

SAFEGUARDING AND CHILD PROTECTION POLICY

Version: 1.1

Approved by: Directors

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DOCUMENT CONTROL

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Organisation	Reach Education and Employment
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Safeguarding Contacts	Name	Tel No
Designated Safeguarding Lead	Christopher Murray	07583695771
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Local Authority Designated Officer (LADO)	Duty Officer	01609533080
Social Services Referrals		03001312131
Out of Hours Social Services		03001312131
Police		999
NSPCC Whistleblowing Hotline		0800 028 0285

1. Policy Statement

The organisation is committed to safeguarding and promoting the welfare of all learners, staff, and visitors. We recognise our statutory duty under the **Children Act 1989 and 2004, Education Act 2002**, and **Keeping Children Safe in Education (KCSIE)** to ensure that all learners are protected from harm, abuse, neglect, and exploitation.

Safeguarding is everyone's responsibility. Reach Education and Employment is committed to its 'Pillars of Safety' which aims to create a safe, inclusive environment where learners feel secure, valued, and supported.

Pillars of Safety

1. Policy- these describe how we are committed to preventing and responding appropriately to, harm to vulnerable children or adults within our care
2. Responsibilities-all our staff and the employers we work with will understand their safeguarding responsibilities and how to report any concerns
3. Environment-we ensure our spaces are safe and are appropriate and accessible for all our learners.
4. Curriculum-safeguarding topics are embedded into learning for both staff and learners and we will always ensure that information and guidance is up to date
5. Review-all safeguarding policies are reviewed at least annually and we are committed to constantly improving our procedures and ways of working

2. Scope

This policy applies to:

- All learners, including those aged under 18 and vulnerable adults
- All staff, directors, volunteers, and contractors
- All visitors, partners, and subcontractors
- All activities on and off site, including online learning, work placements, and trips

3. Legal Framework

This policy is informed by and complies with the following statutory legislation and guidance:

- Children Act 1989 & 2004
- Education Act 2002
- Working Together to Safeguard Children (2023)
- Keeping Children Safe in Education (KCSIE 2026)
- Counter-Terrorism and Security Act 2015 (Prevent Duty)
- Sexual Offences Act 2003
- Equality Act 2010
- Data Protection Act 2018 / GDPR
- Human Rights Act 1998

4. Definitions

Safeguarding – protecting children and vulnerable adults from maltreatment, preventing impairment of health or development, and ensuring safe and effective care.

Child Protection – specific actions taken to protect children suffering or likely to suffer significant harm.

Vulnerable Adult – a person aged 18 or over who may be unable to protect themselves from harm or exploitation due to age, disability, illness, or circumstance.

5. Safeguarding Structure

Role	Responsibility
Designated Safeguarding Lead (DSL)	Overall responsibility for safeguarding and child protection
Deputy DSLs	Support DSL and act in their absence
Safeguarding Officers	Manage day-to-day concerns and referrals
Senior Leadership Team	Ensure compliance and oversight
All Staff	Report concerns immediately
Directors	Monitor safeguarding effectiveness

6. Safeguarding Principles

We commit to:

- Early identification and intervention
- Listening to learners and taking concerns seriously
- Multi-agency collaboration
- Safe recruitment and vetting
- Ongoing staff training
- Confidentiality and information sharing in line with GDPR
- Continuous improvement through audit and review

7. Recognising Abuse and Neglect

Staff must maintain an active awareness of, and receive training to recognize, indicators of:

- Physical, emotional, or sexual abuse, and neglect
- Exploitation (including criminal, sexual, or financial)
- Domestic abuse
- Online Abuse and AI Risks: Including the generation, viewing, or distribution of AI-generated explicit deepfakes and unsafe, automated chatbot interactions.
- Extreme Online Misogyny: Understanding its intersection with harmful sexual behaviours and peer-on-peer harassment.
- Radicalisation (Prevent Duty)
- Early Vulnerability & Attendance Indicators: Monitoring learners subjected to part-time timetables or frequent removals from instructional environments.

