

# THE LINK MAT ACTION PLAN 2018/2019

## SAFEGUARDING

To ensure all Link academies will have the highest quality Safeguarding procedures, protocols and record keeping and to ensure children and staff are kept safe.

This plan contains common themes identified in the 9 schools' Safeguarding Action Plans (created from statutory audits). These individual Academy Action Plans remain the full responsibility of the Academy Heads. This plan is to support these at a MAT level.

	<b>PRIORITY 1</b>	<b>PRIORITY 2</b>	<b>PRIORITY 3</b>	<b>PRIORITY 4</b>	<b>PRIORITY 5</b>	<b>PRIORITY 6</b>
<b>MAT Level</b>	Ensure all academies offer an annual and ongoing training plan for all staff in Safeguarding issues.	Create a working party to explore and plan for the LBGT+ agenda.	Further explore Early Help and support AHs to have a named lead in each Academy.	Ensure all Safeguarding Policies are up to date, relevant and provide advice and procedures of best practice.	To work with Local Boards on Safeguarding issues. Ensure Local Board members are doing Safeguarding visits to schools.	

# PRIORITY 1

**Ensure all academies offer an annual and ongoing training plan for all staff in Safeguarding issues.**

Objective Actions to be taken	Key personnel	Resource s required Cost	Key dates	Impact	Monitoring RAG		
<ul style="list-style-type: none"> <li>Design a Safeguarding questionnaire for staff to identify strengths and weaknesses in Safeguarding knowledge. Offer this to all Academy Heads.</li> </ul>	G. Martin A.Waterman	Release time	Dec 2018	Academy Heads have a good understanding of weaknesses in Safeguarding understanding their academies			
<ul style="list-style-type: none"> <li>Plan an annual Safeguarding programme which covers all issues. Offer programme to AH. Ongoing materials to also be offered.</li> <li>Train ALL staff. Include information in staff updates.</li> <li>AH to focus on 'abuse if the month' in school assemblies at an appropriate level.</li> <li>Teachers to follow up in lessons.</li> <li>Keep a log of all ongoing training</li> </ul>	G. Martin A.Waterman	Release time	Jan 2019 ongoing	<p>A plan is in place to 'drip,drip' train and remind staff of all aspects of KSCIE.</p> <p>Staff are up to date. Raised level of professional dialogue about issues. Posters/ 1 min guides are placed in staffrooms/ toilet doors.</p> <p>Children are trained at appropriate levels about how to keep safe.</p> <p>A good bank of training evidence is collected.</p>			
<ul style="list-style-type: none"> <li>Attend/ shadow Babcock Safeguarding Audits at Tedburn and Bearnas.</li> <li>Meet with Jon Galling (Babcock Safeguarding Lead) to discuss role of ATSSO and next steps.</li> </ul>	A.Waterman A.Keay A.Eccles	??	21.1.19 29.1.19  2 hour meetings 25 1.19 Feb/ March	ATSSO becomes more confident on what to look for during and audit, identifies good practice. ATSSO becomes more confident with Safeguarding across MAT. ATSSO uses Babcock Lead to ensure MAT practice is cutting edge.			
<ul style="list-style-type: none"> <li>Statutory training to be carried out as required.</li> </ul>	Sue HR Academy Heads N.Dunford		ongoing	Statutory training is attended by all staff.			

## Key Priority 2

### LGBT+

**To have the expertise, knowledge and understanding within The Link to welcome, support and include LGBT+ pupils, parents and staff.**

Safeguarding audits across the MAT suggest a gap in expertise, knowledge and understanding of LGBT+ issues.

Objective Actions to be taken	Key personnel	Resources required Cost	Key dates	Impact	
<ul style="list-style-type: none"> <li>Create a working party.</li> </ul>	A.Waterman J.Carter R.Humphrey		Nov 2018	Group take responsibility to become up to date with current issues	
<ul style="list-style-type: none"> <li>Training for working party – High Speed Training</li> </ul>	A.Waterman J.Carter R.Humphrey	£30	18.12.18	Group take responsibility to become up to date with current issues, create an action plan.	
<ul style="list-style-type: none"> <li>Review policies and identify areas for development</li> </ul>	A.Waterman J.Carter R.Humphrey	Release time	6.2.19	Policies take into account LGBT+ issues e.g.equal opportunities	
<ul style="list-style-type: none"> <li>Train staff across the MAT in relevant issues.</li> </ul>	Academy Heads – they then to train staff	INSET	Summer 2019	Staff are aware of appropriate language and requirements of policies. Staff know how to support parents, other staff and pupils.	
<ul style="list-style-type: none"> <li>Ensure tolerance and understanding of LGBT++ is covered in PSHE programme</li> </ul>	Teachers across the MAT		Autumn 2019	Pupil further develops skills of tolerance and understanding of difference	
<ul style="list-style-type: none"> <li>Provide signposting to support pupils, parents and staff</li> </ul>	R. Humphreys		Autumn 2019	Inclusion Hub creates a link to signpost LGBT+ families to requires support	

