

Safeguarding Children Policy

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Safeguarding Roles and Responsibilities

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1. Introduction

Safeguarding is everyone's responsibility. educationRnR acknowledges its duty to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice that reflects statutory responsibilities, government guidance and best practice requirements.

All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse.

This policy applies to all internal staff and candidates and will be widely promoted and is mandatory for everyone involved in educationRnR. Failure to comply with this policy and educationRnR's safeguarding procedures may result in disciplinary action, including termination of employment and/or contract.

All candidates placed by educationRnR are expected to familiarise themselves with the safeguarding arrangements of the organisation where they are placed and to have a clear understanding of abuse and neglect in all forms, including how to identify, respond to and report concerns.

educationRnR expects all staff and candidates to follow and promote good safeguarding practice. They must:

- Read, understand, accept and act in accordance with this policy.
- Be vigilant and follow professional codes of conduct to maintain professional boundaries and safe working practices.
- Report any concerns or disclosures relating to the protection and safety of children.
- Undertake mandatory safeguarding and child protection training and awareness sessions at least every 12 months together with appropriate refresher training where required.
- Help educate children and young people within placements regarding matters of keeping safe, where appropriate to their role, including acting as a positive role model.

This policy should be read alongside educationRnR's other relevant policies, including:

- Health and Safety Policy.
- Allegations and Misconduct Policy.
- Complaints Policy.
- Code of Conduct.
- Safer Recruitment Policy.
- Whistleblowing Policy.

2. Definitions

Child

According to the Children Act 1989, a child is anyone who has not yet reached their 18th birthday. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or is in custody in the secure estate for children and young people does not change their status or entitlement to services or protection under current legislation. In this policy, the terms 'child' and 'young person' or 'children' and 'young people' are used interchangeably to refer to any individual under the age of 18.

Harm

Abuse and neglect are forms of maltreatment. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm.

The Children Act 1989 defines harm as ill-treatment or the impairment of health or development. Development means physical, intellectual, emotional, social or behavioural development; health means physical or mental health and ill-treatment includes sexual abuse and forms of ill-treatment which are not physical.

The definition of harm also includes impairment suffered by hearing or seeing the ill-treatment of another.

Abuse may be perpetrated by an individual from the child's school, community or family, someone in a position of trust or another child.

Child-on-Child Abuse

All staff and candidates should be aware that children can abuse other children. This is referred to as child-on-child abuse.

This may include, but is not limited to:

- Bullying, including cyberbullying.
- Physical abuse.
- Sexual violence.
- Sexual harassment.
- Upskirting.
- Sharing of nude and semi-nude images and/or videos.
- Initiation or hazing-type violence and rituals.

Child abuse can fall within the following categories as set out in Working Together to Safeguard Children 2026.

Abuse

Abuse is a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm.

Harm can include ill-treatment that is not physical as well as the impact of witnessing the ill-treatment of others. This can be particularly relevant to the impact on children of all forms of domestic abuse, including where they see, hear or experience its effects.

Children may be abused in a family, institutional or extra-familial context by those known to them or, more rarely, by others. Abuse can take place wholly online or technology may be used to facilitate offline abuse.

Children may be abused by an adult or adults or by another child or children.

Domestic Abuse

The Domestic Abuse Act 2021 introduced a statutory definition of domestic abuse.

Domestic abuse may be a single incident or a course of conduct and can encompass a wide range of abusive behaviours including:

- Physical or sexual abuse.
- Violent or threatening behaviour.
- Controlling or coercive behaviour.
- Economic abuse.
- Psychological, emotional or other abuse.

Children can experience and be adversely affected by domestic abuse within their home life, including where the people involved do not live with the child.

Children are recognised as victims in their own right where they see, hear or experience the effects of domestic abuse.

Young people may also experience abuse within their own intimate relationships. Where there are concerns about the safety or welfare of any child under 18, safeguarding procedures must be followed.

Physical Abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child.

Physical harm may also be caused when a parent or carer fabricates the symptoms of or deliberately induces illness in a child.

Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child which causes severe and persistent adverse effects on the child's emotional development.

It may involve conveying to a child that they are worthless, unloved or inadequate or valued only insofar as they meet the needs of another person.

It may include preventing a child from expressing their views, deliberately silencing them, making fun of what they say or how they communicate or imposing expectations that are inappropriate for their age or development.

It may involve serious bullying, including cyberbullying, causing children frequently to feel frightened or in danger or the exploitation or corruption of children.

