



Policy: Child Protection and Safeguarding Policy

Policy reference no: 005

Date: September 2025

Person responsible for policy: Stephen Dean, Chief Executive Officer

Authorised by: Board of Trustees

Review date: December 2026

Primary QuEST Safeguarding Policy

This Policy applies to all schools within the Primary QuEST Multi-Academy Trust. Primary QuEST is a Church of England Trust which seeks to ensure all pupils flourish, together in a supportive and caring environment.

Flourishing together through LIFE

1. Introduction

- 1.1. The Primary QuEST Trust has a statutory and moral duty to ensure it functions with a view to safeguarding and promoting the welfare, both physical and emotional, of every pupil both inside and on each of its schools' premises.
- 1.2. This overarching child protection policy sets out a clear and consistent framework for delivering this promise, in line with safeguarding legislation and statutory guidance. It applies to all members of The Primary QuEST Trust's community, Trustees, members of our Local Advisory Boards, staff, volunteers and others who work with, or come into direct contact with, school pupils.
- 1.3. This overarching child protection and safeguarding Policy will be reviewed annually and is published on The Primary QuEST Trust's website. Each school within the Primary QuEST Trust will review their own safeguarding handbook, specific to their contexts, annually with their Local Advisory Board and the HT.
- 1.4. The policy will be achieved by:
 - Creating a culture of safe recruitment by adopting procedures that help deter, reject or identify people who might pose a risk to children;
 - Educating pupils on how to keep safe and to recognise behaviour that is unacceptable;
 - Identifying and making provision for any child that may have been subject to abuse;
 - Ensuring that members of The Primary QuEST Trust's Board of Trustees, Local Advisory Boards, Chief Executive, headteachers and staff members understand their responsibility, under safeguarding legislation and statutory guidance, to be alert to the signs of child abuse and to refer concerns to the Designated Safeguarding Leads in each school;
 - Ensuring that the Designated Safeguarding Lead in each school is a member of the senior leadership team of their school and is appropriately trained in line with Gloucestershire Safeguarding Children Executive's guidance;
 - Ensuring that school leaders and any new staff members and volunteers are only appointed when all the appropriate checks have been satisfactorily completed.

2. What is safeguarding?

- 2.1. Government guidance defines safeguarding children and promoting their welfare as:
 - Protecting children from maltreatment;
 - Preventing impairment of children's mental and physical health or development;
 - Ensuring that children grow up in circumstances consistent with the provision of safe and effective care;
 - Taking action to enable all children to have the best outcomes.

3. Aims

- 3.1. The Primary QuEST Trust aims to help keep children and young people safe by:
 - Providing a safe environment for children and young people to learn;
 - Identifying children and young people who are suffering or likely to suffer significant harm, and taking appropriate action with the aim of making sure they are kept safe both at home and at school.
- 3.2. To achieve our aims, robust systems are in place across all schools within The Primary QuEST Trust to:

- Prevent unsuitable people working with children and young people;
- Promote safe practice and challenge poor and unsafe practice;
- Address any issues, including peer to peer abuse, swiftly;
- Identify instances in which there are grounds for concern about a child's welfare and initiate or take appropriate action to keep them safe;
- Contribute to effective partnership working between all those involved with providing services for children and young people.

4. Responsibilities

- 4.1. The Board of Trustees will ensure that robust safeguarding policies are in place across The Primary QuEST Trust and that these are reviewed and updated in line with the amendments made to any statutory guidance including 'Keeping Children Safe in Education' and 'Working together to Safeguard Children'. Additionally, the Trust Board will make decisions about serious safeguarding issues and determine appropriate action to be taken in line with statutory requirements, informing the Chair of an individual school's Local Advisory Board as appropriate. A member of the Trust Board is nominated as the Trust Board's safeguarding lead.
- 4.2. The Trust Board's safeguarding lead, alongside the Chief Executive and individual schools' Designated Safeguarding Leads (DSLs), will review Single Central Records across The Primary QuEST Trust on a termly basis to ensure compliance and provide guidance as required. The Primary QuEST Trust's HR providers (GCC) will provide advice across The Primary QuEST Trust on Safer Recruitment, statutory employment checks, Safe Working Practice and other safeguarding matters.
- 4.3. The Chief Executive and Designated Safeguarding Leads will liaise with the Local Authority Designated Officer (LADO) in line with statutory requirements, where required around any concerns relating to staff and adults working across the Primary QuEST Trust.
- 4.4. The Local Advisory Board of individual schools within the Primary QuEST Trust will ensure that:
 - All safeguarding policies are adhered to and are effective within the individual school;
 - The individual school operates safer recruitment procedures;
 - The Chair of the Local Advisory Board is identified as being the safeguarding lead for each school within the Primary QuEST Trust, however this responsibility can be delegated to another member of the Local Advisory Board if deemed appropriate;
 - Any deficiencies or weaknesses in regard to child protection arrangements are remedied without delay and reported to the Primary QuEST Trust's Board of Trustees;
 - A Designated Safeguarding Lead and Deputy Designated Safeguarding Lead(s) are identified at each school;
 - The Designated Safeguarding Lead and any Deputy Designated Safeguarding Leads in each school will receive regular updates and participate in Safeguarding and Child Protection training every 2 years, and all other staff will receive annual updates and undertake certificated training every 3 years and at an appropriate level;
 - The Designated Safeguarding Lead in each school will explain the Safeguarding and Child Protection Policy and procedures to all new staff (full and part-time) and volunteers during the induction process;
 - Members of the Local Advisory Board receive basic training in Safeguarding and Child Protection on a regular basis. The Trustee with responsibility for safeguarding will attend training led by the Gloucestershire Safeguarding Children Executive.