## PRIORITY 3

**Further explore Early Help and support AHs to have a named lead in each Academy.**

<b>Objective Actions to be taken</b>	<b>Key personnel</b>	<b>Resources required Cost</b>	<b>Key dates</b>	<b>Impact</b>	<b>Monitoring RAG</b>		
<ul style="list-style-type: none"> <li>Attend regular Early Help forums</li> </ul>	R. Humfreys A. Waterman  SENCO/ Early Help Lead	Release time	Half termly	Staff are up to date with Early Help provision and can pinpoint appropriate services			
<ul style="list-style-type: none"> <li>Ensure all websites have a link to the Inclusion Hub and to Devon's Early Help page.   <a href="https://www.devonchildrenandfamiliespartnership.org.uk/workers-volunteers/early-help/">https://www.devonchildrenandfamiliespartnership.org.uk/workers-volunteers/early-help/</a></li> <li>Keep Inclusion Hubs Early Help pages up to date</li> </ul>	Academy Heads R. Humfreys		Feb 2019	Parents can access Early Help pages, self refer and seek support. Parents more aware of Inclusion Hub and the support it can offer.			
<ul style="list-style-type: none"> <li>Attend the LINK Academy SENCO conferences</li> </ul>	SENCO/ Early Help Lead  RH/ AW	Release time Conferences are free to Link schools.	31 <sup>st</sup> Jan 2019  June 2109	All SENCOs across the Link are kept up to date. Procedures, protocols and record keeping begin to be aligned across the 9 schools.			
<ul style="list-style-type: none"> <li>Name an Early Help Lead in each Academy</li> </ul>	Academy Heads		Jan 2019	There is a Early Help Lead in all schools. This is also shown on the website to guide parents to required support.			
<ul style="list-style-type: none"> <li>Nominate and train an Early Help Governor in each Local Board.</li> </ul>	N. Dunford A. Waterman  Sarah??			Local Boards are aware of Early Help provision. Governors can support and question schools appropriately.			

## PRIORITY 4

**Ensure all Safeguarding Policies are up to date, relevant and provide advice and procedures of best practice.**

<b>Objective Actions to be taken</b>	<b>Key personnel</b>	<b>Resource s required Cost</b>	<b>Key dates</b>	<b>Impact</b>	<b>Monitoring RAG</b>		
<ul style="list-style-type: none"> <li>Discuss with Babcock Safeguarding Lead which policies should be in place. Produce an up to date list.</li> <li>Check Link Academy Trust website to ensure all in place and up to date.</li> <li>Urgently complete any missing statutory ones.</li> <li>Add non statutory policies for 'best practice' e.g. bereavement policy</li> </ul>	A.Waterman S. Howard N.Dunford Academy Heads	Release time	Child protection/ SEND Dec 2018  LBGT Feb 2019	Policies are up to date, staff work to the policies to ensure safety of children and staff.			
<ul style="list-style-type: none"> <li>Academy Heads to check own schools website has all up to date policies</li> </ul>	Academy Heads			Websites are up to date. Websites are OFSTED ready.			
<ul style="list-style-type: none"> <li>Ensure updated policies are shared with all staff in individual academies.</li> </ul>	Academy Heads			Staff know MAT policy and work to it.			

## PRIORITY 5

**To work with Local Boards on Safeguarding issues. Ensure Local Board members are doing Safeguarding visits to schools.**

Objective Actions to be taken	Key personnel	Resource s required Cost	Key dates	Impact	Monitoring RAG		
<ul style="list-style-type: none"> <li>Ensure Academy Heads, school staff and parents know who is their Safeguarding Local Board Lead.</li> <li>Ensure this is shown on school websites.</li> </ul>	??			Academy Heads work closely with their Local Board Safeguarding Lead. Safeguarding is discussed regularly. Website users know who the Local Board Safeguarding Lead is.			
<ul style="list-style-type: none"> <li>Ensure training is up to date for all members of the Local Board.</li> <li>Keep Governor Safeguarding Lead up to date with 'abuse of the month'.</li> </ul>	??			Local Board members are up to date with required training and ongoing 'drip,drip' of issues.			
<ul style="list-style-type: none"> <li>Ensure that the Safeguarding Governor has completed the required (how often??) support and challenge visits to schools.</li> <li>Agree a standard format for these visits to take place. Vusut notes copied to the ATSSO.</li> </ul>	?? AW			Academy Heads have a fresh set of eyes to look at Safeguarding across their academy. The standard form allows the ATSSO to monitor these visits across the MAT			
<ul style="list-style-type: none"> <li></li> </ul>							
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