8. Reporting Concerns

All staff must:

1. **Act immediately** if they suspect abuse or harm.
2. **Report concerns** to the DSL or Deputy DSL.
3. **Record details** factually and confidentially.
4. **Never promise confidentiality** to a learner.

5. **Refer directly to external agencies** if a child or young person is in immediate danger.

9. Managing Disclosures

When a learner discloses abuse:

- Listen carefully and calmly.
- Reassure them they are being taken seriously.
- Do not ask leading questions.
- Record what was said using the learner's own words.
- Report immediately to the DSL.

10. Prevent Duty

The organisation recognises its duty under the **Counter-Terrorism and Security Act 2015** to prevent people from being drawn into terrorism.

We will:

- Train staff to recognise signs of radicalisation.
- Promote British Values.
- Refer concerns through the **Channel process**.
- Work with local Prevent partners.

11. Online Safety

We will:

- Provide secure digital systems.
- Monitor usage and respond to concerns.
- Educate learners on safe online behaviour.
- Follow the Acceptable Use Policy.

12. Safer Recruitment

We ensure all staff, regular contractors, and volunteers are safely recruited by:

- Conducting enhanced DBS and barred-list checks.
- Verifying identity, right to work in the UK, and professional qualifications.
- Obtaining and verifying independent references.
- No staff member or volunteer may commence work under any circumstances until the barred-list check has taken place. In circumstances where a DBS check is delayed staff can work under strict supervision and a risk assessment must be in place.
- Maintaining a comprehensive Single Central Record (SCR).

13. Staff Training

All staff members receive continuous, mandatory safeguarding training:

- **KCSIE Part One Mandate:** Following the removal of Annex A, **all staff members**—including non-teaching, temporary, and regular volunteer personnel—are required to read Part One of *Keeping Children Safe in Education 2026* in full. The organization maintains a written or digital compliance log verifying individual signature and understanding.
- **Induction:** Comprehensive safeguarding and Prevent training prior to working with learners.
- **Annual Refresher:** Statutory updates detailing changes to national legislation, early risk indicators, and local multi-agency referral thresholds.
- **Role-Specific:** Advanced, continuous training for the DSL and Deputy DSLs.

14. Confidentiality and Information Sharing

Information will be shared only:

- On a need-to-know basis
- With consent where appropriate
- In line with GDPR and safeguarding legislation
- With external agencies when necessary to protect a child or vulnerable adult

15. Monitoring and Review

Safeguarding practice is monitored through:

- Annual policy review
- Safeguarding audits
- Staff training records
- Case reviews and data analysis
- Director oversight

Findings inform the Quality Improvement Plan.

16. Linked Policies

- Behaviour Policy
- Anti-Bullying Policy
- Equality, Diversity & Inclusion Policy
- Health & Safety Policy
- Whistleblowing Policy
- Data Protection Policy
- Prevent Policy

Appendix: Supporting Gender-Questioning Children and Single-Sex Provision (Cass Review Alignment)

A. Core Principles and Cautionary Approach

In alignment with the findings of the **Cass Review** and statutory **KCSIE 2026 guidance**, Reach Education and Employment adopts a "very careful approach" and exercises "particular caution" when a learner questions their gender. The organization recognizes that social transition is not a neutral act, that long-term impacts carry significant unknowns, and that gender-questioning children frequently present with wider, complex vulnerabilities or co-occurring mental health needs.

The organization will **never initiate or encourage** gender confusion or social transition paths proactively. All requests or identified instances of gender questioning must be managed under a rigorous safeguarding framework.

B. Mandatory Parental Involvement

- **Default Expectation:** The organisation expects parents or legal guardians to be actively involved in the "vast majority" of cases where a learner requests a change in social recognition (e.g., changes to preferred names, pronouns, or dress code).
- **Lead Role:** Staff must work in partnership with families, following the lead of parents or legal guardians.
- **Exceptional Circumstances:** Information may only be withheld from parents in rare, exceptional situations where the Designated Safeguarding Lead (DSL) determines, based on objective evidence, that notifying the family would expose

the learner to an immediate, severe risk of significant harm or if the learner is over 18.