Some level of emotional abuse is involved in all types of maltreatment of a child although it may occur alone.

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities whether or not the child is aware of what is happening.

Activities may involve physical contact or non-contact activities, including involving children in looking at or producing sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse.

Sexual abuse can take place online and technology can be used to facilitate offline abuse.

Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs which is likely to result in serious impairment of the child's health or development.

Neglect may involve a parent or carer failing to:

- Provide adequate food, clothing and shelter, including exclusion from home or abandonment.
- Protect a child from physical and emotional harm or danger.
- Ensure adequate supervision, including the use of appropriate caregivers.
- Ensure access to appropriate medical care or treatment.
- Provide suitable education.

It may also include neglect of or unresponsiveness to a child's basic emotional needs.

Staff and candidates should refer to current government guidance on recognising and responding to child abuse and neglect where further guidance on possible signs of abuse or neglect is required.

3. Our Commitment to Safeguarding

educationRnR will:

- Maintain robust safer recruitment processes designed to prevent people who pose a risk to children from gaining access to them.
- Ensure staff and candidates understand their safeguarding roles and responsibilities.
- Provide appropriate learning opportunities to enable staff and candidates to recognise, identify and respond to abuse, neglect and other safeguarding concerns.
- Maintain an open and transparent culture in which staff and candidates can raise concerns about children, those working with children or practices within educationRnR.
- Make the reporting of safeguarding concerns as straightforward as possible.
- Maintain clear procedures for responding to safeguarding and child protection concerns.
- Maintain robust safeguarding policies and procedures which are reviewed at least every 12 months and sooner where necessary.
- Keep up to date with developments in safeguarding legislation, guidance and best practice.
- Report concerns regarding individuals or potential safeguarding situations to the appropriate authority as soon as practicable and cooperate with investigations or assessments.
- Work in partnership with schools, colleges, local authority children's social care and other relevant organisations to protect children identified as being at risk.
- Ensure staff have access to relevant safeguarding training.
- Maintain confidential, detailed and accurate records of safeguarding concerns.

4. Role of the Designated Safeguarding Lead

The Designated Safeguarding Lead (DSL) is a senior member of educationRnR with the necessary knowledge, experience and training to take lead responsibility for safeguarding and child protection.

The DSL is the point of contact within educationRnR for anyone concerned about a child or safeguarding practice.

The role includes:

- Ensuring relevant staff and candidates receive appropriate safeguarding and child protection training as part of their induction and ongoing training.
- Ensuring training includes appropriate online safety awareness, including relevant expectations and responsibilities concerning filtering and monitoring within education settings.
- Receiving and responding appropriately to reports of safeguarding concerns or abuse raised by staff, candidates, clients or partner organisations.
- Ensuring confidential, detailed and accurate records are maintained of concerns, reports, decisions and referrals.
- Liaising with Designated Safeguarding Leads within schools and other partner organisations.
- Acting as a source of safeguarding support, advice and expertise for educationRnR staff and candidates.
- Supporting staff and candidates involved in safeguarding incidents and assisting them in challenging or reporting poor or unsafe practice.
- Referring safeguarding concerns to children's social care and, where appropriate, the police and/or relevant Local Authority Designated Officer (LADO).
- Consulting relevant local safeguarding partnership arrangements where appropriate.
- Making or overseeing referrals to the Disclosure and Barring Service where the relevant legal criteria are met.
- Keeping relevant senior management informed of significant safeguarding incidents and outcomes.
- Ensuring appropriate safeguarding training and development is available to staff and candidates.
- Overseeing the development and review of educationRnR safeguarding policies.

Referral routes will take account of the latest version of Working Together to Safeguard Children and the latest version of Keeping Children Safe in Education.

5. Recruitment and Selection Process

educationRnR is committed to protecting children through careful recruitment, selection, vetting and ongoing compliance processes.

Our Safer Recruitment Policy, Whistleblowing Policy, Code of Conduct and associated compliance procedures should be read alongside this policy.

educationRnR follows APSCo Compliance+ requirements and our own safer recruitment procedures to assess candidates' suitability to work within education settings.

Where information identifies a safeguarding concern or indicates that an individual may be unsuitable to work with children, the matter will be investigated and assessed before the individual is permitted to undertake relevant work.

No candidate will be placed where a mandatory safeguarding or compliance requirement has not been satisfactorily completed.

