the Board of Trustees

11	23/09/2025	2. Key Definitions The aim of safeguarding is to enable children to have optimum life chances and enter adulthood successfully. All Trust schools have safeguarding procedures and all school staff have a responsibility to provide a safe environment in which children can learn. Addition of Beecroft Academy and Brooklands School Approved by the Board of Trustees
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Review Cycle: Annually in line with KCSIE

Review Date: September 2026

1. Intention

The Pyramid Trust has an absolute commitment to ensuring the highest standards of safeguarding. The welfare of our students is paramount. All students regardless of age, gender, culture, language, race, ability, sexual identity or religion have equal rights to protection, safeguarding and opportunities.

The Pyramid Trust recognises the importance of providing an environment that will help students to feel safe, secure, and respected. We encourage students to talk openly; and enable them to feel confident that they will be listened to. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support and protection.

The Trust is committed to; and understands the vital contribution that all Governors, staff, support staff and visitors make to safeguarding children. We aim to ensure that child protection concerns, and referrals are handled sensitively, professionally, and in a timely manner and support the specific needs of the individual child. This policy should be used in conjunction with staff training, current Keeping Children Safe in Education guidance and continued professional development.

Aims

- To develop an ethos in which students feel secure and know that they are listened to.
- To discourage bullying and abuse and where they occur to encourage their disclosure.
- To provide a network of people who will respond appropriately to student needs.
- To ensure that teaching and the whole school curriculum equip students with the skills and language they need to stay safe from bullying and abuse.

2. Key Definitions

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The aim of safeguarding is to enable children to have optimum life chances and enter adulthood successfully. All Trust schools have safeguarding procedures and all school staff have a responsibility to provide a safe environment in which children can learn.

A child-centred approach is fundamental to safeguarding and promoting the welfare of every child. All practitioners should follow the principles of the Children Acts 1989 and 2004. These Acts make clear that the welfare of children is paramount and that they are best looked after within their families, with their parents playing a full part in their lives, unless compulsory intervention in family life is necessary. (Working Together to Safeguarding Children DfE 2023 page 11).

Definition of Safeguarding as per Working Together to Safeguard Children 2023

- Protecting children from maltreatment, whether that is within or outside the home, including online.
- Preventing impairment of children's mental and physical health or development.

- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care.
- Promoting the upbringing of children with their birth parents, or otherwise their family network through a kinship care arrangement, whenever possible and where this is in the best interest of the child
- Taking action to enable all children to have the best outcomes in line with the outcomes set out in the Children's Social Care National Framework.

3. Framework

This policy has due regard to all relevant legislation and statutory guidance, including but not limited to, the following:

Legislation:

- The Children Act 1989
- The Children's Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Sexual Offences Act 2003
- Female Genital Mutilation Act 2003
- Apprentices, Skills, Children and Learning Act 2009
- Equality Act 2010
- Counter-Terrorism and Security Act 2015
- UK GDPR
- General Data Protection Regulation & Data Protection Act 2018
- The Children (Disqualification) and Childcare (Early Years Provision of Charge) (Extended Entitlement) (Amendment) Regulations 2018
- Voyeurism (offences) Act 2019
- Domestic Abuse Act 2021
- Human Rights Act 1998

Statutory Guidance:

- The Prevent Duty Guidance: for England and Wales 2023
- DfE (2023) Working Together to Safeguard Children (December 2023)
- Current Keeping Children Safe in Education guidance
- HM Government (2021) 'Channel Duty and Guidance: Protecting people vulnerable to being drawn into terrorism'.
- Home Office and Foreign, Commonwealth and Development Office (2022) 'Multi-agency statutory guidance for dealing with forced marriage and Multi-agency practice guidelines: Handling cases of forced marriage'.
- DfES GUIDANCE "Safeguarding Children and safer recruitment in Education" 2007
- Safeguarding Children's Board: local policies and procedures
- Multi-Agency Statutory Guidance on Female Genital Mutilation (2020)

Non-Statutory Guidance:

- DfE (2015) 'What to do if you're worried a child is being abused':
- DfE (2017) 'Child Sexual Exploitation'
- DfE (2018) 'Information sharing'
- DfE (2020) 'Sharing nudes and semi-nudes: advice for educational settings working with children and young people'.
- DfE (2021) 'Teacher Standards'
- DfE (2022) 'Recruit teachers from overseas'.
- Guidance for Safer Working Practice for those Working with Children and Young People in Educational Settings (2023)
- Mental Health and Behaviour in School (2018)
- Knife Crime: Safeguarding children and young people in education (March 2019)
- Teaching online safety in school (January 2023)
- Mental health and wellbeing provision in schools (October 2018)
- The Designated teacher for looked after and previously looked after children (February 2018)

4. Roles

The role of the Trustee

The Trustees will:

- Take the overall responsibility for the leadership of safeguarding arrangements across the Trust schools;
- Ensure that all schools within the Pyramid Trust comply with safeguarding related legislation and guidance and that policies are effective;
- Ensure that overarching safeguarding principles relating to child protection and safeguarding are provided to all Trust schools but that all schools tailor their procedures to reflect local circumstances;
- Ensure that the required safeguarding practices are consistent across the Trust, including those relating to child protection, anti-radicalisation, safer recruitment and staff conduct;
- Ensure that Disclosure and Barring Service checks are carried out on all members of the Trust;
- Receive appropriate Safeguarding and Child Protection training at Induction and then at regular intervals. This is to provide Trustees with the knowledge to ensure safeguarding policies and procedures are effective.