C. Case-by-Case Assessment and Documentation

Decisions regarding a learner questioning their gender will never be automated or handled through blanket organizational approvals. The DSL must:

- Conduct a **structured, case-by-case assessment** that legally balances safeguarding duties, the learner's age, parental views, and the wider context of the peer group.
- Maintain **defensible record-keeping**, ensuring that all consultations, formal meetings, and balanced decision-making pathways are recorded accurately to withstand regulatory scrutiny.

D. Statutory Single-Sex Spaces and Infrastructure

The organization enforces explicit physical boundaries rooted in biological sex to guarantee privacy, safety, and dignity for all learners:

- **Toilets:** Separate facilities are provided for males and females. Learners are strictly prohibited from using toilets designated for the opposite biological sex.
- **Changing Rooms & Showers:** Learners are strictly prohibited from undressing in front of peers of the opposite biological sex.
- **Alternative Facilities:** Where a gender-questioning learner chooses not to use the facilities designated for their biological sex, the organization will consider providing self-contained, individual alternative toilets. These alternative configurations must never compromise or diminish the availability of standard single-sex communal facilities.
- **Residential Trips:** Overnight accommodation on educational visits must remain strictly single-sex based on biological sex.

E. Single-Sex Physical Education and Sport

To preserve physical safety and competitive fairness, Physical Education classes and sports groups may be split strictly into single-sex groups based on biological sex. A structured framework will be applied by the DSL and sports leads to evaluate any mixed-participation requests, ensuring that safety-based and fairness-based distinctions remain paramount.

Appendix B

Statutory Safeguarding Declaration Form – September 2026

Compliance Note: In accordance with the statutory **Keeping Children Safe in Education (KCSIE) 2026** guidelines, all school personnel are legally required to read Part One of the guidance in full. The shortened Annex A option has been completely removed. This declaration must be signed, dated, and returned to the Designated Safeguarding Lead (DSL) during your **September 2026 INSET Day** training before you commence regular duties with learners.

Section 1: Staff Details

- **Full Name:** _____
- **Job Title/Role:** _____

Section 2: Statutory Reading Confirmation

Please initial each box below to confirm you have completed the mandatory reading:

- **[Initial: ____]** I confirm that I have read **Part One of Keeping Children Safe in Education (KCSIE) 2026** in its entirety.
- **[Initial: ____]** I confirm that I have read and understood the updated **Reach Education and Employment Safeguarding and Child Protection Policy (Version 1.1)**.
- **[Initial: ____]** I confirm that I have read and understood the updated **Acceptable Use of Technology and Mobile Devices Policy**.

Section 3: Core Safeguarding Knowledge Acknowledgement

By signing below, I confirm that I understand my statutory duties and have received training during today's INSET sessions regarding the following updated 2026 safeguarding mandates:

- **AI and Digital Hazards:** I understand my duty to identify and immediately report incidents involving **AI-generated explicit deepfakes** or harmful interactions with generative AI chatbots.
- **Extreme Online Misogyny:** I recognize how extreme online misogynistic content fuels harmful sexual behaviors and peer-on-peer abuse, and I agree to actively challenge these behaviors.
- **Early Vulnerability Flags:** I will maintain heightened vigilance and monitor learners who are subject to **part-time timetables** or frequent classroom removals, treating these attendance markers as potential early indicators of vulnerability.
- **Gender-Questioning and Facilities:** I understand the school's cautious approach regarding gender-questioning learners, the mandatory nature of parental involvement, and the strict biological sex rules governing the use of toilets, changing spaces, and competitive sports.

Section 4: Signature and Declaration

I confirm that the information provided on this form is correct. I understand that compliance with safeguarding policies is a condition of my employment/engagement at Reach Education and Employment, and that any failure to uphold these statutory duties may result in disciplinary action.

- **Staff Signature:** _____
- **Date:** _____

For DSL/Internal Use Only:

- Form received and verified by DSL/Deputy DSL
 - Captured on the Central Safeguarding Compliance Log
 - **Signed (DSL/Deputy):** _____ **Date:** _____
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