



SAFEGUARDING POLICY

POLICY & PROCEDURES FOR THE PROTECTION OF JUNIORS

Responsible:	DSL and Assistant DSL
Date Reviewed:	January 2025
Review Period:	Annually
Approval Authority:	Director and Academic Director
External Release:	Yes

Kingfisher Education Group is dedicated to protecting and enhancing the well-being of both mental and physical attributes of individuals attending their Camps/Schools in accordance with legal obligations and best practices. This booklet contains a comprehensive statement outlining the schools' policies and provides explanation of the procedures in place.

Key Contacts:

Kingfisher Education Group Contact:

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Safeguarding Team:

Miss Ella Whitbread - DSL

Designated Safeguarding and PREVENT Lead (DSL)

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Call: 07376 031519

Melanie Dowler –

Deputy Designated Safeguarding Lead (DDSL)

Email: Melanie@kingfishercamps.com

Phone: 07889 858912

In their absence, colleagues will be able to contact Specialist (formerly Level 3) Safeguarding Officers:

Ross Elliott – Director

Email: Ross@kingfishercamps.com

Call: 07966 267202

Local Area Contacts : childrensfirstresponse@bcpcouncil.gov.uk Tel : 01202 123334

The Children's First Response Hub includes MASH and the Early Help Team

LADO (Local Authority Designated Officer) SERVICE main contact number : 01202 817600
(Stephanie Power and Tina Cooper)
Laura Baldwin, Service Manager, LADO Bournemouth, Safeguarding and Quality Assurance.

Tel: 01202 817600 Email : lado@bcpcouncil.gov.uk

Children's Social Care Out of Hours Service Tel : 01202 738256 Email :

ChildrensOOHS@bcpcouncil.gov.uk

Police : 101 or 01202 222 222

NSPCC : 0800 8005000 help@nspcc.org.uk NSPCC Childline : 0800 1111

Accompanying this document there is a referral form which may be used if a member of staff wishes to bring any information or concern to the attention of the Child Protection Officer.

Prevent/MASH Team: preventreferral@dorset.pnn.police.uk

Introduction

Kingfisher Education Group Responsibilities

Kingfisher Education Group is legally obliged and committed to safeguarding and promoting the welfare (both mental and physical) of Juniors (ANY under-18s) and adults at risk who participate in its organised activities or services. This group encompasses registered students below the age of 18 or those identified as vulnerable adults, including children participating in Camp/Schools related activities like excursions or summer programs, as well as Camp/School personnel engaged in off-campus duties. Adult students within the Camp/School community, being international students adapting to a foreign culture may also fall into the category of vulnerable adults or individuals 'at risk'. These students may experience emotional vulnerability especially during periods of stress or illness.

The Camp/School is obligated to take reasonable measures to uphold and protect the well-being of children, young adults, and vulnerable adults, while ensuring compliance with pertinent laws and governmental directives. This policy pertains to individuals under the age of 18 and adults in vulnerable situations, irrespective of gender, ethnicity, disability, sexual orientation, or religion.

All Camp/School personnel, including Directors hold positions of trust, especially those engaged in teaching, supporting, guiding, or interacting with students. It is imperative for all staff members to acknowledge this responsibility and always conduct themselves accordingly.

Safer Recruitment and Selection Procedures

Many staff across the Camps/Schools will be in regular or significant occasional contact with under-18s or adults at risk during their teaching or other work or will be in positions of trust and designated advisors in various departments are involved in overseeing students. Certain students are mandated to engage in work or placements that involve interactions with individuals under the age of 18 or vulnerable adults.

The Camps/Schools will uphold rigorous recruitment procedures to adhere to the stipulations outlined in the Safeguarding Vulnerable Groups Act 2006 and KCSIE 2023. This commitment entails conducting Enhanced Disclosure and Barring Service (DBS) checks for faculty and students involved in activities with individuals under 18 or vulnerable adults, as well as Independent Safeguarding Authority (ISA) registration when necessary. The Camp/School is dedicated to ensuring that staff and students undergo appropriate screenings, following established protocols to ascertain their suitability for working with minors or vulnerable adults, or their eligibility for certain courses. This protocol extends to Group Leaders and external staff.

