



DIOCESE OF
LINCOLN

BOARD OF
EDUCATION

THE CHURCH
OF ENGLAND

Safeguarding Policy

Believing we are called into fellowship with God who seeks the flourishing of all, we aspire to strengthen our school communities with wisdom, knowledge and understanding. Through partnerships firmly rooted in Christian hope and in the love of God, we empower all in our Church school family to love one another with humility, justice and kindness.

Called
Aspirational
Rooted
Empowering

*Speak out for those who cannot speak,
for the rights of all the destitute.
Proverbs 31:8*

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Introduction

The Church of England plays a key role in championing the needs and rights of the vulnerable and disadvantaged. This is based upon the central Christian theology that every single one of us is made in the image of God and is loved unconditionally by God.

'The ultimate worth of each person is founded in being created in the image of God and in God's love and compassion for each'. Church of England Vision for Education (Autumn 2016)

Within Lincoln Diocesan Board of Education (LDBE) there is a culture of safeguarding which permeates all elements of our work, where all are treated with dignity and respect. This highlights the expectation that safeguarding is everyone's responsibility.

If we are to achieve our vision of 'Church schools serving their communities through excellence, exploration and encouragement within the love of God', we must ensure that all of our employees, school communities and those associated with us are safe from harm, abuse and neglect in order to create an environment in which all can flourish and reach their fullest potential. We encourage a 'culture of vigilance' where children and vulnerable adults are safe and secure. This is based upon the promise of Jesus that, *'I have come in order that you might have life – life in all its fullness.'* (John 10:10)

Who does this policy apply to?

Everyone working at LDBE as a member of staff or volunteer has a duty to safeguard and protect children and vulnerable adults. They must read this policy and sign to say they agree to work to it.

What is the purpose of this policy?

- To clarify the roles and responsibilities of everyone within LDBE in relation to child protection and safeguarding;
- To clarify the roles and responsibilities of everyone within LDBE in relation to vulnerable adult protection and safeguarding;
- To explain the procedures that are followed when there are safeguarding concerns.

Key Partners

HM Government

'Working Together to Safeguard Children' is statutory guidance from HM Government. This guidance provides a framework for the three local safeguarding partners (the local authority; a clinical commissioning group; and the chief officer of police for a police area) to make arrangements to work together to safeguard and promote the welfare of local children including identifying and responding to their needs. This guidance can be found at <https://www.gov.uk/government/publications/working-together-to-safeguard-children-2>.

The Department for Education

The Department for Education has published guidance in 'Keeping Children Safe in Education' (September 2022 edition). This document sets out the legal duties schools must follow to safeguard and promote the welfare of children and young people in education under the age of 18. This guidance can be found at https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1080047/KCSIE_2022_revised.pdf

OfSTED

Safeguarding is at the heart of the Education Inspection Framework. When schools are inspected, inspectors have to answer the question 'Is safeguarding effective in this school?' The judgement can only be either 'effective' or 'ineffective'. An 'ineffective' judgement for safeguarding results in an 'inadequate' judgement for overall effectiveness.

The Ofsted guidance 'Inspecting safeguarding in early years, education and skills settings' provides additional guidance for inspectors. This guidance can be found at <https://www.gov.uk/government/publications/inspecting-safeguarding-in-early-years-education-and-skills>.

The Church of England

Lincoln DBE is guided by the Church of England document 'Promoting a Safer Church' which is the overarching House of Bishops Policy Statement from 2017. LDBE works in partnership with the Lincoln Diocese Safeguarding leads to ensure vulnerable adults, young people and children are kept free from harm.

For all of the latest national policy and practice guidance approved by the House of Bishops, please visit www.churchofengland.org/safeguarding/promoting-safer-church/policy-practice-guidance.

Local Authorities

Each Local Authority is required to have effective multi-agency safeguarding systems in place. These are often referred to as 'safeguarding children partnerships'. These partnerships are made up of three safeguarding partners: Local Authorities, chief officers of police and clinical commissioning groups. These three partners will also make arrangements to work together with any other relevant agencies as they consider appropriate. The partnership is the key statutory mechanism for agreeing how the relevant agencies in each Local Authority will co-operate to safeguard and protect children and young people from harm, abuse, neglect and exploitation and promote their welfare. Although LDBE works closely with schools to develop a culture of safeguarding, the statutory responsibility remains with the Local Authority and ultimately is the responsibility of the individual school. Schools will initially contact their Local Authority in relation to safeguarding concerns.

