
INVICTUS

Education Trust

Invictus Education Trust Safeguarding Policy Statement 2023

The Invictus Trust is committed to safeguarding and promoting the welfare of children within its family of schools. All staff and volunteers are expected to share this commitment and are equipped to do so due to the safeguarding culture embedded in our schools.

Invictus and its schools believe that the child's welfare is always of paramount concern, and that all children have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious belief or sexual identity. We focus on providing a safe and welcoming environment for all of our children.

All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately in accordance with The Invictus Trust Safeguarding and child protection policy.

Invictus and its schools recognises its responsibility to safeguard the welfare of all its children by protecting them from emotional, sexual or physical harm and from neglect or bullying. They acknowledge that child abuse can be a very emotive and challenging subject. It is important to understand the feelings involved but not to allow them to interfere with judgement about the action to be taken. A platform of support, care and safe spaces are provided in all our schools to support vulnerable children and those facing personal challenges.

Every adult is expected to play their part in safeguarding our children. Each school supports this through safeguarding and child protection awareness training. All staff in all of our schools know the procedures that should be followed should they have any concerns about a child. All staff know where to go should they require some information, help and guidance.

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

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.

Our schools ensure children and young people understand where to access support in and out of school hours.

The Invictus Trust supports each school in the following ways:

- Fully adopting the Keeping Children Safe in Education Guidance September 2023 and section 3 of the Early Years Framework July 2023;
- Undertaking safeguarding external/internal reviews and Local Authority audits on an annual basis;
- Ensuring each school adheres to The Invictus Trust Child Protection and Safeguarding Policy and other safeguarding policies and procedures that details school specific advice and designated safeguarding lead details;
- Ensuring each school has a governor on its Local Governing Body with special responsibility for safeguarding;
- Having a Trustee with special responsibility for safeguarding, who liaises with The Invictus Trust Head of Governance and Safeguarding and the Safeguarding link governors;
- All staff receive regular training on child protection procedures, including Prevent and Keeping Children Safe in Education guidance.

Reporting Concerns about a Child

If you are concerned about the welfare of a child at any of our schools contact the relevant Designated Safeguarding lead in each school. Details can be found on each school website.

Reporting Concerns about an Adult Working or Volunteering in Our Schools

If you are concerned about an adult working or volunteering in any of our schools contact the Head teacher or if it is a concern against the Head teacher then the next most senior member of staff must be informed and the Chair of Governors.

Safer Recruitment

All applicants for employment at Invictus and its schools will be fully vetted in accordance with DfE Guidelines Safeguarding Children: Safer Recruitment and Selection in Education Settings.



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 for the attention of Angela Mander, Acting CEO