



PASSION EDUCATION LTD

Policy Name: Safeguarding and Child Protection Policy

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Safeguarding and Child Protection Policy

1. Policy Statement

Passion Education Ltd acknowledges its duty of care to safeguard and promote the welfare of all students. We are committed to a practice that protects children from harm regardless of their age, gender, ability, or background. This policy applies to all high seniority staff, contractors, and volunteers working on behalf of the Academy.

2. Safeguarding in the Online Environment

As a provider of **100% live tuition**, our safeguarding protocols are specifically designed for the digital classroom:

- **Secure Platforms:** All sessions are conducted via secure, encrypted platforms to ensure a private and safe learning environment.
- **Supervised Interaction:** All communication between staff and students must occur within the institutional framework. Private, unrecorded contact outside of official channels is strictly prohibited.
- **Recording for Safety:** Live sessions may be recorded for the purpose of student safety and quality assurance by the **CEO** or **COO**.
- **Operational Vetting Period:** During the formation of an **Instructional Cell**, the Academy utilises the **Pending Phase** to complete all safeguarding audits of the practitioner and the digital environment. No scholar shall be placed into a live VLE until the **Designated Safeguarding Lead (DSL)** has confirmed the operational safety of the specific cell."

3. Staff Recruitment and Seniority

To maintain our high seniority standards, all staff must undergo rigorous background checks:

- **DBS Requirements:** Every instructor must hold a valid, enhanced Disclosure and Barring Service (DBS) check.
- **Vetting:** Staff are selected not only for their academic pedigree but for their adherence to professional codes of conduct.
- **Training:** All personnel receive regular training on identifying signs of abuse and understanding the specific risks associated with online alternative provision.
- **Vetting and Professional Security:** In addition to an enhanced DBS check, all freelance specialists must undergo a **Forensic Vetting Audit**. To protect the Academy and the scholar, every high seniority practitioner is mandated to maintain active **Professional Indemnity Insurance** with a minimum cover of **£1,000,000**.

4. Recognition and Disclosure

Staff are trained to remain vigilant for indicators of physical, emotional, or sexual abuse, as well as neglect.

- **Reporting Procedure:** Any staff member with a concern must report it immediately to the Designated Safeguarding Lead (DSL).
- **The DSL Role:** The DSL is responsible for liaising with local authorities and the CEO to ensure that appropriate action is taken to protect the child.
- **Statutory Alignment:** This policy operates in strict accordance with **Keeping Children Safe in Education (KCSIE) 2026** and the **Working Together to Safeguard Children** framework. Our Head of Safeguarding, Matthew Scrimshaw, ensures that all **Instructional Cells** remain compliant with the latest UK statutory updates for online alternative provision.

5. Support with Learning at Home

We work in partnership with parents to ensure that the home learning environment is safe and conducive to the **APEX Framework**. Parents are responsible for ensuring that students attend live sessions from an appropriate, communal area of the home rather than a private bedroom.

6. Confidentiality and Information Sharing

While we respect the privacy of our families, the safety of the child is paramount. We will share information with external agencies only when it is necessary to protect a child from significant harm, in accordance with UK statutory guidance.