Lincoln Diocese and DSAP (Diocesan Safeguarding Advisory Panel)

LDBE works closely with the Diocesan safeguarding team and has a member on DSAP. As part of this work the LDBE have adopted the Diocese of Lincoln Safeguarding Strategy (2023-2026). The document details the strategic aims and operational objectives of the diocese. The document can be seen upon request.

Where appropriate, LDBE works in close partnership with the safeguarding services within all 3 Local Authorities which form part of the Diocese.

Practical approaches to safeguarding with the Lincoln Diocesan Board of Education

Below are examples of how LDBE lives out its culture of safeguarding. *This list is not exhaustive.*

Our Place Within the Diocese:

The LDBE Safeguarding named adviser regularly liaises with the Diocesan Safeguarding Officer when an issue arises.

The LDBE Safeguarding named adviser is part of the Diocesan Safeguarding group.

Lynsey Norris is currently designated as the LDBE Safeguarding named adviser.

Health and Safety:

Clear policies relating to health and safety, for example lone working and guidance on travelling safely around the Diocese, are outlined within relevant LDBE policies. The buildings manager carries out regular inspections of the building.

Weekly fire alarm testing is carried out alongside regular evacuation drills.

Safeguarding is included within the SDBE 'risk register'.

Human Resources:

All applicants complete an application form which is checked for any gaps in employment history and two references are obtained; qualifications are checked prior to commencement and, where relevant, appropriate DBS certificates are obtained.

Wider DBS checks are carried out for volunteers, such as Bishop Visitors.

Members of the team involved in recruitment complete Safer Recruitment training.

Training for LDBE staff members:

All staff members of LDBE complete the Introduction to Safeguarding Children every three years.

The safeguarding lead will complete the Inter-Agency Safeguarding Children & Young People (all modules) every three years.

Safeguarding Children

All LDBE staff are expected to familiarise themselves with the safeguarding procedures within the schools they visit.

All LDBE staff are expected to follow the safeguarding procedures within schools.

All LDBE employees have an authorised LDBE identity badge which includes the following information:

- Name
- A recognisable photographic image
- Role within the LDBE
- DBS Certificate number

Schools are actively encouraged to telephone the LDBE if they wish to verify the identity of any staff.

Typically, all visits are pre-booked with schools.

All official electronic communication to schools is through the use of LDBE technology, for example mobile telephones and official LDBE emails (see Use of technology and

social media policy). There is never direct electronic communication with children or young people.

Colleagues are expected to be vigilant at all times and to follow the school referral process if required.

Any concerns a member of the team has should be raised the LDBE safeguarding lead.

Safeguarding Vulnerable Adults

What is adult safeguarding?

Safeguarding adults means protecting an adult's right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult's wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding any action. This must recognise that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances. (Care Act 2014, <https://www.legislation.gov.uk/ukpga/2014/23/contents/enacted>).

Who is a Vulnerable Adult?

A vulnerable adult is a person aged 18 or over who is or may be in need of community care services by reason of disability, age or illness; and is or may be unable to take care of unable to protect him or herself against significant harm or exploitation. This definition of an Adult covers all people over 18 years of age.

LDBE Responsibilities for Vulnerable Adults

All LDBE staff are expected to familiarise themselves with LDBE safeguarding procedures and the safeguarding procedures of the organisation or school they are working with where there may be vulnerable adults.

All LDBE staff are expected to follow the safeguarding procedures of the organisation they are working with where there may be vulnerable adults.

All LDBE employees have an authorised LDBE identity badge which includes the following information:

- Name
- A recognisable photographic image
- Role within the LDBE
- DBS Certificate number

Organisations are actively encouraged to telephone the LDBE if they wish to verify the identity of any staff.

All official electronic communication to any organisation is through the use of LDBE technology, for example mobile telephones and official LDBE emails (see ICT User and Social Media policy).

Colleagues are expected to be vigilant at all times and to follow the organisation's referral process if required.

Any concerns a member of the team has should be raised the LDBE safeguarding lead.

Accusations of abuse against staff or volunteers

If any member of staff or volunteer is accused of abuse then Lincoln DBE will cooperate with other agencies and follow procedures in the Disciplinary Policy.

Links with Other Policies

This policy is linked to our –

- Whistleblowing Policy
- Disciplinary Policy
- ICT User and Social Media Policy

Please sign to acknowledge you have read the policy and agree to work to it

Signature _____

Date _____