

## Safeguarding Policy Statement

---

Date: September 2021

Review date: September 2022

Lime Trust

**R**espect **E**quality **S**elf-worth **P**artnership **E**njoyment **C**ommunication **T**rust

Lime Trust Registered Office: 70-72 New Road, London, E4 8ET. Tel No: 020 8529 4979 Website: [www.limetrust.org](http://www.limetrust.org)  
Lime Trust is a company limited by guarantee and exempt charity registered in England and Wales. CN: 09297519

Lime Trust is founded upon four principles: Leadership, Innovation, Motivation and Excellence. It creates a sustainable group of exceptional, high-performing schools that improve life chances, and are trusted and respected in their communities. Lime Trust provides a high-quality education for pupils through school-to-school collaboration, Trust direction, high challenge and support.

Along with our principles, Lime Trust has core values that are demonstrated and upheld by our pupils, employees and stakeholders. Respect for all underlines our seven core values:

Respect

Equality

Self-worth

Partnership

Enjoyment

Communication (a voice for all)

Trust

## Trust policy statement

The purpose of this policy statement is to ensure that all employees of Lime Trust understand their responsibility to safeguard and minimise the risk of harm to children and young adults.

Safeguarding and promoting the welfare of children is defined for the purposes of this policy statement as:

*Protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes.*

Children includes everyone under the age of 18.

Where a child is suffering significant harm, or is likely to do so, action should be taken to protect that child. Such action might be taken under Section 47 and Section 44 of the Children Act 1989. Action should also be taken to promote the welfare of a child in need of additional support, even if they are not suffering harm or are at immediate risk. Such action might be taken under Section 17 of the Children Act 1989.

## Principles

- Lime Trust believes that safeguarding is its primary responsibility and that everyone who works in the Trust with our vulnerable children and young people must share this view and demonstrate the values of the Trust
- Each of our academies must follow the agreed model safeguarding policy for the area in which they operate
- Each academy must pay due regard to the priorities, advice and guidance of its Local Safeguarding Board (LSB) and the Local Authority Designated Officer (LADO)
- Safeguarding is everybody's responsibility. Failure to ensure that all policies related to the protection

**R**espect **E**quality **S**elf-worth **P**artnership **E**njoyment **C**ommunication **T**rust

of children are followed could result in dismissal

## The role of our school staff across Lime Trust

---

The Teachers' Standards 2012 state that teachers, including Headteachers, should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties.

All school staff across Lime Trust have a responsibility to provide a safe environment in which children can learn.

All school staff have a responsibility to identify children who may be in need of extra help or who are suffering, or are likely to suffer, significant harm. All staff then have a responsibility to take appropriate action, working with other services as needed.

In addition to working with their Designated Safeguarding Lead (DSL), staff members should be aware that they may be asked to support social workers to take decisions about individual children.

## What school staff across Lime Trust need to know

---

All staff will be required to read Section 1 of the ['Keeping Children Safe in Education'](#) statutory guidance and the Safeguarding policy for the school they work in annually. New members of staff will do this as part of their induction process.

All staff members should be aware of systems within their school to support safeguarding, including reporting systems to the DSL within their schools, and these should be explained to them as part of staff induction. This includes: the school's Child Protection Policy; the school's Staff Code of Conduct; and the role of the DSL.

All staff members should also receive appropriate child protection training, which is regularly updated.

## What school and Lime Trust staff should look out for?

---

All school and Lime Trust staff should be aware of the signs of abuse and neglect, so that they are able to identify cases of children who may be in need of help or protection.

All staff members are advised to maintain an attitude of *'it could happen here'* where safeguarding is concerned. When concerned about the welfare of a child, staff members should always act in the interests of the child.

There are various expert sources of advice on the signs of abuse and neglect. Each area's Local Safeguarding Children Board (LSCB) should be able to advise on useful material, including training options.

Knowing what to look for is vital to the early identification of abuse and neglect. If staff members are unsure, they should always speak to the relevant DSL. In exceptional circumstances, such as in emergency or a genuine concern that appropriate action has not been taken, staff members can speak directly to children's social care.

A child going missing from education is a potential indicator of abuse or neglect. School staff members should follow the school's procedures for dealing with children who go missing from education, particularly on repeat occasions, to help identify the risks of abuse and neglect, including sexual abuse or exploitation, and to help prevent the risks of their going missing in future. More information can be found in departmental advice about school attendance and statutory guidance about children who run away or go missing from home or care.

## Lime Trust within the national context

---

Lime Trust is a values-led Trust. Our values encourage all stakeholders to display the behaviours expected of

**R**espect **E**quality **S**elf-worth **P**artnership **E**njoyment **C**ommunication **T**rust

a member of our school community.

We expect everyone to display our values of:

- Respect
- Equality
- Self-worth
- Partnership
- Enjoyment
- Communication (a voice for all)
- Trust

Our policies and procedures, along with daily systems and structures, reflect our strong ethos of ‘*no harm to others*’. As part of Lime Trust’s commitment to safeguarding and child protection, we fully support the government’s guidance on ‘*Keeping Children Safe in Education*’, ‘*Working Together to Safeguard Children*’ and ‘*Protecting Children from Radicalization: The Prevent Duty*’.

The purpose of this policy statement is to link the safeguarding requirements of the specific local authorities in which our schools are based with national guidance and legislation.

### **What Lime Trust staff should do if they have concerns about a child**

---

When staff members have concerns about a child, they should raise these with the school’s DSL. The DSL will usually decide whether to make a referral to children’s social care, but it is important to note that any staff member can refer their concerns to children’s social care directly.

### **Lime Trust academies**

---

Lime Trust academies will adopt their Local Authority’s Safeguarding Policy. This will accompany the Lime Trust Safeguarding Policy Statement on their website.