

## Our Lady of Lourdes Catholic Multi Academy Trust (OLoL CMAT) Safeguarding Statement

Utilising KCSIE 2025<sup>1</sup> and relevant government documentation.

Our Lady of Lourdes Mission Statement:

**We are a partnership of Catholic schools.**

Our aim is to provide the very best Catholic education for all in our community and so improve life chances through spiritual, academic and social development.

*By placing the person and teachings of Jesus Christ at the centre of all that we do, we will:*

- Follow the example of Our Lady of Lourdes by nurturing everyone in a spirit of compassion, service and healing
- Work together so that we can all achieve our full potential, deepen our faith and realise our God-given talents
- Make the world a better place, especially for the most vulnerable in our society, by doing **'little things with great love'** St Thérèse of Lisieux

***We believe everyone has a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.***

Title of policy:	CMAT Safeguarding Statement 2025		
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<sup>1</sup> [Keeping children safe in education - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/90026/KCSIE_2025.pdf)

***'Keeping Children Safe in Education 2025:*** contains information on what schools, including academies, should do and sets out the legal duties with which they must comply. This statutory guidance should be read and followed by proprietors of independent schools (including academies, free schools and alternative provision academies) and non-maintained special schools.

In the case of academies, free schools and alternative provision academies, the proprietor will be the academy trust.

The Our Lady of Lourdes Catholic Multi-Academy Trust is the proprietor as defined in Keeping Children Safe in Education 2025 and, as such, is responsible for ensuring that all staff in CMAT academies read either Part one or Annex A (a condensed version of Part one) of Keeping Children Safe in Education 2025 – Statutory Guidance for Schools and Colleges (DfE, September 2025), depending on their role.

This requirement is fulfilled and evidenced through the completion of the online Flick training, which ensures all staff and governors have read, understood, and acknowledged the relevant sections of KCSIE 2025 in accordance with their safeguarding responsibilities.

This legal requirement, together with the Catholic values and principles that underpin the Our Lady of Lourdes Catholic Multi-Academy Trust, means that it is essential for the CMAT to ensure not only compliance at local level, but also to assume strategic responsibility for ensuring that safeguarding practices are robust and effective in protecting the welfare of all children and young people in its care.

Our Lady of Lourdes Catholic Multi-Academy Trust as the proprietor and all our Local Governing Bodies are aware of our obligations under the Human Rights Act 1998, the Equality Act 2010, (including the Public Sector Equality Duty), and our local multi-agency safeguarding arrangements.

Local authorities have overarching statutory responsibility for safeguarding and promoting the welfare of all children and young people in their area. However, safeguarding is everyone's responsibility. Everyone who comes into contact with children and their families has a role to play.

To fulfil this responsibility effectively, all practitioners must adopt a child-centred approach. This means always considering what is in the best interests of the child.

No single practitioner can have a full picture of a child's needs and circumstances. If children and families are to receive the right help at the right time, everyone who comes into contact with them has a role to play in identifying concerns, sharing information, and taking prompt action.

These principles are embedded in our Safeguarding and Child Protection Policy, which underpins a culture of safeguarding in all that we do.

### **Safeguarding Is:**

As defined in KCSIE 2025, safeguarding and promoting the welfare of children means:

- Providing help and support as soon as problems emerge
- Protecting children from maltreatment and abuse—including online
- Preventing impairment of children’s mental and physical development
- Ensuring the provision of safe, effective care
- Taking action to enable all children to have the best outcomes

Safeguarding includes the prevention and response to:

- Child-on-child abuse (including sexual harassment and violence)
- Bullying (including cyber and discriminatory bullying)
- Domestic abuse
- Exploitation (sexual, criminal, online)
- Mental health concerns
- Extremism and radicalisation
- Online safety threats, including risks related to AI technologies

**‘Children’ includes everyone under the age of 18.**

Safeguarding also encompasses issues such as health and safety, and a range of other issues, for example, arrangements for meeting the medical needs of children by providing first aid, academy security, drugs and substance misuse and positive behaviour. There may also be other safeguarding issues that are specific to the local area or population highlighted within the Safeguarding & Child Protection policy for each academy through Contextual Safeguarding areas of risk.

The Our Lady of Lourdes Catholic Multi-Academy Trust is wholly committed to ensuring that all children and young people are cared for in a safe, nurturing and secure environment in our academies.