The role of Governors on Local Governing Boards

The Governors will:

- Ensure that the overarching policies relating to child protection and safeguarding that are provided by the Trust are tailored to reflect the school's local circumstances and are compliant with current safeguarding legislation and guidance;
- Review safeguarding procedures and policies (including any related policies to safeguarding) on at least an annual basis;
- Ensure that 'safer recruitment' policies and procedures are implemented in order to prevent those who pose a risk to children and young people being able to work with them;
- Ensure that the Academy's policies, procedures and training are effective and compliant in light of current Department for Education Guidance;
- Ensure that the Academy contributes to interagency working in line with guidance from the Department for Education;
- Ensure that the Academy provides help and support to children, young people and families where needed and the school creates a trusting environment where students feel able to disclose their concerns to staff and feel listened to;
- Ensure that the members of staff with safeguarding roles have undergone the necessary training and that they have the skills, knowledge and expertise to carry out their responsibilities to a high standard and that the Designated Safeguarding Lead is also a member of the Senior Leadership Team;
- Work with the Safeguarding Lead to establish a school culture that ensures all of its students are safe and that all students feel able to make a disclosure.
- Receive appropriate Safeguarding and Child Protection training at Induction and then at regular intervals. This is to provide Governors with the knowledge to ensure safeguarding policies and procedures are effective

The role of the Headteacher

The Headteacher will:

- Ensure a culture of safeguarding children is established and maintained.
- Ensure all staff are familiar with their roles and responsibilities.
- Ensure appropriate staff are Safer Recruitment trained and Safer Recruitment processes are followed at all times, including online checks where appropriate.
- Manage any allegations against staff with the knowledge to ensure safeguarding policies and procedures are effective.

The role of the Designated Safeguarding Lead

The Designated Safeguarding Lead will:

- Implement safeguarding procedures that are effective and compliant with guidance
- Ensure all staff understand their responsibilities with regards to safeguarding and help to build a safe and harmonious ethos where all students feel supported and listened to no matter what age, gender, race, culture, religion or sexual identity.
- Provide training and regular updates to staff and students. Ensure all Safeguarding Officers have the statutory training.
- Ensure there is a clear system for managing disclosures and that all staff and students are aware of this system.
- Be a point of liaison for outside agencies and support communication and information sharing as required.
- Be compliant with statutory guidance on storing safeguarding records and student file transfers.
- Have up to date knowledge and understanding of safeguarding concerns, both nationally and locally.

5. Managing Allegations Against Staff, Supply Staff and Volunteers

Our aim is to provide a safe and supportive environment which secures the well-being and very best outcomes for the children at our school. We do recognise that sometimes the behaviour and actions of adults may lead to an allegation of abuse being made. Allegations sometimes arise from a differing understanding of the same event, but when they occur they are distressing and difficult for all concerned. We also recognise that many allegations are genuine and there are some adults who deliberately seek to harm or abuse children. All staff are aware that they have a responsibility to report any concerns regarding staff or volunteers. All concerns should be reported to the Headteacher, unless that concern relates to the Headteacher in which case the Chair of Governors should be informed.

Any allegation against a member of staff that is of a complex nature and where the school may require an independent investigator, or the person involved may require some additional support, the case should be referred to the Headteacher. The Headteacher will then contact the Trust Executive Safeguarding Lead.

We take all possible steps to safeguard our children and to ensure that the adults in our school are safe to work with children. We implement secure safer recruitment practices. We ensure that we adhere to guidance from CBC and current 'Keeping Children Safe in Education', DfE guidance. We will seek appropriate advice from the Local Authority Designated Officer (LADO). The CBC LADO (known as the Allegations Manager) can be contacted on 0300 300 8142.

Please see the websites of the individual schools in the Pyramid Schools Trust for their procedures:

Arnold Academy: <https://www.arnoldacademy.org.uk/>

Beecroft Academy <https://beecroftacademy.co.uk/>

Brooklands School <https://www.brooklandsschool.co.uk/index.asp>

Harlington Upper School: <https://www.harlington.org/>

Parkfields Middle School: <https://www.parkfieldsschool.co.uk/>

Harlington Lower School: <https://www.harlingtonlower.co.uk/>

Ramsey Manor Lower School: <https://www.ramseymanor.co.uk/>

Sundon Lower School: <https://www.sundonlower.co.uk/>

Westoning Lower School: <https://www.westoning.org/>