



Positive Pathways

Safeguarding and Child Protection Policy

Approved by: Emme Farr
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1. Policy Statement

Positive Pathways is committed to safeguarding and promoting the welfare of all children and young people and expects all staff, volunteers, contractors and visitors to share this commitment.

Safeguarding is everyone's responsibility. We recognise that children can only achieve their best outcomes when they are safe, protected from harm and supported by trusted adults.

We aim to provide a safe, nurturing and inclusive environment where pupils feel valued, listened to and supported. Our safeguarding culture is underpinned by strong relationships, trauma-informed practice, Thrive principles and a commitment to acting in the best interests of every child.

2. Legislation and Guidance

This policy is informed by:

- Keeping Children Safe in Education (KCSIE)
- Working Together to Safeguard Children
- Children Act 1989 and 2004
- Children and Social Work Act 2017
- Education Act 2002
- Equality Act 2010
- Counter-Terrorism and Security Act 2015 (Prevent Duty)
- Data Protection Act 2018 and UK GDPR

This policy should be read alongside:

- Staff Code of Conduct
- Safer Recruitment Policy
- Online Safety Policy
- SEND Policy
- Relational Behaviour Policy
- Whistleblowing Policy
- Attendance Policy
- Health and Safety Policy
- Disciplinary Policy

3. Key Safeguarding Contacts

Positive Pathways maintains an up-to-date list of safeguarding personnel, including the Designated Safeguarding Lead (DSL), Deputy DSLs, Local Authority Designated Officer (LADO), Children's Social Care and emergency contacts.

These details are displayed throughout the provision and shared with all staff during induction.

4. Roles and Responsibilities

Centre Manager

The Centre Manager has overall responsibility for safeguarding and child protection and will ensure that:

- Effective safeguarding arrangements are in place.
- Appropriate policies and procedures are implemented and reviewed.
- Staff receive appropriate safeguarding training.
- Safer recruitment procedures are followed.
- Safeguarding concerns are acted upon promptly and appropriately.

Designated Safeguarding Lead (DSL)

The DSL is responsible for:

- Leading safeguarding and child protection practice.
- Managing referrals to Children's Social Care and other agencies.
- Supporting staff with safeguarding concerns.
- Maintaining accurate safeguarding records.
- Ensuring safeguarding training remains current.
- Working with families and external agencies.
- Promoting a strong safeguarding culture.

Staff

All staff are responsible for:

- Reading and understanding Part One of KCSIE.
- Identifying signs of abuse, neglect and exploitation.
- Reporting concerns immediately.
- Maintaining professional curiosity.
- Supporting safeguarding and wellbeing through daily practice.
- Following safeguarding procedures at all times.

Safeguarding is everyone's responsibility.

5. Safeguarding and Child Protection

Safeguarding includes:

- Protecting children from maltreatment.
- Preventing impairment of physical and mental health.
- Ensuring children grow up in safe and effective care.
- Taking action to enable all children to have the best outcomes.

Abuse may include:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect

Staff will also remain vigilant regarding:

- Child-on-child abuse
- Sexual violence and sexual harassment
- Online abuse
- Child criminal exploitation (CCE)
- Child sexual exploitation (CSE)
- County lines
- Domestic abuse
- Honour-based abuse
- Forced marriage
- Female Genital Mutilation (FGM)
- Radicalisation and extremism
- Modern slavery
- Mental health concerns
- Missing education

6. Responding to Concerns and Disclosures

Any member of staff who has a safeguarding concern or receives a disclosure must:

- Listen carefully and remain calm.
- Reassure the child that they have done the right thing.
- Never promise confidentiality.
- Avoid asking leading questions.
- Record the concern accurately and promptly.
- Report the concern immediately to the DSL or Deputy DSL.

If a child is at immediate risk of harm, staff must contact emergency services and/or Children's Social Care without delay.

All concerns will be recorded and acted upon in accordance with local safeguarding procedures.

