

Safeguarding and Child Protection Policy

Organisation:	Elevated Minds CIC
School:	Elevated Futures
Approved by:	Doreen Sinclair-McCollin, CEO
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1. Key Safeguarding Contacts

Role	Name	Contact Information
Designated Safeguarding Lead (DSL)	Ms Dixie Joseph	dixie@elevatedmindscoaching.com 07501287105
Deputy DSL	Doreen Sinclair-McCollin	doreen@elevatedmindscoaching.com 07809148771
Principal	Doreen Sinclair-McCollin	doreen@elevatedmindscoaching.com 07809148771
Proprietor	Doreen Sinclair-McCollin	doreen@elevatedmindscoaching.com 07809148771

Note: In the absence of a separate governing body, the CEO also serves as Proprietor and DSL. External safeguarding oversight is maintained through regular audits and collaboration with local safeguarding partners.

This information is displayed on the school website and in key areas of the building. If the DSL is unavailable, safeguarding responsibility is delegated to the Deputy DSL.

2. Policy Statement

Elevated Futures is committed to safeguarding and promoting the welfare of all children. We believe every child has the right to feel safe, valued, and respected. We are alert to the signs of abuse and neglect and follow clear procedures to ensure children receive effective support, protection, and justice.

Our safeguarding policy is a core component of our overall responsibility as an independent education provider and meets the requirements outlined in the Education (Independent School Standards) Regulations 2014.

ISS Paragraph 7 Compliance: This policy ensures the standard in **Part 3, Paragraph 7 (Welfare, health and safety of pupils)** is met, whereby the proprietor ensures that:

(a) arrangements are made to safeguard and promote the welfare of pupils at the school; and (b) such arrangements have regard to any guidance issued by the Secretary of State.

Our provision offers a trauma-informed and neuro-affirming environment, with particular attention to the needs and vulnerabilities of autistic and ADHD learners. We recognise the close links between safeguarding and mental health and are committed to early identification, support, and appropriate intervention.

Safeguarding is everyone's responsibility and is embedded throughout our curriculum, pastoral work, coaching model, and wider culture. We promote respectful relationships and challenge any form of prejudice, discrimination, or harmful attitudes that could place children at risk.

This policy is based on and complies with:

- Keeping Children Safe in Education (KCSIE)
- Working Together to Safeguard Children
- Independent School Standards

- Local safeguarding partnership procedures (Southwark)
- The Education (Independent School Standards) Regulations 2014, Part 3, Paragraph 7, which requires the proprietor to ensure arrangements are made to safeguard and promote the welfare of pupils.

3. Definitions

- **Safeguarding:** The action taken to promote the welfare of children and protect them from harm. This includes protecting children from maltreatment, preventing impairment of health or development, ensuring they grow up in circumstances consistent with safe and effective care, and taking action to enable all children to have the best outcomes.
- **Child Protection:** Part of safeguarding and promoting welfare. It refers to activity undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.
- **Designated Safeguarding Lead (DSL):** A senior member of staff with lead responsibility for safeguarding and child protection.
- **Early Help:** Support for children and families at risk of poor outcomes, provided as soon as problems emerge.
- **Prevent Duty:** A legal duty under the Counter-Terrorism and Security Act 2015 to have due regard to the need to prevent people from being drawn into terrorism.

4. Aims

This policy aims to:

- Ensure all learners are safe, protected, and supported.
- Promote a culture of vigilance, transparency, and accountability.
- Provide staff with clear guidance on recognising and reporting concerns.
- Embed safeguarding in all aspects of school life, including curriculum, pastoral care, and enrichment.
- Work in partnership with families and external agencies to safeguard children.
- Comply fully with statutory safeguarding requirements.

5. Scope

This policy applies to:

- All learners accessing the Elevated Futures Provision.
- All staff, volunteers, governors, visitors, contractors, and external professionals.
- All activities taking place on and off site, including online learning and trips.
- Any safeguarding concerns arising outside of the school day or off site, where a learner's welfare may be at risk.

6. Key Roles and Responsibilities

Role	Responsibilities
Proprietor / Governing Body	Ensures statutory safeguarding requirements are met. Reviews and approves this policy annually. Monitors the effectiveness of safeguarding arrangements.
Designated Safeguarding Lead (DSL)	Has lead responsibility for safeguarding and child protection. Oversees referrals to external agencies. Liaises with local authority and safeguarding partners. Ensures all staff are trained.
Deputy DSLs	Support the DSL and act in their absence.
All Staff	Recognise and report concerns. Follow procedures promptly. Complete annual training. Understand vulnerabilities of neurodiverse learners.
Parents / Carers	Work in partnership with the school to keep children safe.

7. Legal Framework and Guidance

This policy has been developed with due regard to key legislation and guidance, including but not limited to: **Keeping Children Safe in Education (KCSIE, 2025)**, **Working Together to Safeguard Children (2023)**, the **Children Act 1989 and 2004**, the **Education Act 2002**, the **Counter-Terrorism and Security Act 2015 (Prevent Duty)**, the **Data Protection Act 2018 & UK GDPR**, and the **Equality Act 2010**.

