

Strategic Safeguarding Strategy

2025– 26

Creating a safe, nurturing environment
for all children and young people in our
schools



Executive summary

Our vision, principles and priorities for delivering impact with clarity and confidence

Key actions

A term-by-term roadmap translating strategy into focused, actionable delivery

This safeguarding strategy sets out Bourne Education Trust's commitment to creating a safe, nurturing environment for all children and young people. It outlines the culture, processes and practices that underpin safeguarding across the Trust. The strategy aligns with statutory guidance including Keeping Children Safe in Education (KCSIE) and Working Together to Safeguard Children.

Vision and principles

Our safeguarding strategy ensures that every young person within our schools is safe, supported and able to thrive. It is underpinned by:

- Compliance with KCSIE 2025 and all statutory guidance
- A whole Trust approach to safeguarding, embedding a culture of vigilance and accountability
- Proactive harm prevention, not just reactive response
- Consistency across all schools, while allowing for local context

Key actions

Autumn 2025: Review and re-launch of trust-wide CPOMS model; launch DSL supervision offer; implement Lightspeed filtering; launch of new safeguarding review model

Spring 2026: Roll out of CPOMS Insights; increase Trust level safeguarding capacity through the appointment of Trust Safeguarding Manager role

Summer 2026: Roll out of CPOMS Staffsafe; Complete centralisation of safeguarding documents on BET-NET; introduction of cluster safeguarding surgeries to provide additional support to DSLs

Ongoing: DSL CPD offer

Our strategic approach

- A strong safeguarding culture created by leaders and governors
- Robust reporting and monitoring
- Effective communication and professional development
- Accountability, audit and review
- Rigorous and effective safer recruitment processes
- Centrallised processes and consistency in dealing with all concerns



The 6 elements of our approach

The safeguarding culture driven by leaders and governors

- **Commitment and vision:** Safeguarding is a core priority embedded in all aspects of Trust governance and leadership
- **Trust governance and oversight:** Safeguarding is a standing agenda item at each board meeting; there is a named Trustee with responsibility for safeguarding
- **Local governance and oversight:** Safeguarding is a standing agenda item at all Local Governance Committee meetings; each school has a Designated Safeguarding Governor
- **Strategic leadership:** The Trust Safeguarding Lead coordinates safeguarding across all schools
- **The safeguarding curriculum:** All schools ensure the PSHE curriculum provides opportunities for the teaching of safeguarding and is appropriately sequenced; pupils are supported to understand what constitutes a healthy relationship both online and offline, and to recognise risk
- **Culture of accountability:** Leaders at all levels model transparency and encourage whistleblowing

Processes and consistency in dealing with all concerns

- **Standardised policies and procedures:** All schools follow a trust-wide child protection and safeguarding policy aligned with KCSIE and other statutory guidance
- **Clear reporting pathways:** All concerns are logged on CPOMS and escalated according to the Trust's child protection and safeguarding policy
- **Audit and quality assurance:** An annual Trust safeguarding audit and review cycle for all schools informs termly action plans

The 6 elements of our approach

- **Risk management:** Schools conduct regular risk assessments including site security, AP and extended services

Reporting and monitoring

- **Termly reporting:** DSLs prepare termly reports for Local Governance Committees; the Trust Safeguarding Lead compiles a termly report and an annual report for the Trust Board
- **Central oversight:** The Trust maintains a central safeguarding dashboard for monitoring. Trust Safeguarding Lead manages this
- **Record keeping:** Accurate, confidential records of all concerns and actions are maintained in all schools
- **Low-level concerns:** The Headteacher keeps written records of all low-level concerns, which are reviewed to identify potential patterns of concerning behaviour
- **Filtering and monitoring:** All schools have appropriate filtering and monitoring systems in place, and these are reviewed regularly by the DSL

Communications and professional development

- **Staff training:** All staff receive annual safeguarding training and updates on emerging risks. All new staff receive training within 2 weeks of starting their role
- **DSL training:** DSLs receive safeguarding training every 2 years, and refresh their knowledge at regular intervals (at least annually)
- **Governance training:** Trustees and Governors complete annual safeguarding and other specific training pertinent to their responsibilities, such as safer recruitment or managing allegations

The 6 elements of our approach

- **Ongoing DSL development:** The Trust provides weekly briefings and termly safeguarding training for all DSLs
- **Ongoing school development:** A platform for discussing safeguarding matters at school level is organised on a regular basis
- **Community engagement:** Parents and carers are informed through newsletters and workshops about safeguarding

Rigorous and effective safer recruitment processes

- **Recruitment protocols:** All recruitment follows safer recruitment principles including enhanced DBS checks to help deter, reject and identify people who pose a risk to children. Interview panels will always have at least one member who is safer recruitment trained
- **Single central record (SCR):** SCRs are maintained and audited termly across all schools to ensure they meet statutory requirements
- **Staff conduct:** All staff sign the code of conduct annually
- **Volunteers and contractors:** Risk assessments and safeguarding checks for volunteers and third-party providers are mandatory in all schools

Accountability, audit and review

- **Trust Board:** Holds strategic responsibility for safeguarding. They ensure compliance with statutory guidance and effective policies in all schools through termly reports from the Trust Safeguarding Lead. There is a named Trustee with responsibility for safeguarding

The 6 elements of our approach

- **Trust Safeguarding Lead:** Oversees safeguarding practice at school level through the annual safeguarding audit and review cycle alongside data-driven analysis of incidents and trends. They also provide oversight and support for policy implementation
- **Local Governance Committee:** There is a named Governor with responsibility for safeguarding who undertakes termly monitoring of the single central record, along with wider safeguarding culture and practice. The DSL provides the LGC with termly reports containing timely and accurate information regarding safeguarding
- **Headteacher:** Has strategic responsibility for safeguarding to ensure school-level compliance with Trust policies. They have ultimate responsibility for safer recruitment and filtering/monitoring systems
- **School DSLs:** Take lead responsibility for safeguarding and child protection. They manage referrals and oversee any wider DSL team. The DSL ensures accurate safeguarding records are maintained and that staff understand policies and procedures
- **All staff:** Take collective responsibility and prioritise pupils' best interests and maintain vigilance – 'It could happen here'. They should know and follow safeguarding systems and procedures, reporting concerns immediately. They undertake regular training and updates