4.5. The headteacher of each individual school and/or Designated Safeguarding Lead, working alongside the Trust CEO will ensure that:

- There is a Single Central Record in place which is fully compliant and meets all the statutory requirements;
- Policies and procedures adopted by The Primary QuEST Trust's Board of Trustees are fully implemented;
- Policies and procedures are followed by all staff and that staff understand their individual roles and responsibilities;
- All staff and volunteers feel able to raise concerns about poor or unsafe practice and that such concerns are addressed sensitively and effectively in accordance with The Primary QuEST Trust's Whistle Blowing Policy;
- Safeguarding is part of the curriculum;
- Children and young people are listened to;
- Training and guidance in Safeguarding and Child Protection is provided for all staff at least annually and on a regular basis through emails, notices, staff meetings or other appropriate systems;
- Parents/carers are informed and updated re safeguarding policies and procedures;
- Accurate records are kept of safeguarding issues and low-level concerns;
- Attendance is effectively monitored by relevant staff in each school and referrals to the Designated Safeguarding Lead will be made if the attendance becomes a safeguarding concern. Close liaison with the Chief Executive of The Primary QuEST Trust and the Trust Education Welfare Officer across all schools is established.

4.6. Within The Primary QuEST Trust staff and pupils will follow their individual school's policies and procedures for Health and Safety and Security. They will also follow The Primary QuEST Trust's policies and procedures for Safeguarding and Child Protection, Anti-Bullying and all other safeguarding related policies including The Primary QuEST Trust's Staff Code of Conduct, Whistleblowing Policy and Procedures.

5. Policies relating to Child Protection and Safeguarding

5.1. The Primary QuEST Trust's policies relating to Child Protection and Safeguarding can be found on The Primary QuEST Trust's and individual school websites for access. All policies and handbooks are reviewed in line with the requirements of each policy as stated.

6. References

6.1. The safeguarding statement has been created with due regard to all relevant legislation including, but not limited to, the following:

Legislation

- Children Act 1989
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- The Education (School Teachers' Appraisal) (England) Regulations 2012 (as amended)
- Sexual Offences Act 2003
- The General Data Protection Regulation (GDPR)
- Data Protection Act 2018
- Voyeurism (Offences) Act 2019

Statutory guidance

- DfE (2025) 'Keeping children safe in education'
- HM Government (2013) 'Multi-agency practice guidelines: Handling cases of Forced Marriage'
- DfE (2018) 'Working Together to Safeguard Children'
- DfE (2023) 'The Prevent duty'
- DfE (2018) 'Disqualification under the Childcare Act 2006'

Non-statutory guidance

- DfE (2015) 'What to do if you're worried a child is being abused'
- DfE (2018) 'Information sharing'
- DfE (2017) 'Child sexual exploitation'
- DfE (2018) 'Sexual violence and sexual harassment between children in schools and colleges'
- Home Office (2018) 'Criminal Exploitation of Children and Vulnerable Adults: County Lines guidance'

6.2. Individual schools' safeguarding handbooks are updated annually, and procedures reviewed on a regular basis and published on their school websites.

7. Biblical underpinning for Church of England Schools

Safeguarding is about justice. We believe that the vulnerable have the right to be protected from harm. In [the Common English Bible] Proverbs 31.8 says "Speak out on behalf of the voiceless, and for the rights of the vulnerable".

Jesus teaches us that what we do when people are not looking is important to God. In Matthew 6. 4,6,18 Jesus tells us that when we do the right thing in secret God will reward us. And in 6v13 Jesus prays in the Lord's prayer "don't bring us into the time of great trial but rescue us from evil". And the same chapter, in 6v22 Jesus reminds us about light and looking "If your eye is honest and clear, your whole body will be full of light. But if your eye is evil, your whole body is in the dark. So, if the light within you turns out to be darkness, darkness doesn't come any darker than that." [From the Bible for Everyone]

So 'shining out' bears witness to our safeguarding policy.

Later in Matthew 18.3-6 Jesus welcomes children. Jesus clearly says no children should be harmed. He is clear the punishment is heavy for those who harm children.

In church on 'Safeguarding Sunday' Christians make this pledge, which embraces activities in church schools as well.

- We commit to each share responsibility for creating an environment that is safe for all
- We commit to pray for our safeguarding lead(s) and those working with children and adults
- We commit to respect the boundaries that are in place to protect others
- We commit to support those in our church who have been hurt or abused
- We commit to provide on-going safeguarding training for all our workers
- We commit to allow sufficient time and resources to make our recruitment of workers safer
- We commit to maintaining an open culture where people are encouraged to share concerns

We commit to not take offence when challenged about our presence or behaviour

Document History

Creation Date: July 2019

Trust Lead: Stephen Dean, CEO

Approved by: Board of Trustees

First approval date: July 2019

Review frequency: Annual

Last review/approval date: November 2025

Review date	Significant amendments	Made by	Next review
December 2019	Changes to this statement included amending the Gloucestershire Safeguarding Children Board to Gloucestershire Safeguarding Children Executive as it is now known and updating the references to include Keeping Children Safe in Education 2019.	SD	October 2020
October 2020	Changes to this statement included updating the references to include Keeping Children Safe in Education 2020. Re-formatted to show document history.	SD	October 2021
October 2021	Keeping Children Safe in Education 2021	SD	October 2022
March 2022	Trustee review of policy in light of safeguarding handbook updates for the individual schools.	KJ	October 2022
October 2022	KCIE updates for 2022	SD	October 2022
November 2023	KCIE updates for 2023 and low-level concerns	SD	October 2023
November 2024	KCIE updates for 2024 and vision update	SD	December 2025
November 2024	C of E biblical underpinning for C of E schools	SD/JHL	December 2025
September 2025	Update to Prevent Duty	SD	December 2026
September 2025	Update to KCSIE 2025	SD	December 2026