6. Responding to Safeguarding Concerns

All staff have a responsibility to protect children.

Staff must:

- Follow educationRnR policies, procedures and Code of Conduct.
- Attend mandatory safeguarding training together with any required or recommended refresher training and keep their safeguarding and safer recruitment knowledge up to date.
- Report concerns arising from candidate meetings, interviews, compliance checks or other recruitment activity to educationRnR's DSL without delay.
- Make a clear written record of relevant safeguarding information and provide this to the DSL.
- Report concerns arising during visits or placements to the DSL at the relevant organisation and confirm to educationRnR's DSL that this has been done.
- Follow educationRnR's Whistleblowing Policy where there are concerns about safeguarding practice.

All candidates working through educationRnR are expected to keep children safe by:

- Following educationRnR policies including the Code of Conduct.
- Following the safeguarding and child protection policies and Code of Conduct of each placement.
- Familiarising themselves with the placement's safeguarding arrangements and reporting procedures.
- Making the DSL at the placement aware of concerns regarding children or adults caring for or working with those children.
- Reporting concerns without delay.
- Seeking advice and support from educationRnR's DSL where they believe their concerns have not been responded to appropriately or where they have concerns about safeguarding practice within the placement.
- Carrying out their responsibilities for safeguarding and promoting the welfare of children.
- Understanding the importance of appropriate information sharing in protecting children.
- Completing mandatory safeguarding induction and training requirements.

7. Dealing with Allegations of Abuse Made Against Candidates

All candidates placed on assignment are responsible for supporting safe behaviour and following this policy, the Code of Conduct and the safeguarding arrangements of the organisation in which they are working.

In accordance with Working Together to Safeguard Children 2026 and Keeping Children Safe in Education 2026, action must be taken where an allegation is received concerning a volunteer, trainee teacher, supply worker, contractor or member of staff who works with children and that person has:

- Behaved in a way that has harmed a child or may have harmed a child.
- Possibly committed a criminal offence against or related to a child.
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children.

Where appropriate, the Local Authority Designated Officer (LADO) must be contacted within one working day and as much relevant information as possible provided.

Allegations that meet the harm threshold and concerns that do not meet that threshold, commonly referred to as low-level concerns, will be managed in accordance with educationRnR's Allegations and Misconduct Policy.

educationRnR will cooperate fully with the school or other organisation, LADO and other appropriate authorities when managing concerns involving a candidate supplied by educationRnR.

8. Duty to Make a Referral to the DBS

Where the relevant legal conditions are met, educationRnR will make a referral to the Disclosure and Barring Service.

The fact that an individual resigns, withdraws from an assignment, ceases providing services or otherwise leaves educationRnR before an investigation has concluded will not prevent an investigation being completed or a DBS referral being made where required.

educationRnR will not enter into any compromise or settlement agreement designed to prevent a referral to the DBS where the legal referral criteria are met.

Concerns about a child's immediate safety or welfare must be reported to the appropriate safeguarding authority without delay.

Anyone who is concerned about a child's welfare or believes that a child may be at risk of abuse must ensure that the information is passed to the appropriate authority as soon as possible and no later than 24 hours after the initial concern.

9. Whistleblowing

Staff and candidates may find it difficult to raise concerns about colleagues, managers, people within a placement or the way safeguarding concerns are being addressed.

educationRnR operates a Whistleblowing Policy which encourages staff and candidates to raise concerns and provides information regarding external organisations that can be approached for support and advice.

educationRnR is committed to maintaining an open and honest culture where safeguarding concerns are responded to appropriately and staff and candidates feel able to raise concerns in the knowledge that they will be taken seriously.

No person should suffer detrimental treatment for raising a genuine safeguarding concern in good faith.

10. Summary

educationRnR will make clients, candidates and other relevant stakeholders aware of this Safeguarding Children Policy by displaying the latest version on the educationRnR website and signposting relevant parties to the Policies section of the website.

All staff, temporary workers, candidates, contractors and volunteers must understand that they have a professional responsibility to share information with relevant organisations and agencies where appropriate in order to safeguard children.

The public interest in safeguarding children may override confidentiality interests. Information will nevertheless only be shared lawfully, proportionately and on a need-to-know basis.

Safeguarding concerns, discussions, decisions and the reasons for those decisions must be appropriately recorded.

This policy will be reviewed at least annually and sooner where changes to legislation, statutory guidance, safeguarding practice or educationRnR's operations require it.