

Fusion School Services – Safeguarding Statement

1.0 Policy Statement

Fusion School Services, a subsidiary of the Ted Wragg Trust, is committed to ensuring that all pupils, staff, visitors, and contractors experience safe, well-maintained, and well-supervised environments across all school sites. Our safeguarding obligations extend across every operational function of Fusion, including estates, lettings, soft services, catering, business administration, and cleaning operations.

Our safeguarding approach aligns directly with the Trust-wide safeguarding principles set by the Ted Wragg Trust, which places the safety and welfare of children at the heart of all that we do.

Fusion School Services acknowledges the statutory safeguarding responsibilities outlined in Trust publications and national legislation.

All individuals working within Fusion, regardless of position, must take responsibility for safeguarding and promoting the welfare of children and young people at all times.

2.0 Scope and Purpose

This statement applies to:

- The TWT Board (strategic governance)
- The Fusion Board (subsidiary governance)
- The Fusion CEO (operational accountability)
- All leadership, management, administrative, operational, catering, lettings, and cleaning staff within the Fusion structure
- All agency workers, contractors, and volunteers working on behalf of Fusion School Services

It outlines safeguarding roles and reporting responsibilities across the organisation.

This statement should be read alongside:

- The Ted Wragg Trust Safeguarding and Child Protection Policy
- Individual school safeguarding policies
- Fusion codes of conduct and operational procedures and guidance
- Working Together to Safeguard Children and Keeping Children Safe in Education requirements

3.0 Definition

For the purposes of safeguarding:

- **“Children”** means all individuals under the age of 18.
- **“Fusion staff”** includes all permanent staff, contractors, agency workers, and volunteers within Fusion's organisational structure.
- **“Trust Schools”** refers to all settings operated under the Ted Wragg Trust.

- “**Schools**” refers to any school supported by Fusion School Services some of which are not part of the Ted Wragg Trust.

All staff must remain vigilant to safeguarding concerns, environmental risks, unsafe practice, or behaviour that may place children or adults at harm.

4.0 Legal Framework

This statement aligns with:

- The Children Act 1989
- The Children Act 2004
- The Education Act 2002
- Keeping Children Safe in Education (2024/2025 editions) ¹
- Working Together to Safeguard Children 2023 ²
- Guidance for Safer Working Practice
- Trust-wide safeguarding expectations

Fusion implements their statutory duties through its internal structures and governance, with operational oversight delegated from the Trust Board to the Fusion Board.

5.0 Organisational Safeguarding Responsibilities

The safeguarding responsibilities below reflect the organisational structure of Fusion School Services.

5.1 Governance and Executive Leadership

TWT Board

- Holds ultimate statutory responsibility for safeguarding across the Trust and its subsidiary companies.
- Ensures safeguarding frameworks, policies, and oversight processes are robust.

Fusion Board

- Appoints a **Named Safeguarding Board Member – Rachel Carter** with oversight of safeguarding within Fusion.
- Approves this safeguarding statement annually.
- Monitors safeguarding performance across Fusion School Services.

Fusion CEO

- Holds operational accountability for implementing safeguarding culture across the entire Fusion School Services workforce.
- Ensure all managers embed safeguarding practice within service areas.
- Liaises with the Trust safeguarding Lead and school Designated Safeguarding Leads (DSLs) when required.

5.2 Leadership and Management Roles

Fusion Finance Director

Responsible for safeguarding compliance across the Finance/Lettings/Operations branch, including:

- Ensuring safer recruitment controls
- Overseeing safeguarding expectations for:
 - Lettings Business Development Manager
 - Lettings Business Manager
 - Lettings Administrator
 - 2× Operations Managers

Staff in these roles regularly work in school buildings during community use or operational activity and must follow the school specific safeguarding procedures.

Head of Fusion Services

Responsible for safeguarding compliance with all soft-services and site support functions, including:

- Implementing safeguarding practice and procedures in daily operational areas
- Ensuring all staff understand professional boundaries and safe working practice
- Supervising safeguarding practice for:
 - Soft Services Manager
 - Senior Business Administrator
 - 2× Fusion Administrators
 - Cleaning Operation Lead
 - 2× Cleaning Team Leaders

Staff in these teams work within active school environments, often during pupil occupied hours and must maintain high vigilance and operate within the school specific safeguarding policies.

Senior Catering Manager

Responsible for safeguarding compliance with all catering operations, including:

- Ensuring catering staff follow safer working practices
- Maintaining safe working environments in kitchens and food service areas

- Ensuring all catering activity adheres to school specific safeguarding procedures and practices

6.0 Staff Responsibilities Across All Levels

All staff regardless of role must:

- Follow the safeguarding procedures of the Trust and the individual school in which they are working
- Report any safeguarding concerns related to children immediately to the school's DSL and their Fusion line manager
- Maintain professional conduct and always uphold safer working practices
- Report concerns related to Fusion staff to the Fusion Safeguarding Lead – Rachel Carter
- Ensure safe environments through good practice in facilities management, cleaning, catering, and lettings operations

This requirement reflects Trust-wide expectations for staff working on school premises.

7.0 Reporting Concerns

Safeguarding concerns must be escalated through the following pathway:

1. Immediately report the concern to the school's Designated Safeguarding Lead (DSL) (if the concern relates to children) or to the Fusion Safeguarding Lead – Rachel Carter if the concern relates to an adult.
2. Escalation to **Head of Fusion Services** or **Fusion Finance Director** if required
3. Referral to the **Fusion CEO** if needed
4. Where required, concerns will be referred to external agencies, including the Local Authority Designated Officer (LADO) in accordance with Trust procedures

All concerns must be logged, recorded accurately, and followed through to resolution.

8.0 Creating Safe Environments

Fusion School Services ensures safe school environments by:

- Maintaining secure and well-managed school sites
- Supervising cleaning and soft-services operations to minimise risk
- Ensuring lettings activities uphold and adhere to the school and service safeguarding requirements
- Monitoring contractor behaviour on site
- Ensuring catering environments meet safety and welfare standards
- Identifying and addressing hazards promptly

9.0 Circulation

This statement will be:

- Reviewed annually by the **Fusion Board**
- Shared with all Fusion staff and contractors
- Available to Trust senior leaders and school DSLs
- Aligned with Trust-wide safeguarding and child protection policies

10.0 Adoption

This safeguarding statement is formally adopted by the Fusion Board and applies across all Fusion operations, staff teams, and service areas.