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# INVICTUS

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## Education Trust

### **Invictus Education Trust Safeguarding Policy Statement**

Safeguarding is everyone's responsibility and it is the duty of this Trust to safeguard and promote the welfare of children.

We focus on providing a safe and welcoming environment for all of our children, regardless of age, ability, culture, race, language, religion, gender identity or sexual identity. All of our children have equal rights to support and protection.

This policy applies to all staff, volunteers and governors, all of which receive an appropriate level of training for their roles and on their safeguarding duties. We update this policy at least annually to reflect changes to law, guidance and best practice.

We work with our local safeguarding partners to promote the welfare of children and protect them from harm. This includes providing a co-ordinated offer of early help when additional needs of children are identified and contributing to inter-agency plans which provide additional support to the child.

All of our staff have an equal responsibility to act on any suspicion or disclosure that may indicate that a child is at risk of harm. Any pupils or staff involved in child protection or safeguarding issue will receive appropriate support.

Our strong safeguarding culture ensures that we treat all pupils with respect and involve them in decisions that affect them. We encourage positive, respectful and safe behaviour among pupils and we set a good example by conducting ourselves appropriately.

Identifying safeguarding and child protection concerns often begin with recognising changes in pupils' behaviour and knowing that these changes may be signs of abuse, neglect or exploitation. Challenging behaviour may be an indicator of abuse.

All of our staff will reassure children that their concerns and disclosures will be taken seriously and that they will be supported and kept safe.



To safeguard all students, staff and volunteers  
To inspire each other everyday to improve everything we do  
Set an aspirational culture in every stakeholder's environment

To report safeguarding concerns to HQ, please email Amy Buttery (PA to CEO) [abuttery@invictus.education](mailto:abuttery@invictus.education) for the attention of Tony Bowles, CEO