To fulfil this commitment, we have robust systems in place for:

- Policy and procedures
- Safe recruitment of staff and volunteers
- CMAT responsibilities
- Training

### **Policy and Compliance**

- Our Safeguarding and Child Protection Policy (2025–26) is aligned with KCSIE 2025 and is updated annually.
- Local Contextual Safeguarding risks are assessed and mitigated for each academy.
- We follow statutory local multi-agency arrangements and referral pathways.
- Safer recruitment and whistleblowing procedures are in place and monitored.
- All staff working directly with children must read and understand **Part One** of KCSIE 2025. Staff not working directly with children must read **Part One or Annex A** (based on role) and complete compliance via Flick training.

### **Safe recruitment of staff and volunteers:**

Safer recruitment is an important part of safeguarding children and is the first step to safeguarding and promoting the welfare of children in education.

The Our Lady of Lourdes Catholic Multi-Academy Trust sees it is vital that there is a culture of safe recruitment and has adopted recruitment procedures that will deter, reject and identify people who might be unsuitable to work with children and young people.

All elements of our Safer Recruitment policy ensure that the recruitment and selection processes outlined:

- meet the requirements of Keeping Children Safe in Education (2025) are robust.
- have relevant vetting and checking procedures.
- include a robust induction.
- provide an ongoing training infrastructure.

The policy outlines the steps that the Our Lady of Lourdes Catholic Multi-Academy Trust will take to ensure those employed in our academies are safe to work with children and young people and its main purpose is:

- to prevent unsuitable people working within our academies
- to attract the best possible candidates to work in our academies.
- to create and maintain a safe workforce.

The Our Lady of Lourdes Catholic Multi-Academy Trust will provide clear guidance, expectations, challenge, and support to all academies to maintain a single central record to provide reassurance that all staff and volunteers are recruited safely.

#### **CMAT responsibilities:**

The Our Lady of Lourdes Catholic Multi-Academy Trust is committed to the following core safeguarding principles:

- A designated safeguarding lead and a designated governor for safeguarding
- The Trust's responsibility to safeguard and promote the welfare of children is of paramount importance.
- All children, regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection.
  - We recognise that some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
  - We ensure extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse.
- Children who are safe and feel safe are better equipped to learn.
- A culture of listening to children and take account of their wishes and feelings.
- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, governors and directors to share this commitment.
- All staff, volunteers, governors and directors have an equal responsibility to act on any suspicion or disclosure that may suggest a child is at risk of harm at home, in the community or in an academy.
- Arrangements for working together with other agencies and for sharing information with other professionals.
- All staff members will maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child, staff members are to always act in the interests of the child.
- All allegations of child-on-child abuse, including sexual violence or harassment, will be responded to immediately by schools and actively supported by the Trust.
- Pupils and staff involved in child protection issues will receive appropriate support.
- Policies and procedures are in place for reporting allegations made against or concerns raised in relation to teachers, including supply teachers, other staff, volunteers or contractors.

- Policies will be reviewed at least annually unless an incident or new legislation or guidance suggests the need for an interim review.
- Implement appropriate safeguarding responses to children who go missing from education.
- Fulfil all of their statutory responsibilities in respect of safeguarding and promoting the welfare of children.

#### Low Level Concerns:

All staff are reminded of the need to report any safeguarding concern or low-level concern involving colleagues, section 6.6 in the safeguarding policy.

1. Allegation against a member of staff (inclusive of EYFS, supply/agency staff and 6th Form) report to the headteacher.
  - **Ensure all LADO allegations are discussed with the DPS team first unless the child is at immediate risk of harm or if a criminal act has taken place, you must:**
    1. **Immediately report to the police**
    2. **Inform Social Care**
    3. **Inform the LADO**
    4. **Inform HR and Steve Akers**
2. Allegation against the headteacher report to James McGeachie CEO.
3. Anyone can report any concern to their LADO.
4. When school receives an allegation relating to an incident where an individual or organisation was using your school premises for running an activity for children, you should report it to the Head Teacher and inform the local authority designated officer (LADO) (Paragraph 384 KCSIE)

#### Training:

The Our Lady of Lourdes Catholic Multi-Academy Trust (OLOL CMAT) ensures that all academies meet the statutory training requirements as defined in Keeping Children Safe in Education 2025.

