

# SAFEGUARDING

## Critical Questions and Guiding Principles

### Why do we exist?

To provide great Catholic education across Greater Manchester to 'rebuild the church for future generations' in line with the Diocesan mission

1

### How do we behave?

We will live out our habitual virtues; humility, faithfulness and service.

2

### What do we do?

We all have responsibility for safeguarding. We enable early intervention to protect and keep pupils safe.

3



### How will we succeed?

Emmaus CAT-wide safeguarding policies provides clarity on roles and responsibilities in taking swift action to create safer environments for all.

4

### What is most important, right now?

Developing common systems and policies, including clear routes to escalation and referral.

5

### Who must do what?

All stakeholders know their roles and responsibilities. Professional supervision and CPD is offered by the CAT Directors of Safeguarding.

6

Humility

Faithfulness

Service



## SAFEGUARDING Guiding Principles

Our core purpose is to create a healthy and safe Catholic organisation, where the culture actively and deliberately contributes to the best school experience for every child, pupil and employee. These guiding principles ensure that every Emmaus school has clear systems in place to keep pupils and adults safe.

*Safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their families has a role to play. In order to fulfil this responsibility effectively, all practitioners should make sure their approach is child centred. This means that they should consider, at all times, what is in the best interests of the child (KCSIE 2023).*

SAFEGUARDING

### Why do we exist?

To provide great Catholic education across Greater Manchester to 'rebuild the church for future generations' in line with the Diocesan mission.

### How do we behave?

We will live out our habitual virtues; humility, faithfulness and service.

- At Emmaus, we encourage all of our staff to have high levels of professional curiosity through well-developed training linked to CPD.
- We will work together to protect children and all members of the school community.
- Safeguarding is everyone's responsibility.
- We ensure that school staff gather information from a range of sources to help them identify children who are at risk of harm.
- We aim for children to be empowered to report concerns.
- We ensure that school leaders involve families (where appropriate) when concerns arise.
- We require schools to work collaboratively with parents and carers, recognising they are part of the wider safeguarding picture.
- We ensure all staff, governors, volunteers and visitors to schools to know and follow the mechanisms for reporting concerns.
- We work collaboratively with external agencies to achieve the best outcomes for children and their families.
- We foster an inclusive environment that is respectful of the sanctity and dignity of each individual in the eyes of God, including celebrating difference.

### What do we do?

- We will promote a culture of vigilance in each school that focuses on the prevention of harm and early intervention.
- We will support schools to adopt a contextual safeguarding approach that considers all the relationships a child has within and outside school that can increase risk, including harmful sexual behaviour. We adopt the viewpoint that 'It could happen here'.
- We will support schools to develop in children the resilience and skills to avoid and recover from harm.
- We will empower staff to engage with parents, partner agencies and the wider community to reduce risk of harm.
- We will support school leaders to develop and adapt curriculum plans that take account of contextual safeguarding risks.
- We will ensure that school leaders create and maintain a climate in which they can safely review and reflect on practice, question what has been learned from past mistakes and share learning, as part of our prevention strategy.
- We provide a framework for comprehensive audit of any alternative education provision that is used within the CAT and ensure it is regularly reviewed.



## How will we succeed?

- There is one CAT safeguarding policy in place to empower staff in all our schools to share concerns and to ensure expectations are clear in respect of staff behaviour and conduct.
- All school will adopt the CAT wide CPOMS Policy to enable consistency and develop proficiency in recording and reporting all safeguarding information and concerns. Clear and comprehensive records will enable Emmaus CAT to identify and address any weakness in the safeguarding system.
- We will support school through the development of a comprehensive programme of safeguarding training that equips all staff with the confidence to develop and improve safeguarding practice. This training will reflect the key message that safeguarding is everyone's responsibility.
- We will provide opportunities for learning so that all staff can gain knowledge, skills and practical approaches to recognise and respond to safeguarding concerns effectively within our schools and create safer environments for all.
- We will be open to new development programmes, leadership and management shifts, new policies and procedures as well as adaptations to the safeguarding curriculum. We recognise that improvements in safeguarding is a never-ending process that is part of creating a culture of excellence.
- We ensure that schools hold 'the child' centrally in all our work and actively promote the voice of the child. School leaders will network externally to establish competent, trusting, joint working assessment and decision making.
- We will establish robust Safer Recruitment processes that foster a diligent safeguarding culture.
- We will provide high-quality professional supervision for DSLs in our schools.

## What is most important, right now?

- At Emmaus, together we will create the culture and ethos for safeguarding throughout the school community and establish common systems, policies and processes to minimise risk. This will include a centralised Single Central Record (SCR) database and CPOMS policy.
- We will support schools to develop systems and processes for child welfare issues including, but not limited to, mental health, Prevent, Serious Crime, Early Help and Child on Child abuse. We will develop clear routes to escalation and referral and have accountability systems within all Emmaus schools.



## Who must do what?

- Professional supervision will be provided to all DSLs by the CAT Directors of Safeguarding, in line with the Emmaus CAT Supervision Policy.
- CPD opportunities will be provided at CAT and local level and promoted to all staff, to enable staff to develop knowledge and skills and maintain best practice.
- School leaders recognise that information is a strategic asset to inform our understanding and drive improvement across the CAT.
- We will hold our information securely and where possible share information with consent, acting with openness and transparency and in line with data protection requirements.

### Documents Referenced

KCSIE 2022 and 2023  
 Working Together to Safeguard Children 2018  
 DfE Mental Health and Behaviour in Schools 2018  
 Working Together to Improve School Attendance May 2022  
 DfE What to do if you are Worried about a Child being abused: advice for Practitioners 2015  
 Children Act 1989 (and subsequent amendments)



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