Child Protection Procedures

The Camps/Schools will operate in accordance with the policy framework established by the local authority and will adhere to the existing school complaints and disciplinary procedures.

In compliance with these guidelines, the Camps/Schools have designated a "Designated Safeguarding Lead" to oversee child protection matters. This individual is tasked with coordinating the Camp/School safeguarding protocols, including online safety measures and the supervision of filtering and monitoring systems. To ensure continuous coverage, the Designated Safeguarding Lead will collaborate with the Deputy Designated Safeguarding Lead (DDSL), guaranteeing that a responsible member of the core team is available in their absence. The identities of these personnel will be disclosed on company website.

School/Camp staff are required to notify the Designated Safeguarding Lead upon suspecting that a child is potentially at risk. Subsequently, the Designated Safeguarding Lead will promptly engage with the appropriate Social Services Department as mandated by statutory obligations and adhere to the directives provided.

Adults At Risk (formerly known as ‘Vulnerable Adults’)

Where feasible, the camp/schools will identify individuals considered at risk and establish suitable support strategies. This identification process typically occurs when a student seeks assistance from, or is directed to, either the Director or the Academic Department due to mental health challenges or a disability that classifies them as 'vulnerable' or 'at risk' under legal definitions.

Any staff member within the Camp/School who have concerns about an adult student deemed at risk is urged to promptly reach out to either the Director or Academic Director.

Subsequently, if deemed necessary, these individuals will collaborate with the Designated Safeguarding Lead. In cases involving an adult at risk, the Designated Safeguarding Lead will engage with the Director or Academic Director and other relevant staff to ascertain an appropriate course of action. In instances where abuse is suspected, statutory guidelines mandates that the local Social Services department be notified.

Code of Behaviour

The following principles should be followed by all staff members with this guidance:

Ensuring the safety and protection of individuals is paramount. Staff members are reminded that the well-being of a vulnerable individual takes precedence, and any concerns must be promptly reported to the Designated Safeguarding Lead.

Should staff members at Camp/School encounter a child or adult protection concern, whether through direct observation of abuse or upon being made aware of such issues, even in cases of minor concerns, it is imperative that they prioritise addressing the matter promptly, over any other tasks.

Should staff require guidance regarding a particular incident or area of concern, they are encouraged to consult the Designated Safeguarding Lead, who may further escalate the issue to the local Social Services department.

Induction, training and supervision

The Camp/Schools will guarantee that the Designated Safeguarding Lead and other required staff members who have frequent interactions with individuals under 18 or adults at risk undergo suitable training. Furthermore, the Camp/School will work to enhance awareness and ensure that all personnel comprehensively grasp the necessary steps covered by this policy.

Relationships with young people aged 16-17

It is important to highlight that while a minor can legally consent to sexual activity upon reaching the age of 16, the Sexual Offences Act of 2003 stipulates that individuals above 18 years old, including teachers, student mentors, and academic staff, commit a criminal offense if they engage in a sexual relationship with a minor under 18 years old while in a position of trust, irrespective of the consent given by the minor.

Students Under 18

Prospective students will receive information about the Camp/School safeguarding policies and procedures via their agent and the parental permission form and must consent to adhere to any measures in place to support and protect minors, such as guidelines concerning on-campus licensed premises and providing emergency contact information in case of welfare issues. For detailed information on the admission process for applicants under 18, please contact the Director.

Record Keeping and Confidentiality

Records of all referrals made to the Designated Safeguarding Lead, along with their respective outcomes, will be maintained by the Designated Safeguarding Lead in compliance with the Data Protection Act.

It is important to highlight that obtaining consent remains a necessary step for individuals under 18, similar to adults, especially concerning data protection. Nonetheless, in compliance with legal mandates, confidentiality cannot be guaranteed for individuals under 18 when child protection concerns arise. Under the GDPR, education data may be withheld if it meets the criteria outlined in the Data Protection Act 2018's serious harm test.

Monitoring and Review

The policy, along with its corresponding guidance and procedures, will undergo an annual review for updates. The Designated Safeguarding Lead will be responsible for ensuring that any legislative changes pertinent to this policy are promptly reviewed.

