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Abstract

This document sets out the rationale for having an ADSL for each hub within the Our Lady of Lourdes Catholic Multi Academy Trust



Advanced Safeguarding Leads.

Introduction and Rationale

**Our Lady of Lourdes Advanced Safeguarding Lead Model**

**Our Lady of Lourdes Catholic Multi Academy Trust Mission Statement**

We are a partnership of Catholic schools and our aim is to provide the very best Catholic education for all in our community and so improve life chances through spiritual, academic and social development.
We will achieve this by:
Placing the life and teachings of Jesus Christ at the centre of all that we do.
Following the example of Our Lady of Lourdes by nurturing everyone so that we can all make the most of our God given talents.
Working together so that we can all achieve our full potential, deepen our faith and know that God loves us.
Being an example of healing, compassion and support for the most vulnerable in our society.

***Joshua 1:9-10 “Have I not commanded you? Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go.”***

1. **Introduction:**

Our Lady of Lourdes Catholic Multi Academy Trust (OLoL) Executive Board recognise their moral and statutory responsibility to safeguard and promote the welfare of all pupils together with Local Governing Bodies. The Executive Trust Board and Local Governing Bodies will endeavour to provide a safe and welcoming environment where all children and adults are respected and valued. They will ensure that there is ‘whole school’ approach to safeguarding, meaning that safeguarding and child protection are at the forefront and underpin all relevant aspects of process and policy development; ultimately all systems, processes and policies should operate with the best interests of the child at heart.

The Trust Board will make sure that all children and young people have the same protection regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation. The Executive Trust Board and Local Governing Bodies are alert to the signs of abuse and neglect. They follow procedures to ensure that children and adults receive effective support, protection and justice and recognise the additional needs of children from minority ethnic groups and disabled children and the barriers they may face, especially around communication. Child protection forms part of the school’s safeguarding responsibilities. The Safeguarding and Child Protection policy is available on the Trust website: <https://www.ololcatholicmat.co.uk/>

1. **Rationale for the ADSL role:**

Our Lady of Lourdes Trust plays a significant role in terms of safeguarding pupils across all Trust schools. Currently there are in excess of 80 Designated Safeguarding Leads (DSLs) accredited within our schools. They undertake training with Nottingham City, Nottinghamshire and Derbyshire County Councils. The Trust run regular networks for DSLs and this year a Safeguarding Trust Governor network has emerged expanding the capacity for a joined-up Safeguarding approach across OLoL Trust schools.

To increase capacity and support for Safeguarding in each school, the Trust intend to appoint 4 ADSLs, one for each hub, in the Advent term. There will be an expectation that the ADSL for each hub will have release time of 1 day/term to visit and support each hub school; they would also be given a day’s release time for their own school.

This as an exciting career opportunity for DSLs interested in working across Trust schools and becoming more involved with the wider approach to Safeguarding.

The mission for the ADSL in each hub will be to strengthening all aspects of Safeguarding by:

* Offering advice and guidance on policy and procedure.
* Supporting newly appointed DSLs during induction.
* Acting as a forum for communication and consultation in particular between schools and the Trust but also with other partnership bodies.
* Supporting the Trust DSL networks and steering group.
* Developing and sharing evidence based good practice.
* Supporting a cluster of school DSLs.
* Supporting training and development.
* Supporting hub schools to undertake audit activity.
* Meeting regularly with ADSL colleagues.

The ADSL would report directly to the Trust Safeguarding Lead.

1. **The ADSL Role:**

Initially the training will be available for DSLs within Nottingham City schools and will be provided by Nottingham City Council. Training for any vacant ADSL hub roles would then be implemented as a ‘second’ phase of this roll out. This is a significant CDP opportunity which will include learning mapped to relevant competencies.

**For the individual there would be:**

* Induction and ongoing support.
* Planned individualised learning and development opportunities.
* Bespoke ADSL training (including train the trainers) and ongoing communication.
* Regular ADSL meetings.
* Potential to represent the sector in the work of safeguarding children.
* £1500 paid to the ADSL for this role

**For the school**

* Funding to release staff @ £175/day; the expectation will be two days release/term.
* The school will directly benefit from the development input for the ADSL.
* Development opportunity to influence the wider school and Trust system.

**Eligibility Criteria**

* A minimum of two years’ experience as a DSL.
* Experience of middle or senior leadership role and able to demonstrate outstanding practice.
* Evidence based commitment to excellence.
* Effective experience in multi-agency practice.
* Understanding of how to implement safeguarding policy in order to ensure effective safeguarding outcomes/arrangements across the organisation
* A successful track record as an advocate to improve safeguarding practice at a strategic level and for individual children.
1. **Model & Time Frame:**

**Current Model:**

**Proposed Model:**

**Time Frame:**

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| --- | --- | --- |
| **Date** | **Action** | **Schools involved** |
| Advent Term 2021 | ADSL Information circulated to all Nottingham City schools | AUG, MNO, OLPS, OLSE, SMC, TER, TRI, WSP, WID |
| Advent Term 2021 | 1/2 ADSLs are trained ready for the new academic year 2021-22. |  |
| Advent 1:2 2021 | ADSL information circulated to schools outside of Nottingham City Schools | ALS, CSH, CTK, HHC, HTN, JBO, LLJ, PNB, SEC, SPM, TBS, TGS |
| Advent 1:2 2021 | Training of the 2/3 Hub ADSLs will be led by the ADSL trained by Nottingham City alongside the Trust Safeguarding Lead.be in place by the end of the first half of the Advent term 2021. |  |

1. **The Application Process:**

Interested DSLs will complete the Nottingham City application form to apply for the first ADSL role; if there are a number of applicants interested in the role, there would likely be a Trust selection process. Successful candidate(s) from that process will then be put forward for CPD from Nottingham City Council. Training will take place in the Advent term 2021.

For further information please contact OLoL HR: hr@OLOLCATHOLICMAT.co.uk