



Eastern Multi Academy Trust
5 Year Plan
For
Safeguarding

September 2022

[Updated Annually]



Remit:

Eastern Multi-Academy Trust places the safeguarding and protection of children and its community at the highest level of priority. As such, we do all we can to ensure a consistent and measured approach to protecting children in our care.

We ensure that we have sufficient coverage in each academy in our Trust as well as the support in place to underpin this to a better than compliant degree.

Communication and training, as well as effectiveness and monitoring take place in a coherent approach each year. DSLs from all the academies meet regularly and have consistent systems and procedures in place for their pupils. Sharing of knowledge, resources and experiences are highly beneficial and supportive, and the opportunity is there for DSLs to be in a position to do this.

Each Academy has an annual full audit of its safeguarding and child protection procedures, as well as the wider remit of taking care of the pupils and the wider community. It is through this, that we have drawn up an action plan to cover aspects where we would want to improve, but also to be innovative and supportive not just within our Trust, but in the wider educational arena.

Current Position

Currently [September 2024] all of our 12 academies are compliant and effective in terms of safeguarding children. Ten of the twelve academies have received an Ofsted inspection since November 2021 and all ten were judged effective with no weaknesses in terms of safeguarding. One academy became part of the Trust due to its failures in safeguarding. This academy is now compliant and better in this area.

It is upon this benchmark that we are planning for future improvements and innovation through the 5 Year Trust Safeguarding Plan.

Trust Statement of Intent

The Trust Safeguarding Statement of Intent can be found on the EMAT website. Our overriding mantra is:

‘Safeguarding Children is everyone’s responsibility’

All children and young people linked with the Eastern Multi Academy Trust [EMAT], wherever they are, whoever they are with, whatever they are doing, have the right to protection from neglect, physical, emotional and sexual abuse, extremism and racialisation.

Priorities for 2022 – 2023

Action	Priority level	Person/Group responsible	Resources required	Comments & notes	Target completion date	Completed
All Principals and at least one other SLT and AC member to be Safer Recruitment trained	High	Academy Principals	EduCare or NSPCC Safer Recruitment training	Clerks to provide up to date list throughout the year	July 2023	
All Academy Websites to have a separate Safeguarding tab with consistent information contained	Med	Academy Principals and Administrative staff; DSLs	Website support [RS]	All academies should have a consistent layout and content for their Safeguarding page on the website	July 2023	
All DSLs to have completed up to date Multi Agency training	High	DSLs	LA Multi-Agency courses and availability	Academies to have wider coverage of MA aspects	July 2023 [Every 3 years]	
All AC members, trustees and Members to have evidential completion of safeguarding training	High	AC members, Trustees and Members	Online Safeguarding training and response form	Notify participants when they have successfully completed training	December 2022 [Annually]	
Attendance Leads to be part of the Academy DSL meetings	High	DSLs and Attendance Officers	Time for meetings	Ensure that attendance information feeds directly into the safeguarding of pupils	December 2022 and ongoing	
All Academies to collect 2 pieces of Pupil Voice annually on safeguarding:	Med	Academy SLT, DSLs, AC members	Question sets and/or themes to investigate	Each academy must have access to pupils thoughts on safeguarding and being safe [not	July 2023 and then ongoing	

one by academy staff; one by AC members				just through “Wishes and Feelings”		
All academy sites to be checked regularly for safeguarding issues and reported on at AC meetings	Med	Site Managers, Operations Managers and SLT	Daily check [SM]; Weekly review [OM]; Half termly updates [SLT for AC]	Every site should be checked daily by the Site Manager on arrival; Weekly checks by OM and SM to look at aspects of H&S and security; SLT to feedback information to AC every half term	From November 2022	
CPOMS ‘Spotlight’ to be used and shared with DSLs to give an overall picture of safeguarding across the Trust; also to be shared with the Board as requested	Med	Trust DSL, DSLs and ELT	Spotlight tool	Overview of specific aspects of safeguarding highlighted to DSL network for consideration; Data for termly Board meetings	December 2022	
Creation of Executive Safeguarding Team for wider Trust support	Med	Trust DSL and selected Safeguarding Leads	Time	To create a small highly skilled team of DSLs to formulate policy and procedures for the trust; To meet once a term for strategic work	October 2022	

Priorities for 2023 – 2025

Action	Priority level	Person/Group responsible	Resources required	Comments & notes	Target completion date	Completed
All Safeguarding Policies and those related to/attached to Safeguarding and Child Protection to be redefined into a suite of policies	High	Trust DSL and DSL Working Group [Executive Safeguarding Team]	Time	To ensure the policies reflect current practice, advice and guidance across the Trust	July 2024	
Clear recognition and signposting to local multi-agencies and groups with whom each academy deals and uses to support their community	Med	DSLs, DSL Network	Time to research and signpost	Clear signposting to all local community groups who can support families and pupils; Each academy to have a raft of flyers available in reception, as well as online links and details	July 2024	
To begin to share good practice and Trust expertise beyond the bounds of the Trust.	Med	ELT, Trust DSL	Connections to other Trusts	Trust DSL to look for wider opportunities to share and develop good practice with academies/schools outside of the Trust	December 2024	

To build a clear and coherent structure around the management of Mental Health and Well-being for children	High	DSLs, Academy Mental Health Champions	Meeting time	To ensure there is effective and structured support in schools for pupils with mental health needs. Clear policies and procedures shared across the Trust	February 2025	
To build a clear and coherent structure around the management of Mental Health and Well-being for staff	High	DSLs, Academy Mental Health Champions, PAS	Meeting time	To ensure there is effective and structured support in schools for staff with mental health needs. Clear policies and procedures shared across the Trust	February 2025	

To ensure that all those associated with EMAT have undertaken the revised Prevent and Radicalisation training	High	Trust DSL, DSLs [to implement]	https://www.gov.uk/government/publications/the-prevent-duty-safeguarding-learners-vulnerable-to-radicalisation	Due to feedback from wider safeguarding training and Core Package, it is imperative that anyone associated with the Trust undertakes the updated Prevent and Radicalisation training [Oct 22]	July 2023	
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Priorities for 2025 - 2027

Action	Priority level	Person/Group responsible	Resources required	Comments & notes	Target completion date	Completed
To create the role of a standalone Safeguarding Lead for the Trust	Med	ELT, Board	Finance for the post	To investigate the possibility of a standalone role to oversee safeguarding for the Trust, outside of the remit of PSID	September 2027	
To have clear strategies and processes for dealing with Child on Child abuse embedded in each academy	High	DSLs, all safeguarding professionals, all staff	Shared strategies and procedures	To ensure that all Child on Child abuse is identified quickly, children are supported through the process and outcomes are positive	September 2027	
Through TIO [Turn It On] to ensure that all online safety breaches are captured quickly and recorded and dealt with in-house	High	DSLs, Computing and/or E-Safety Leads	IT system for capturing online breaches by pupils or staff in academies	Currently no individual reporting system for giving schools the information needed about online or E-safety breaches	September 2025	
To ensure that all academies have secure filtering and monitoring systems in place and that breaches are recorded and dealt with in a timely manner	High	Named DSL, Academy Councils, Turn It On	F&M Checklist, regular breach notifications, reports to AC	TIO to deliver F&M system through Securly; Lead DSLs to oversee and report to AC meetings	October 2023	
To ensure that all DSLs in academies have access either individually or in groups to high quality Supervision for their roles	High	DSL Executive Team	Time with DSLs in Academies	Begin to build a robust framework of support for the DSL teams on the ground	July 2024	



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