

CHILD PROTECTION STATEMENT

Policy date: April 2023

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The Create Approach Ltd fully recognises its moral and statutory responsibility to safeguard and promote the welfare of all learners that are supported by us. The Create Approach Ltd endeavours to provide a safe and welcoming environment where learners are respected and valued. The Create Approach Ltd is comprised of 1 member of staff – Kelly Sherman, the founder of The Create Approach Ltd. Many of these policies have also been written to include the possibility of future members of staff. All young people supported by The Create Approach Ltd are referred to in several instances as “learners” or “Children/Young people”, this is because The Create Approach Ltd is not a school.

Members of staff should be alert to the signs of abuse and neglect and follow procedures to ensure that learners receive effective support, protection and justice. All members of staff have equal responsibility to act on any suspicion or disclosure that may suggest a learner is at risk of harm.

The Create Approach Ltd recognises that safeguarding and promoting the welfare of children is everyone’s responsibility. Everyone who comes into contact with children and their families has a role to play. In order to fulfil this responsibility effectively, all practitioners should make sure their approach is child-centred. This means that they should consider, at all times, what is in the best interest of the child.

Children with special educational needs and disabilities or health issues

Children with special educational needs or disabilities (SEND) or certain medical or physical health conditions can face additional safeguarding challenges both online and offline. All staff are aware that additional barriers can exist when recognising abuse and neglect in this group of children.

Children who are lesbian, gay, bi, or trans (LGBT)

The fact that a child or a young person may be LGBTQ is not in itself an inherent risk factor for harm. However, children who are LGBTQ can be targeted by other children. In some cases, a child who is perceived by other children to be LGBTQ (whether they are or not) can be just as vulnerable as children who identify as LGBTQ. Risks can be compounded where children who are LGBTQ lack a trusted adult with whom they can be open.

We recognise that it is vital for staff to endeavour to reduce the additional barriers faced, and provide a safe space for them to speak out or share their concerns with their mentor or other staff member

All members of staff have a responsibility to identify the symptoms and triggers of abuse and neglect, and to report any concerns they may have about a pupil’s wellbeing.

Online Safety

As an online mentoring provision, digital technology is a fundamental tool for learning and support. The internet, and other digital and information technologies, open up opportunities for learners and play an important role in their everyday lives.

Whilst the importance of the use of digital technology is supported, it is also understood the need for safe internet access and appropriate use. Learners, through discussions with mentors should be empowered to build resilience and to develop strategies to prevent, manage and respond to risk online.

Child-on-Child Abuse

All members of staff should be alert to the risk of child-on-child abuse and understand their role in preventing, identifying and responding to it. Learners supported by The Create Approach Ltd receive mentoring support on a 1:1 basis – the learner and the mentor, with a parent/carer at all times.

An attitude of 'it could happen here' is still maintained as a learner may disclose, and this is especially important when considering child-on-child abuse. We will respond to all signs, reports and concerns of child-on-child sexual violence and sexual harassment.

Concerns or allegations relating to staff

The Create Approach Ltd promotes a culture of continuous vigilance, maintaining an environment that deters and prevents abuse and challenges inappropriate behaviour.

If a parent/carer/learner wishes to make an allegation against Kelly Sherman, the founder of The Create Approach Ltd they are to contact their SEND officer/LA.

If in the future members of staff are employed at The Create Approach Ltd we will ensure that appropriate action is taken in a timely manner to safeguard children and facilitate a whole organisation approach to dealing with any concerns, including low-level concerns. Any concern – no matter how small, and even if no more than causing a sense of unease or a 'nagging doubt' - that an adult working in or on behalf of The Create Approach Ltd may have acted in a way that:

- Is inconsistent with the staff code of conduct, including inappropriate conduct outside of work and
- does not meet the harm threshold or is otherwise not serious enough to consider a referral to the LADO.

Examples of such behaviour could include, but are not limited to:

- Being over friendly with children
- Taking photographs of children on their mobile phone, contrary to The Create Approach Ltd policy.
- Having favourites
- Engaging with a child on a one-to-one outside the realms of what is expected as part of their role

A member of staff who is concerned about the conduct of a colleague towards a learner must remember that the welfare of the child is paramount. No member of staff will suffer a detriment for raising a genuine concern, any concerns should be raised via the relevant procedures below:

- Allegations or concerns against members of staff (if future staff appointed) should be reported directly to the DS.
- Allegations against or concerns about the founder should be reported directly to the SEND officer/LA.

Emails

As a safeguarding measure, staff should use their work email address for contacting students and parents. In most cases, staff should aim to respond within 1-2 working days to students and parents during the working week.

Where a staff member works part-time, it is advised to set an out-of-office reply on non-working days signposting who to contact.