SAFEGUARDING POLICY

Kingfisher Education Group acknowledge that the mental and physical well-being of children is of utmost importance and are committed to safeguarding and enhancing the welfare of both children and vulnerable adults under its care. Children and vulnerable adults are entitled to protection from harm or exploitation, regardless of their race, religion, gender, health status, or disability.

The aim of this policy is to facilitate a comprehensive understanding among all staff regarding the significance of collaborating with junior students, their parents, Group Leaders, and other relevant entities to safeguard and enhance children's well-being.

We will endeavour to safeguard children, young people, and adults at risk by:

Ensuring that the Camp/School have policies and guidelines including equal opportunities, health and safety measures, safe restraints, complaint procedures, confidentiality protocols, anti-bullying and harassment policies, child-on-child/peer-on-peer abuse protocols, drug policies, outdoor learning guidelines, internet safety regulations, and that all relevant policy documents address child protection issues.

Valuing, listening to, and respecting individuals while engaging them in decisions that impact them.

Sharing information regarding concerns with relevant agencies and involving children, their parents, agents, and group leaders appropriately.

Appropriately managing minor issues.

Ensuring that an Enhanced DBS check is conducted on all staff and work placement interns.

Implementing a code of conduct for all staff and work placement interns.

Delivering effective management through induction, support, and training.

Exploring strategies to create trustful relationships with children and young individuals to enhance communication.

Ensuring staff/work placement interns understand the term ‘whistleblowing’.

Addressing allegations or concerns regarding staff, work placement interns, or other students in alignment with Government directives is imperative.

Ensuring prompt resolution of any deficiencies in child protection.

Adhering to all stipulations outlined in the Keeping Children Safe in Education 2023 guidelines, it is imperative to promptly report any individuals deemed unsuitable to work with children to the

Disclosure and Barring Service (DBS) within one month of their departure from the educational institutions.

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Safeguarding (Child Protection) Procedures

What is Child Protection?

Child protection stands as a paramount component of safeguarding, involving actions taken to shield particular children who are currently experiencing, or at risk of experiencing, substantial harm.

What is significant harm?

The Children Act of 1989 established the notion of significant harm as the pivotal criterion for mandatory intervention by statutory bodies to safeguard children's welfare. Defining significant harm lacks definitive criteria, as it can stem from a singular distressing incident or a series of detrimental events that impede a child's physical and psychological well-being. Assessing instances of significant harm is intricate and requires consultation with relevant statutory entities.

Scope and purpose of these procedures

These guidelines are intended to be followed alongside the Safeguarding Policy and apply to the Director, all staff and individuals representing the Camps/Schools. They outline the necessary steps to be taken in cases where there are indications that a child is experiencing or at risk of harm. For these guidelines, a child is defined as an individual under the age of 18 years.

Responsibilities and roles

All individuals who interact with children and vulnerable adults within their professional capacity, regardless of their direct involvement in child protection, bear the responsibility to safeguard and advance their well-being.

The Camps/Schools have a responsibility for ensuring the establishment has effective policies and procedures in place. The procedures are reviewed annually.

All action is taken in line with the following guidance:

* 'Keeping Children Safe in Education' Document published by HM Government September 2023

Kingfisher Education Group Safeguarding Policy & Procedures

* DSCF Guidance (2010) – Safeguarding Children and Safer Recruitment in Education.

* Working Together to Safeguard Children 2006 (updated 2015) – Guidance published by HM Government. *

What to do if you're worried a child is being abused – Government Guidance – DFES 31553.

* The Children Act 1989, which states the legal definition of a child as “a person under the age of 18”.

* Section 115(4)(a) of the Police Act 1997, which states that a person can be considered to be vulnerable if they are “substantially dependent upon others in performing basic physical functions, or his ability to communicate with those providing services, or to communicate with others, is severely impaired, and, as a result, he would be incapable of protecting himself from assault or other physical abuse, or there is a potential danger that his will or moral well-being may be subverted or overpowered”.

* Safeguarding Children: Guidance for English Higher Education Institutions, Department for Innovation, Universities and Skills, December 2007.