7. Early Help

Positive Pathways recognises the importance of early intervention.

Where a child may benefit from additional support but is not at risk of significant harm, staff will work with the DSL to identify appropriate early help services and support arrangements.

We will work collaboratively with families and partner agencies to improve outcomes for children.

8. Child-on-Child Abuse

Positive Pathways maintains a zero-tolerance approach to child-on-child abuse.

All incidents will be taken seriously and responded to appropriately.

Child-on-child abuse may include:

- Bullying and cyberbullying
- Sexual harassment
- Sexual violence
- Upskirting
- Sexting or sharing nude/semi-nude images
- Physical abuse
- Harmful sexual behaviour
- Initiation or hazing behaviours

Such incidents will be treated as safeguarding concerns and not dismissed as banter, horseplay or part of growing up.

9. Online Safety

Online safety is a key safeguarding priority.

Positive Pathways will ensure appropriate:

- Filtering and monitoring systems.
- Staff training.
- Curriculum provision.
- Risk assessment and supervision.

Online safety education is delivered through PSHE, personal development and wider safeguarding work, informed by the PSHE Association Programme of Study.

10. Learners with SEND

We recognise that children with SEND face additional safeguarding challenges.

Staff will remain alert to:

- Communication barriers.
- Increased vulnerability to abuse and exploitation.
- Social isolation.
- Difficulties reporting concerns.

Additional support and reasonable adjustments will be provided where required.

11. Attendance and Children Missing Education

Positive Pathways recognises that poor attendance and children missing education may be indicators of abuse, neglect or exploitation.

Attendance concerns will be monitored closely and appropriate action taken where concerns arise.

The DSL will work with commissioning schools, local authorities and other agencies where necessary.

12. Safer Recruitment

Positive Pathways follows safer recruitment procedures in accordance with Part Three of KCSIE.

Appropriate pre-employment checks will be completed, including:

- Identity checks.
- Right to work checks.
- Qualification checks where applicable.
- DBS checks.
- Barred list checks where required.
- Prohibition checks where applicable.

The Centre Manager, supported by the Business Manager, maintains an accurate and up-to-date Single Central Record.

13. Managing Allegations and Low-Level Concerns

Any allegation or concern regarding an adult working with children will be taken seriously and managed in accordance with statutory guidance.

Concerns may include:

- Behaviour that has harmed or may harm a child.
- Behaviour that may indicate an individual is unsuitable to work with children.
- Low-level concerns that fall below the threshold for formal allegations.

All concerns will be reported immediately to the Centre Manager.

Concerns regarding the Centre Manager will be reported directly to the Local Authority Designated Officer (LADO) and the CEO of Positive Pathways.

14. Record Keeping and Information Sharing

Positive Pathways will maintain accurate, confidential and secure safeguarding records.

Information will be shared appropriately where it is necessary to:

- Safeguard a child.
- Promote welfare.
- Comply with legal duties.

Information sharing decisions will be guided by safeguarding legislation, statutory guidance and professional judgement.

15. Training

All staff will receive:

- Safeguarding induction.
- Annual safeguarding training and updates.
- Prevent training.
- Online safety training.
- Additional training relevant to their role.

The DSL and Deputy DSLs will maintain appropriate specialist safeguarding training in line with statutory requirements.

16. Whistleblowing

Staff are encouraged to raise concerns regarding unsafe practice, poor safeguarding arrangements or professional conduct.

Concerns should normally be raised through internal procedures; however, staff may also contact:

- NSPCC Whistleblowing Helpline
- Children's Social Care
- Local Authority Designated Officer (LADO)

No member of staff will suffer detriment for raising genuine concerns in good faith.

17. Monitoring and Review

The Centre Manager will ensure safeguarding remains a standing item for staff meetings and organisational review.

Safeguarding practice will be monitored through supervision, training, audits and policy review.

This policy will be reviewed annually or sooner if legislation, guidance or organisational requirements change.