#### Induction Training:

- All school staff must undergo safeguarding and child protection training at induction, including training on online safety, and must receive updates at least annually and as required.
- Induction training ensures staff are familiar with:
  - The Safeguarding and Child Protection Policy
  - The Staff Code of Conduct, including:
    - Procedures for reporting low-level concerns
    - Whistleblowing procedures – please refer to our Whistleblowing policy [Whistleblowing Policy - July 2023.docx](#)
  - The role and identity of the Designated Safeguarding Lead (DSL) and any Deputy DSLs
  - The process for recording and reporting concerns

#### Ongoing Training:

- All staff receive regular safeguarding and child protection updates to maintain and develop the knowledge and skills needed to safeguard children effectively.
- The DSL and Deputy DSLs:
  - Must complete specialist safeguarding training to fulfil the requirements of the role.
  - Training is refreshed at least every two years.
  - In addition, their knowledge and skills are updated at regular intervals through ongoing development.
- The DSL must also undertake Prevent training, and all staff, volunteers, governors, and directors receive Prevent awareness training as part of their safeguarding duties.

### Local Safeguarding Partnerships:

Training reflects guidance and procedures from the relevant local safeguarding partnerships, including:

- **LSCP** – Lincolnshire Safeguarding Children Partnership
- **CMARS** – Children’s Resilience and Safeguarding Board (North Lincolnshire)
- **NELSCB** – Northeast Lincolnshire Safeguarding Children Partnership
- **NCSCB** – Nottingham City Safeguarding Children Board
- **NSCP** – Nottinghamshire Safeguarding Children Partnership
- **DSCB** – Derby and Derbyshire Safeguarding Children Partnership

### Additional Training Commitments:

The Trust ensures that staff, volunteers and governors also have access to training and development on:

- Female Genital Mutilation (FGM) and the mandatory reporting duty for teachers
- So-called ‘honour-based abuse’ and forced marriage
- E-safety and emerging online harms
- Managing allegations against adults and low-level concerns
- Other national and local safeguarding priorities

### Safer Recruitment:

- Safer recruitment training is undertaken by all relevant staff, governors, and directors who are involved in the recruitment and selection of staff.

### Safeguarding in the Curriculum:

- Academies will ensure that children are taught about safeguarding, including how to stay safe online, through teaching and learning opportunities that are part of a broad and balanced curriculum.

### Designated Teacher for Looked After Children:

- Each academy appoints a Designated Teacher to promote the educational achievement of children who are looked after.
- Staff are supported to develop the knowledge, understanding and skills necessary to safeguard and support children in care.

### The Our Lady of Lourdes Catholic Multi-Academy Trust (OLoL CMAT) will:

- Monitor the quality of safeguarding practices across all CMAT academies and evaluate their impact on outcomes for children. The Trust will provide regular safeguarding reports to the Chief Executive Officer and the CMAT Board of Directors.
- Collaborate with Local Governing Bodies (LGBs) to ensure the performance of vulnerable children is effectively monitored, and that appropriate early help, intervention, or statutory support is provided to children identified as:
  - Subject to Child Protection plans
  - Children in Need (CiN)
  - Children Looked After (CLA)
  - Or otherwise at risk of achieving poor outcomes due to unmet needs or contextual factors.
- Liaise with local safeguarding leads and statutory partners, including:
  - Local Authority Designated Officers (LADOs)
  - Safeguarding Children Partnerships
  - Ofsted
  - Department for Education (DfE)
  - Other relevant agencies, including police and social care



- Produce an annual Safeguarding Action Plan as part of the Trust's strategic business planning process, identifying priorities, key actions, and metrics for improvement.
- Commission external safeguarding audits and reviews where appropriate, to provide independent challenge and ensure academies comply with all statutory safeguarding responsibilities, as outlined in *Keeping Children Safe in Education 2025* and related guidance.

Safeguarding policy is determined at national and local authority level. It is the statutory responsibility of each academy to implement national guidance and local safeguarding procedures, including those set out by their Local Safeguarding Children Partnership.

The Our Lady of Lourdes Catholic Multi-Academy Trust is committed to ensuring full compliance with statutory safeguarding expectations. Failure to implement appropriate safeguarding arrangements carries significant risk to children's welfare and to the Trust's reputation, accountability, and governance standards.

Each school maintains its own safeguarding team and contextual safeguarding plans in partnership with their Local Authority.

**Child protection is not a standalone responsibility; it is integral to the identity and function of every Our Lady of Lourdes academy. We are committed to continuous improvement, reflective learning, and the uncompromising pursuit of safeguarding excellence.**

#### **Accountability and Oversight**

The following CMAT roles ensure strategic oversight and operational safeguarding excellence:

- Trust DSL: Robert della-Spina  
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#### **Proverbs 31:8–9**

*"Speak out for those who cannot speak, for the rights of all the destitute. Speak out, judge righteously, defend the rights of the poor and needy."*