



## Safeguarding & Child Protection Policy

### Review:

Review Cycle	Date of Current Policy	Author(s) of Current Policy	Notes
Annual	26.02.2026	Jennifer Lowey	<i>Review completed later than scheduled (originally due September 2025)</i>

### Ratification:

Name	Role	Signature	Date
Jennifer Lowey	Nominated Child Protection Lead	<i>J. Lowey</i>	26.02.2026

This policy applies to **anyone working on behalf of IMPACT: Autism Consultancy & Training Ltd**, including associates, contractors, and professionals representing the organisation in any capacity. It has been developed in line with the legislation, statutory guidance, and best-practice frameworks that safeguard children and young people across the United Kingdom.

### Ethos:

Safeguarding and promoting the welfare of children is **everyone's responsibility**. All professionals who come into contact with children, young people, and their families have a vital role in keeping them safe. To fulfil this responsibility effectively, practice must be **child-centred**, ensuring that the needs, views, and best interests of the child remain at the heart of all decisions and actions.

IMPACT: Autism Consultancy & Training Ltd is committed to:

- **Promoting the welfare** of all children and young people, and practising in a way that protects them from harm.
- Ensuring the **welfare of children is paramount** in all our work and decision-making.
- **Working in partnership** with children, young people, parents/carers, and other agencies to promote safety, wellbeing, and positive outcomes.
- Upholding the principle that **all children**, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, have an **equal right to protection** from all forms of abuse and harm.



- Recognising that **autistic children and those with SEND may have additional vulnerabilities**, and ensuring that extra consideration and safeguards are in place to meet their individual needs.

## Definitions:

### Safeguarding:

Safeguarding refers to the actions taken to promote the welfare of children and protect them from harm. This includes:

- Protecting children from maltreatment
- Preventing impairment of children's health or development
- Ensuring children grow up in safe and effective care
- Taking action to enable all children to achieve the best possible outcomes

*(Definition drawn from statutory guidance: Keeping Children Safe in Education, 2023)*

### Child Protection:

Child protection refers to the specific actions taken when a child is suffering, or is likely to suffer, **significant harm**, and immediate steps are required to protect that child from further risk.

## Staff Requirements:

- All staff working on behalf of IMPACT: Autism Consultancy & Training Ltd are expected to keep children and young people safe by following all safeguarding and child protection policies, procedures, and the staff code of conduct.
- All client-facing staff must hold an **enhanced DBS certificate including the Children's Barred List check**. Appropriate vetting and suitability checks will be carried out in line with statutory safeguarding guidance.
- All staff must read and understand **Part One of Keeping Children Safe in Education (KCSIE)** (September 2024) or its most up-to-date equivalent, where relevant to their work in educational settings.
- The Proprietor will ensure that all staff receive **safeguarding and child protection training at induction**, with regular updates to maintain knowledge and compliance with current legislation and guidance.
- Whistleblowing procedures will be included in annual safeguarding updates so staff know how to raise concerns about safeguarding practice within the organisation.

- Where appropriate, staff may contribute to the implementation of individual education plans, multi-agency plans (such as CIN, CP or EHCP-related plans), and other coordinated support arrangements.
- The Designated Safeguarding Lead (DSL) will undertake recognised safeguarding lead training and update this training **every two years**, or sooner if statutory guidance changes.

## Safeguarding Procedures:

- If a child is in **immediate danger** or at **risk of significant harm**, a referral must be made to **Children’s Social Care and/or the police immediately**. Any staff member may make a referral. Where the Designated Safeguarding Lead (DSL) is not the person making the referral, they must be informed as soon as possible.
- The Nominated Child Protection Lead (DSL) will liaise with the **three safeguarding partners** (Local Authority, Integrated Care Board, and Police) where appropriate, and will work collaboratively with other agencies in line with *Working Together to Safeguard Children*.
- IMPACT: Autism Consultancy & Training Ltd will keep **clear, detailed, accurate written records** of any safeguarding concerns or disclosures. Where concerns require referral to external agencies — such as Children’s Social Care, the Local Authority, or the Police — records will reflect this decision-making clearly.
- All safeguarding records will be **stored securely**, in accordance with data protection legislation and the organisation’s Data Protection Policy.

## Current Legislation & Statutory Guidance:

All safeguarding actions taken by IMPACT: Autism Consultancy & Training Ltd will be carried out in accordance with the legislation and statutory guidance relevant to the United Kingdom, including (but not limited to) the following:

### Current Legislation:

#### England

- *Children Act 1989 and Children Act 2004*
- *Education Act 2002 and Education Act 2011*
- *Education and Inspections Act 2006*

#### Wales

- *Working Together under the Children Act 2004*
- *Social Services and Well-being (Wales) Act 2014*

### Statutory Guidance:



- **Working Together to Safeguard Children (2023)** – multi-agency safeguarding arrangements, roles and responsibilities, and expectations for effective information sharing.
- **Keeping Children Safe in Education (2023)** – statutory guidance for schools and colleges in England on safeguarding duties and promoting the welfare of children.
- **Teacher Standards (2012)** – expectations placed on teachers, including the duty to safeguard children’s wellbeing and uphold public trust.
- **All Wales Child Protection Procedures (2008)** – a national framework for consistent child protection processes and multi-agency working across Wales.
- **Keep Learners Safe (2015)** – Welsh Government guidance ensuring education providers maintain safe learning environments, identify child welfare concerns, and work in partnership with agencies to protect children.

## **Safer Recruitment and Suitability:**

IMPACT: Autism Consultancy & Training Ltd is currently operated by a single director and practitioner. As such, traditional safer recruitment procedures do not apply. However, the organisation remains committed to ensuring that anyone working with or on behalf of IMPACT is suitable to do so.

- The Director holds an **enhanced DBS certificate with the Children’s Barred List** and renews this in line with best practice.
- Should the organisation engage **associates, contractors, or additional staff** in the future, full safer recruitment checks will be undertaken, including verification of identity, qualifications, references, employment history, and enhanced DBS checks.
- Any recruitment or commissioning materials will clearly state IMPACT’s commitment to safeguarding and promoting the welfare of children and young people.

## **Whistleblowing:**

Although IMPACT: Autism Consultancy & Training Ltd is currently operated by a sole director, the organisation is committed to maintaining high standards of safeguarding practice. Individuals who have concerns about the conduct, safety, or safeguarding practice of the Director, or anyone representing the organisation, should feel able to raise these concerns appropriately.

Concerns may be raised through the following external channels:



- **NSPCC Whistleblowing Advice Line** – for concerns about safeguarding practice by a professional working with children: [Whistleblowing Advice Line | NSPCC](#)
- **Protect (formerly Public Concern at Work)** – for confidential whistleblowing advice: [Whistleblowing Support for Employers - Protect - Speak up stop harm \(protect-advice.org.uk\)](#)
- **GOV.UK Whistleblowing Guidance** – general information on how to report concerns: [Whistleblowing for employees: What is a whistleblower - GOV.UK \(www.gov.uk\)](#)

IMPACT: Autism Consultancy & Training Ltd will take all concerns seriously and will cooperate fully with any external investigation or safeguarding process.