* Working together to safeguard children, March 2015 (update draft April 2018) - Guidance published by HM Government

* Aimsafer: A Framework for Safeguarding Children and Young People in Higher Education Institutions’ Aimhigher 2006.

* Data Protection Act 2018

* Data Protection : Toolkit for Schools

* Mental Health and Behaviour in Schools guidance

* Safeguarding and Remote Education

* Human Rights Act 1998

* Equality Act 2010 and the Public Sector Equality Duty

What is child abuse?

The following definitions are based on those from ‘Working Together to Safeguard Children (HM Government 2015).

Abuse – 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. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others (eg via the internet). They may be abused by an adult or adults, or another child or children.

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 carer/host family fabricates the symptoms of, or deliberately induces, illness in a child. Physical abuse, as well as being a result of an act, can also be caused through

Kingfisher Education Group Safeguarding Policy & Procedures omission or the failure to act to protect.

Emotional Abuse - Is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber-bullying), 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, though it may occur alone. Emotional abuse can be difficult to measure and children who appear well cared for may be emotionally abused by being taunted, put down or belittled. They may receive little or no attention from their carer. Children who are residing in households where there is domestic violence can often suffer emotional abuse.

Sexual Abuse – Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape or oral sex) or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, sexual images or watching sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse (including via the internet). Boys and girls can be sexually abused by males and/or females, by adults and by other young people. This includes people from all different walks of life.

Child Sexual Exploitation (CSE) - Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Child Criminal Exploitation (CCE) – CCE is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into any criminal activity a) in exchange for something the victim wants, and/or b) for the financial or other advantage of the perpetrator or facilitator and/or c) through violence or the threat of violence. The victim may have been criminally exploited even if the activity appears consensual. CCE does not always involve physical contact; it can also occur through the use of technology. CCE can include children being forced to work in cannabis factories, being coerced into moving drugs or money across the country (county lines), forced to shoplift or pickpocket, or to threaten other young people. The experiences of

girls being criminally exploited can be very different to boys. Indicators of CCE may also be different for girls (KCSIE 2022).

Female Genital Mutilation (FGM) is illegal in the UK and staff/other adults have a legal duty to report if told it has happened to the police and social services. People guilty of allowing FGM to take place are punished by fines and up to 14 years in prison. FGM is a cultural practice (not religious) and occurs mainly in Africa, the Middle East and Asia to girls mostly aged 5-8 years but also up to 15 years old. It has been a criminal offence in the UK since 2003. Longer term health problems include: menstrual problems, difficulties urinating or incontinence, kidney damage or failure, infertility, complications during pregnancy and childbirth, emotional and mental health problems. (FGM Safeguarding and Risk Assessment Department of Health January 2017; Safeguarding in Schools-FGM - 2017).

Neglect – Neglect is the persistent failure to meet a child’s basic physical and/or psychological needs, likely to result in the serious impairment of the child’s health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Neglect may involve a parent/host family/carer failing to provide adequate food and clothing, shelter including exclusion from home or danger, failure to ensure adequate supervision including the use of adequate care takers, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to a child’s basic emotional needs. Neglect can be a difficult form of abuse to recognise, yet have some of the most lasting and damaging effects on children. The physical signs of neglect may include: constant hunger, being constantly dirty or smelly, appearing extremely underweight or perhaps dressed inappropriately for the conditions. They may also complain of feeling tired all the time.

Affluent Neglect describes unmet needs in children from affluent families. The children may be subject to high expectations and the pressure to be ‘highly perfectionistic and strive to achieve’ can result in effects on wellbeing and mental health, including depression and anxiety and sometimes self-harm and eating disorders. ‘Children from affluent families can be more at risk of turning to substances as a coping mechanism’. (optimus-education.com/Conferences ‘Child Protection in Education 2018’).

Financial or Material Abuse including theft, fraud, exploitation, pressure in connection with financial transactions, or the misuse or misappropriation of property, possessions or benefits.

It is accepted that in all forms of abuse there are elements of emotional abuse and that some children are subjected to more than one form of abuse at any one time. These definitions do not minimise other forms of maltreatment, such as discrimination (abuse motivated by discriminatory attitudes towards race, religion, gender, disability or cultural background).

