

GLK Academies & GLK Gymnastics

Safeguarding Policy

2025 – 2026

Working Together To Safeguard Children

Working Together To Safeguard Children With GLK Academies and GLK Gymnastics 2025-2026

GLK Academies and GLK Gymnastics abides by the duty of care to safeguard and promote the welfare of children and young people and is committed to safeguarding practice that reflects statutory responsibilities, government guidance (including Keeping Children Safe in Education 2025 and Working Together to Safeguard Children), and complies with best practice requirements.

Principles

We recognise the welfare of children is paramount in all the work we do and in all the decisions we take. All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, have an equal right to protection from all types of harm or abuse. Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues. Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

Purpose

GLK will: - Protect children and young people who receive GLK Academies services from harm, including children who use our services. - Provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection. - Emphasise early intervention, protection from harm and promoting children's welfare.

Definitions

A child is defined in the Children Act 1989 as anyone who has not yet reached their 18th birthday, even if they are living independently, are a member of the armed forces or are in hospital. An adult at risk is an adult who: - has needs for care and support, - is experiencing or is at risk of abuse or neglect, - and as a result of those needs is unable to protect themselves from abuse or neglect. Categories of abuse include: physical, sexual, emotional, and neglect. Specific risks include bullying, cyberbullying, child sexual exploitation, child criminal exploitation, trafficking, domestic abuse, female genital mutilation, grooming, historical abuse, online abuse, misinformation, disinformation and conspiracy theories.

Legal Framework

This policy is based on legislation, policy and guidance that seeks to protect children in England, including: - Keeping Children Safe in Education 2025 - Working Together to Safeguard Children - The Children Act 1989 & 2004 - The Prevent Duty (Counterterrorism and Security Act 2015) GLK has arrangements that reflect the importance of safeguarding and promoting the welfare of children and young people, as well as vulnerable adults.

Training and Awareness

GLK ensures all staff undergo safeguarding and child protection training, including online safety, filtering, and monitoring responsibilities. Training occurs at induction, annually in-house, and biennially with our governing body, and is regularly updated in line with advice from local safeguarding partners. In line with May 2025 updates, GLK staff are encouraged to complete the Department for Education's free e-learning safeguarding modules for out-of-school providers. All employees working or volunteering with children must: - Understand safeguarding and their role. - Recognise and act on concerns. - Understand how to report safeguarding concerns. - Show dignity and respect when working with children. - Be familiar with the Safeguarding Policy.

Online Safety

GLK's approach to online safety includes filtering and monitoring of GLK devices and networks, in line with the DfE's 'Plan technology for your school' tool. Risks now explicitly include misinformation,

disinformation and conspiracy theories, as well as extremist content. GLK also recognises the DfE's 'Generative AI: product safety expectations' and will ensure responsible use of AI technologies. Children are not permitted to use mobile or smart technology while at GLK. Any phones handed to GLK staff are returned only at the end of sessions in the presence of parents, unless prior authorisation to walk home has been given.

Alternative Provision & Outside Provider Responsibilities

As an external provider in schools, GLK will: - Provide written confirmation that all staff have undergone enhanced DBS and barred list checks. - Notify schools of any staff changes that may affect safeguarding. - Participate in safeguarding reviews at least half-termly with partner schools. - Maintain clear records of all safeguarding issues and concerns.

Important Contacts

Designated Safeguarding Lead Name: Joanne Kelly Email: glkgymnastics@outlook.com
Telephone: 07565878908 Deputy Safeguarding Lead Name: Jessica Legge Email:
glkcoaching@hotmail.co.uk Telephone: 07708744708 If you have an urgent concern, call the
MASH immediately on 0300 126 7000. Police: 999 (emergency), 101 (non-emergency) NSPCC
Helpline: 0808 800 5000