

REACH Teach addendum to REACH2 Safeguarding policy – safeguarding concerns and allegations

Audience:	Trainees on REACH Teach Primary Partnership Initial Teacher Training courses REACH2 Staff
Ratified:	SCITT Oversight Board June 2024
Other related policies:	REACH2 Child Protection Policy
Policy owner:	Gill Ellyard, Director of Education
Review:	Every 3 years

At REAch2, our actions and our intentions as school leaders are guided by our Touchstones.

Leadership
Finding the leader in all of us.

Inclusion
Realising the greatness in our difference.

Learning
Creating exceptional opportunities for learning.

Enjoyment
Loving what we do.

Inspiration
Feeling the power of the possible.

Integrity
Being courageously true to our purpose.

Responsibility
Unwavering commitment to seeing things through.

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Policy Overview

The REAch2 safeguarding and child protection policy outlines in detail the definitions, responsibilities and processes for managing any safeguarding concerns, including allegations of abuse, made against an adult working in our school. This annex intends to summarise the management of such concerns specifically related to SCITT trainees and should be read in conjunction with the main policy.

Policy In Detail

Definitions

- An allegation of abuse is defined as any case in which it is alleged that an adult has behaved in a way that has harmed a child, or may have harmed a child; possibly committed a criminal offence against or related to a child; behaved towards a child or children in a way that indicates he or she would pose a risk of harm to children; behaved or may have behaved in a way that indicates they may not be suitable to work with children.
- A low level concern is defined as a concern relating to behaviour that is inconsistent with the SCITT's policies, such as Code of Conduct, but does not meet the threshold for an allegation of abuse, as outlined above.

Key Principles

- The Designated Safeguarding Lead for REAch Teach will be the REAch2 Head of Safeguarding
- At all times, REAch2 will work in full accordance with the statutory guidelines set out within the relevant section of DfE statutory safeguarding guidance, as well as with local guidelines issued by the relevant Local Authority.
- SCITT trainees will be issued with relevant documentation pertaining to professional expectations (e.g. Trainee Contract and Code of Conduct) as well as policies for the school/s in which they are based so that they understand and are trained to implement safe working practice with children.
- Any concern about a SCITT trainee, whether that is a low level concern or one meeting the threshold to be considered an allegation of abuse, will first be reported to the Headteacher of the school where the trainee is based. Exceptionally, in the Headteacher's absence, the report may be made to the next senior member of staff who is acting as the Headteacher in their place.
- Upon receipt of a low level concern or allegation, the Headteacher will take timely and appropriate action to respond to this in line with statutory guidance and the Trust safeguarding and child protection policy, following the relevant process pertaining to the level of concern. Where required, for a concern indicating an allegation of abuse, this may include a referral to the Local Authority Designated Officer.
- The Headteacher will also inform the National ITT Lead about the concern, who will work together with the Headteacher to support with, and oversee, the response to the concern. They will jointly agree any amendments or changes to the trainee's placement, such as suspension or transfer (see below).
- The Headteacher and the National ITT Lead will keep a written record of all actions taken to address the concern, as per the main policy.
- In the event that the concern also necessitates the involvement of a relevant HR policy in order to reach a resolution, such as disciplinary, the National ITT Lead will sit as a member of the appropriate panel, in order to ensure appropriate conclusion and, where required, follow up (in line with agreed SCITT procedures)
- In the event of two or more concerns being logged for the same trainee, the Headteacher and National ITT Lead together will review any emerging pattern of concern to identify any required areas of additional support, training and guidance for the trainee.
- The trainee is responsible for communicating any change to their convictions or safeguarding information immediately to the National ITT Lead or REAch 2 Head of Safeguarding.

Commented [GU1]: I removed reference to the Teacher Standards as we're not really supposed to mention it until the end of the training year - this info should all be in the CoC/Trainee Contract too though

Removal of placement in relation to DBS information or safeguarding concerns

Before commencing on the REACh Teach training programme, successful applicants are asked to begin the process of obtaining DBS clearance, if possible, by three months before the start of the Programme.

If evidence comes to light where convictions or safeguarding concerns have been withheld, the REACh Teach Fitness to Practice process will be instigated and a panel will investigate the evidence and make a decision as to the trainee's placement on the Programme. This may lead to their place being terminated and the trainee withdrawn on the basis of the trainee having withheld information related to criminal convictions.

Support for trainees

Wellbeing of the trainees on the REACh Teach programme is of paramount importance at all times. It is acknowledged that involvement safeguarding concerns may also unavoidably cause the trainee stress. Programme staff will seek to manage and minimise this as much as possible through a commitment to clear communication of expectations, timescales and possible outcomes, and the right to a fair and respectful process.

Policy Review

This policy will be reviewed **every 3 years** or sooner, taking into account any legislative changes. Any changes made to this policy will be communicated to all relevant stakeholders.