



Safeguarding Statement

Codsall Multi Academy Trust (CMAT) is committed to safeguarding and promoting the welfare of children within its schools. It expects all staff and volunteers to share this commitment.

CMAT and its schools believe that the child's welfare is always of paramount concern, and that all children have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious belief or sexual identity. All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately in accordance with Staffordshire Safeguarding Children's Board Arrangements and derived individual school Safeguarding Policies which are updated annually.

CMAT and its schools recognises its responsibility to safeguard the welfare of all its children by protecting them from emotional, sexual or physical harm and from neglect or bullying. They acknowledge that child abuse can be a very emotive and difficult subject. It is important to understand the feelings involved but not to allow them to interfere with judgement about the action to be taken.

Every adult is expected to play their part in safeguarding our children. Each Academy supports this through mandatory attendance at Safeguarding and Child Protection training. All staff in all of our Academies know the procedures that should be followed should they have any concerns about a child including low level concerns. All staff know where to go should they require some information, help and guidance.

CMAT supports each school within the Trust in the following ways:

- Fully adopting the [Keeping Children Safe in Education Guidance](#) September 2023 and section 3 of the [Early Years Framework July 2023](#);
- Undertaking safeguarding external/internal reviews and Local Authority audits on an annual basis;
- Ensuring each Academy adheres to Child Protection and Safeguarding Policy arrangements and other safeguarding policies and procedures that detail school specific advice and designated safeguarding officer details;

- Ensuring each Academy has a governor on its Local Governing Body with special responsibility for safeguarding;
- Having a Trustee with special responsibility for safeguarding, who liaises with the CEO and Deputy CEO (with responsibility for Safeguarding)
- All staff, LAB and Trust Members and Directors receive regular training on child protection procedures, including Prevent and Keeping Children Safe in Education guidance.

Reporting Concerns about a Child

If you are concerned about the welfare of a child at any of our Academies contact the relevant Designated Safeguarding Lead (DSL) in each Academy. Details can be found on each Academy website as below of the full team of DSL and Deputy DSLs.

[Birches First School DSL Team](#)

[St Nicholas CE First School DSL Team](#)

[Codsall Middle DSL Team](#)

Designated Safeguarding Leads

Birches First School – Miss S Varricchione headteacher@birches.staffs.sch.uk

St Nicholas CE First School – Miss J Parker headteacher@st-nicholas.staffs.sch.uk

Codsall Middle School – Mrs S Deas st@codsall.middle.staffs.sch.uk

Concerns can also be logged by professionals or members of the public as below:

Report a concern

Phone: [0300 111 8007](tel:03001118007) and select option 1. Ideally we would want to receive all enquiries by telephone so that we can gather all necessary information in a timely manner and make sure that parental agreement has been obtained from those with parental responsibility unless this places an adult or child at risk of harm. If you cannot reach us by phone, please [make your enquiry online](#). For your information before making your enquiry you may wish to [check the procedures online website for a glossary of relevant terminology](#).

Opening times

- **Monday to Thursday** 8:30 a.m. to 5:00 p.m.
- **Friday** 8:30 a.m. to 4:30 p.m.

Out of hours Outside of the hours above, or on weekends and bank holidays, please contact the Emergency Duty Team by phoning [0345 604 2886](tel:03456042886).

Reporting Concerns about an Adult Working or Volunteering in Our academies

If you are concerned about an adult working or volunteering in any of our Academies contact the Head teacher or if it is a concern against the Head teacher then the CEO Mr P Bower ceo@cmat.academy must be informed and the relevant LAB (Local Academy Board) Lead (contact details below).

louisa.griffiths@st-nicholas.staffs.sch.uk – Mrs Louisa Griffiths St Nicholas CE First School LAB Lead.

gov.Karen@birches.staffs.sch.uk – Mrs Karen Lawley Birches First School LAB Lead

gov.dsmith@codsall-middle.staffs.sch.uk – Mr Daniel Smith Codsall Middle School LAB Lead

Staff can also report concerns to the Local Area Designated Officer (LADO)

0300 111 8007

where there is a concern or allegation that someone working or volunteering with children:

- Has or may have harmed a child.
- May have committed a criminal offence related to a child.
- Has behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

They give advice and guidance on how concerns or allegations should be investigated. They do not investigate but must ensure that an appropriate investigation is carried out, whether that is by the police, children's social care or the employer or a combination of these.

Safer Recruitment

All applicants for employment at CMAT and its academies will be fully vetted in accordance with DfE Guidelines Safeguarding Children: Safer Recruitment and Selection in Education Settings. There is a culture of prevention through the inclusion of a clear Safeguarding statement in all adverts for new roles. There will always be at least one fully trained member of staff involved in all recruitment and selection stages and continual monitoring of staff appointed through the

MAT's culture of professional curiosity and clear acknowledgement that "it could happen here".