



SAFEGUARDING AND CHILD PROTECTION POLICY

Objective: To create and uphold a protective environment for all individuals, ensuring safety, dignity, and well-being are maintained, and any instances of abuse, neglect, or harm are prevented and appropriately addressed.

Aims:

- **Staff Training:** Mandate comprehensive safeguarding and child protection training for all staff and volunteers, with a focus on identifying and managing signs of abuse, neglect, bullying, and exploitation.
- **Background Checks:** Implement robust vetting procedures for new hires, including criminal background checks (e.g., DBS checks).
- **Whistleblowing Policy:** Foster a culture where staff, students, and visitors can report concerns or incidents without fear of reprisal.
- **Safeguarding Lead:** Appoint a designated Safeguarding Lead responsible for managing, documenting, and following up on concerns.

Procedures for Handling Concerns:

- **Immediate Reporting:** Staff must report suspected abuse or neglect immediately to the Safeguarding Lead, who will follow established protocols.
- **Confidential Recordkeeping:** Maintain confidential, detailed records of reported incidents, including conversations, observations, and actions taken.
- **Collaboration with External Agencies:** Involve child protection services, law enforcement, or other external agencies as required, prioritizing the best interests of the child or adult involved.
- **Parental Communication:** Communicate with parents, guardians, and caregivers as appropriate to ensure transparency and maintain trust.