Specific Safeguarding Issues

All staff should be aware that behaviours linked to the likes of drug taking, alcohol abuse, truanting, consensual and non-consensual sharing of nude and semi-nude images and/or videos (formerly 'sexting') put children in danger.

All staff should be aware that safeguarding issues can manifest themselves via peer on peer/ child on child abuse. This is most likely to include, but may not be limited to, bullying (including cyber bullying), gender based violence/sexual assaults and sexting. Abuse is abuse and should not be tolerated or passed off as 'banter' or 'part of growing up'.

Mental Health

All staff should be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation. Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. Staff however, are well-placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or may be at risk of developing one. Should staff have any concerns about the mental health of a child, they should follow the Child Protection Policy and take immediate action, referring to the DSL.

GOV.UK Guidance And Support

Expert and professional organisations are best placed to provide up-to-date guidance and practical support on specific safeguarding issues. For example, on the TES, MindEd, UK Council for Internet safety (UKCIS) and NSPCC websites. Government guidance can be accessed on the issues listed below via GOV.UK and other government websites (Keeping Children Safe in Education Gov.UK Sept 2023):

- bullying including cyber-bullying - children missing education
- child missing from home or care - child sexual exploitation (CSE)
- child criminal exploitation (CCE – incl 'County Lines') (See advice provided in Home Office's 'Preventing Youth Violence and Gang Involvement' and 'Criminal Exploitation of children and vulnerable adults: county lines guidance'.
- child on child / peer on peer abuse - children with SEND
- contextual safeguarding
- domestic violence
- drugs
- fabricated or induced illness - faith abuse -
- female genital mutilation
- forced marriage (KCSIE 2023 p155)
- gangs and youth violence
- gender-based violence/ violence against women and girls (VAWG)
- hate
- Harmful online challenges and online hoaxes (KCSIE 2023 Par 133)

- 'Honour-Based Abuse' (HBA) including Female genital Mutilation and Forced Marriage - intra familial harms and support for siblings following incidents
- LGBT vulnerability of children who are (or perceived to be) LGBT (lesbian, gay, bi or trans) - mental health (Mental Health and Behaviour/ Mental Health and Wellbeing)
- missing children and adults
- private fostering
- preventing radicalisation
- relationship abuse
- serious violence (see Home Office guidance : 'Preventing youth violence and gang involvement' and 'Criminal exploitation of children and vulnerable adults : county lines')
- sharing of nude and semi-nude images and/or videos (consensual and non-consensual) – formerly 'sexting'
- trafficking (including 'County Lines')
- transgender issues ('Supporting gender diverse and trans-identified students in schools' document recommended by Local Authority).
- upskirting

Radicalisation and PREVENT - Radicalisation is the act or process of making a person more radical or favouring extreme or fundamental changes in political, economic or social conditions, institutions or habits of the mind. Kingfisher Education Group has a PREVENT policy, linked to this

Safeguarding Policy our aims to protect vulnerable individuals through the identification and referral of those susceptible to violent extremism into appropriate interventions. These interventions aim to divert the susceptible from embarking down the path to radicalisation and to ensure the core British values of democracy, rule of law, individual liberty and respectful tolerance of different faiths and beliefs, are upheld. (Protecting children from radicalisation: the prevent duty – August 2015, Counterterrorism and Security Act 2015)

E-Safety - The use of new technologies is considered to pose specific challenges and risks to children, both within and outside the school environment.. The breadth of issues classified within online safety is considerable, but can be categorised into four areas of risk : Content, Contact, Conduct, Commerce (KCSIE 2023). Kingfisher Education Group will ensure a comprehensive curriculum response to enable all pupils/students to learn about and manage the associated risks effectively and will support parents and the school community (including all members of staff and governors) to become aware and alert to the needs of keeping children safe online. Please refer to 'teaching online safety in school' for DfE guidance; UK Council for Internet Safety (UKCIS); Cyber security training for school staff – NCSC.GOV.UK

Responding to the child who makes an allegation.

Carefully attend to the information conveyed. Maintain composure and communicate the likelihood of needing to share the provided information; refrain from guaranteeing confidentiality.

