



Safeguarding and Child Protection Policy



Document History

Version	Comments/Amendments	Name	Date
1	First Issue	Chris Kelly	

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1. Policy Statement

Oaktree Education is committed to safeguarding and promoting the welfare of all our learners. We believe that all learners, regardless of age, gender, ability, race, culture, language, religion or sexual identity, have an equal right to protection from harm. We will work in partnership with learners, parents/carers and other agencies to promote a safe and secure learning environment.

This policy applies to all staff including senior leaders, governors, paid staff, volunteers, contractors and visitors.

2. Statutory Framework

This policy has been developed in accordance with the principles established by the:

- Children Act 1989 and 2004
- Education Act 2002
- Working Together to Safeguard Children (2018, updated 2023)
- Keeping Children Safe in Education (KCSIE 2024)
- What to do if you're worried a child is being abused (2015)
- Counter-Terrorism and Security Act (2015, Prevent Duty)
- Children and Social Work Act (2017)
- GDPR and Data Protection Act (2018)

We acknowledge the legal duty placed on the College and its staff to safeguard and promote the welfare of learners and that safeguarding is everyone's responsibility.

3. Definitions

Safeguarding includes protecting learners from maltreatment, preventing the impairment of mental and physical health or development and ensuring they grow up in safe and effective care environments.

Child protection refers to processes undertaken to protect learners who have been identified as suffering or likely to suffer significant harm.

Learners in our context include all enrolled individuals aged 16–25 who attend our Post-16 provision.

Child protection is part of this definition and refers to activities undertaken to prevent children suffering, or being likely to suffer, significant harm.

Abuse is a form of maltreatment of a child and may involve inflicting harm or failing to act to prevent harm. Appendix 1 explains the different types of abuse.

Neglect is a form of abuse and is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Appendix 1 defines neglect in more detail.

Sharing of nudes and semi-nudes (also known as sexting or youth produced sexual imagery) is where children share nude or semi-nude images, videos or live streams.

Children include everyone under the age of 18.

The following 3 safeguarding partners are identified in Keeping Children Safe in Education (and defined in the Children Act 2004, as amended by chapter 2 of the Children and Social Work Act 2017). They will make arrangements to work together to safeguard and promote the welfare of local children, including identifying and responding to their needs:

- The local authority (LA)
- A clinical commissioning group for an area within the LA
- The chief officer of police for a police area in the LA area

4. Designated Safeguarding Lead (DSL)

Oaktree Education has appointed a Designated Safeguarding Lead (DSL) and deputies who take lead responsibility for safeguarding and child protection.

DSL: Chris Kelly (Principal)

Deputy DSL(s): [Insert Names and Roles]

Governor with safeguarding responsibility: Nathan Lynch

Contact details are displayed clearly across the site and included in induction materials.

5. Roles and Responsibilities

- All staff are responsible for safeguarding and must read Part 1 of KCSIE annually. Be aware of The signs of different types of abuse and neglect, as well as specific safeguarding issues, such as child sexual exploitation (CSE), child criminal exploitation (CCE), indicators of being at risk from or involved with serious violent crime, FGM and radicalisation.

- All concerns must be recorded and passed to the DSL.
- Senior leaders ensure safeguarding is central to our culture, policies and practice.

6. Identifying and Responding to Concerns

Staff must be alert to signs of abuse and neglect including physical, emotional, sexual abuse, neglect, child-on-child abuse, exploitation, radicalisation and mental health concerns.

All concerns must be reported immediately using the internal safeguarding referral system. In cases of immediate danger or suspected significant harm, referrals should also be made directly to Children's Social Care or the police.

If a learner discloses to staff they should:

- Listen to and believe them.
- Allow them time to talk freely and do not ask leading questions
- Stay calm and do not show that you are shocked or upset
- Tell the learner they have done the right thing in telling you.
- Do not tell them they should have told you sooner
- Explain what will happen next and that you will have to pass this information on.
- Do not promise to keep it a secret
- Write up your conversation as soon as possible in the child's own words.
- Stick to the facts, and do not put your own judgement on it.
- Sign and date the write-up and pass it on to the DSL. Alternatively, if appropriate, make a referral to children's social care and/or the police directly (see 7.1), and tell the DSL as soon as possible that you have done so. Aside from these people, do not disclose the information to anyone else unless told to do so by a relevant authority involved in the safeguarding process

7. Early Help and Multi-Agency Working

We are committed to providing early help where a learner may benefit from additional support. Our DSLs work in partnership with external agencies and families to deliver coordinated early intervention.

8. Safer Recruitment

We follow safer recruitment practices in line with Part 3 of KCSIE ensuring appropriate checks and vetting for all staff and volunteers. We maintain a Single Central Record.

9. Training

All staff receive safeguarding training at induction and regular updates. DSLs are trained to a higher standard and updated every two years.

10. Learners with Additional Needs

We recognise that learners with SEND may face additional barriers and we provide tailored pastoral and safeguarding support. Individual risk assessments and safety plans are created where necessary.

11. Online Safety

We have robust systems and monitoring to ensure online safety both on and off site. Learners receive guidance and support through the curriculum.

12. Confidentiality and Information Sharing

Safeguarding information is shared on a need-to-know basis. All records are stored securely and shared with relevant professionals in accordance with GDPR and DPA 2018.

13. Allegations Against Staff

We follow statutory guidance and our internal whistleblowing policy. All allegations are reported to the DSL or Head of College and referred to the LADO where appropriate.

14. Monitoring and Evaluation

This policy is reviewed annually. Implementation is monitored through audits, feedback and safeguarding reports to governors.

15. Related Policies

- Behaviour Policy
- Anti-Bullying Policy
- Online Safety Policy
- Staff Code of Conduct
- Whistleblowing Policy
- Health and Safety Policy

16. Contact Details

Local Authority Safeguarding Team: Hampshire Safeguarding Children Board (HSCB)

01962 876355

Hscp@hants.gov.uk

www.hampshirecp.org.uk

LADO Contact:

Fiona Armfield or Mark Blackwell

07962 876364

Police (non-emergency): 101

Emergency: 999

NSPCC Helpline: 0808 800 5000

17. Policy Review

- This policy will be reviewed **annually** (or sooner, if required by legislative changes or significant developments in best practice).
- The review process will involve **teaching staff, support staff, senior leaders, and governors**, alongside student representatives (where appropriate).

Approval and Signature

- **Principal or Head of College:**
Chris Kelly, 14/04/2025
- **Chair of Governors/Trust Board:**
Name, Signature, Date