Allow the child to proceed at their own pace without interruption, especially when freely recounting events.

Only ask a few specific questions for clarification. Questions should not 'lead' the child.

Assure the child that they have acted appropriately and will not face any repercussions for confiding in you.

All individuals who have experienced abuse, sexual violence, or sexual harassment - whether in-person or online - must be treated with utmost seriousness and compassion. It is imperative that they feel empowered to report such incidents without fear of retribution, knowing that they will receive support and protection.

Explain what you will do next and with whom the information will be shared. Refrain from requesting the child to repeat the disclosure to others in school or to compose a written statement. Contact the Camps/Schools Designated Safeguarding Lead without delay.

Record Keeping

Document discussions in writing, ensuring the child's statements are as accurate as possible. This documentation should clearly include the date, time, names referenced, recipients of the information, and be signed and dated. In cases of uncertainty regarding the recording protocols, staff are advised to consult with the Designated Safeguarding Lead (DSL) or Deputy Designated Safeguarding Lead (DDSL).

Do not discuss with carers/host family. The Child Protection Officer will agree with the Social Care Team when they should be contacted and by whom.

It is important that everyone at the Camp/School are aware that the person who first encounters a case of alleged or suspected abuse is NOT responsible for deciding whether abuse has occurred and should not investigate to establish whether the child is telling the truth. That is a task for Social Care and the Police following a referral to them of concern about a child. Your role is to act promptly on the information you have received.

Responding to concerns or suspicions of abuse

Any suspicion or concern regarding a child or young person potentially experiencing significant harm or being at risk MUST be promptly addressed and shared with the Child Protection Officer. In cases where the child or young person is perceived to be in imminent danger, contacting the police is imperative.

A detailed record of the observations and circumstances that caused your apprehensions should be compiled, including the date, time, location, and individuals present. In cases where physical injuries are evident, it is important to document these injuries as thoroughly as possible, refraining from capturing photographic evidence. Exercise discretion when addressing injuries reported to be in intimate areas of the child's body.

The Designated Safeguarding Lead should telephone the referral to the LADO Safeguarding Officer without delay, prior to any discussion with the carers. The Designated Safeguarding Lead should keep a record of the conversation with the LADO noting what actions will be taken and by whom, giving the date and time of the referral. The referral should be confirmed in writing on an inter-agency referral form as soon as possible and at least within 48 hours, but the policy is to do this within 24 hours.

Responding to allegations or concerns about staff or volunteers - whistleblowing

Rigorous recruitment and selection and other safeguarding procedures and adhering to safer practice guidance will hopefully mean that there are relatively few allegations against concerns or about staff or interns. If there is any reason to suspect that a fellow staff member or intern has engaged in inappropriate behavior, mistreated a young individual, or displayed conduct suggesting unsuitability to work with children, it is imperative to address this by sharing your concerns with the designated Child Protection Officer. Even though it may seem difficult to believe that one of your own colleagues may be unsuitable to work with children, the risk is far too serious for any member of staff to dismiss such a suspicion without taking action.

If the concern is about the Child Protection Officer herself, it should be discussed with the Director.

Staff who report such concerns will not be penalised and their report will remain confidential.

Safer Working Practice

All adults interacting with children at the Camps/Schools must consistently exhibit professionalism to safeguard the well-being of children and mitigate the risk of potential allegations.

Safer Staff Appointments

Enhanced DBS checks have to be carried out on all Staff/Work placement interns. If a new appointee starts work before the receipt of an Enhanced DBS check, it is imperative to conduct a meticulous risk assessment and establish suitable monitoring and supervision until the Enhanced DBS check is obtained. Any offer of employment made to a successful candidate, including one who has lived or worked abroad, must be conditional on satisfactory completion of the necessary pre-employment checks (see Part 3 'Safer Recruitment' Gov.UK Keeping Children Safe in Education 2023). Staff recruited from outside the UK will have police checks from the last country they worked in.

The Camp/School ensure that taxi drivers responsible for transporting junior students to and from the Camp/School as well as airport transfer drivers, undergo thorough Disclosure and Barring Service (DBS) checks.