8. Types of Abuse and Safeguarding Concerns

Staff will be alert to signs of:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Child-on-child abuse (including sexual harassment, violence and bullying)
- Child sexual exploitation (CSE) and child criminal exploitation (CCE)
- Radicalisation and extremism (Prevent duty)
- Harmful sexual behaviour
- Online safety risks
- Domestic abuse
- Fabricated or induced illness
- Mental health difficulties that may indicate, result from, or increase vulnerability to abuse

We also recognise the additional vulnerabilities of autistic and ADHD learners, including communication differences, sensory distress, difficulties with social interpretation, and increased exposure to targeted grooming or exploitation.

The school acknowledges that misogyny, sexism, homophobia, racism, ableism and other prejudicial attitudes can underpin child-on-child abuse and harmful behaviours. Staff are trained to identify, challenge and report such attitudes early, in line with our preventative culture.

Emerging risks

Staff will also be alert to evolving forms of harm, including:

- Online grooming, coercion or manipulation via social media, gaming or messaging platforms.
- Creation, distribution or misuse of explicit images, including AI-generated or “deepfake” imagery used to threaten or shame children.
- Harmful online challenges or viral trends encouraging unsafe behaviour.
- Use of digital tools or AI-powered chat functions to groom, manipulate or deceive children.

9. Early Help and Preventative Work

We are committed to early identification and intervention. Support may include:

- Regular check-ins and coaching sessions with learners
- Sensory and emotional regulation support
- Individualised learning plans and pastoral monitoring
- Early Help referrals and multi-agency support
- Close collaboration with families and external professionals

10. Reporting and Recording Concerns

- All concerns must be reported immediately to the Designated Safeguarding Lead (DSL).
- Concerns are logged securely with full details, including dates, times, observations, and actions taken.
- Staff must not investigate concerns themselves.
- If a child is in immediate danger, emergency services or the local authority must be contacted without delay and the DSL informed as soon as possible.

Staff must also report immediately any concerns relating to:

- Child-on-child abuse, including incidents involving misogyny, sexist language, discriminatory behaviour or online sexual harassment.
- Mental health concerns where a child’s presentation may indicate abuse, neglect, exploitation or significant risk.
- Online harm, including exposure to inappropriate content, grooming behaviour, coercion, harmful challenges, or suspected misuse of AI-generated imagery.
- Patterns of behaviour or concerning attitudes that may signal risk, including increased isolation, withdrawal, distress or changes in behaviour, mood or emotional regulation.

Whistleblowing

- Concerns about staff conduct or safeguarding practice must be reported to the DSL or directly to the Proprietor.
- Where concerns involve the DSL or senior leadership, they should be referred directly to the Local Authority Designated Officer (LADO) or Ofsted.
- All staff are protected under the Whistleblowing Policy when raising concerns in good faith.

11. Online Safety

We are committed to ensuring pupils are safe when they are online. Our measures include appropriate filtering and monitoring systems. Our curriculum provides specific education to pupils around safe internet use and cyberbullying. This education explicitly addresses new and emerging threats, including:

- The risks of creating and sharing explicit images, including **AI-generated explicit images (or "deepfakes")** being used in child-on-child abuse.
- The dangers of harmful online challenges, grooming, and manipulation from adults, including risks from **AI-driven chatbots**.

We enforce clear acceptable use agreements for both pupils and staff.

12. Confidentiality and Information Sharing

- Information will only be shared on a need-to-know basis to safeguard children.
- All staff follow GDPR and data protection protocols.
- Safeguarding records are stored securely in line with statutory requirements.

13. Safer Recruitment

- All staff and volunteers undergo enhanced DBS checks including children's barred list check.
- Identity, right-to-work, and reference checks are completed.
- Recruitment processes follow safer recruitment principles.
- All new staff receive safeguarding induction and training before starting work.
- Online searches will be completed for shortlisted candidates, in line with KCSIE requirements.

14. Training and Awareness

- All staff receive annual safeguarding training.
- DSL and Deputy DSLs receive enhanced training every two years.
- Regular briefings and updates are provided throughout the year.
- Training covers KCSIE, Prevent Duty, online safety, neurodiverse safeguarding, and early help pathways.

- All staff sign to confirm attendance and understanding of safeguarding training and updates.

15. Curriculum and Learner Empowerment

- Safeguarding is embedded in curriculum areas such as PSHE, ICT, Performing Arts, and coaching sessions.
- Learners are taught about healthy relationships, consent, personal boundaries, and online safety.
- Learner voice forums provide opportunities for learners to share concerns and contribute to a safe school culture.

16. Working with External Agencies

- The school works closely with local safeguarding partners, children's social care, the police, and other professionals.
- Referrals are made promptly in line with local procedures.
- We contribute to Early Help and multi-agency child protection plans.

17. Allegations Against Staff

- All allegations or concerns about staff conduct will be reported immediately to the DSL, who will inform the Local Authority Designated Officer (LADO).
- Procedures will follow statutory guidance in Keeping Children Safe in Education (KCSIE) – Part 4.
- The Proprietor will be informed of all allegations and their outcomes.
- Records relating to allegations are retained for at least 10 years from the date of resolution or until the individual's normal retirement age, whichever is longer.
- Appropriate support will be provided for both the child and the member of staff during and after the process.

18. Record Keeping

- All safeguarding records are kept securely and separately from learner files.
- Records are retained in accordance with statutory guidance.
- Information is transferred securely if a learner moves school, ensuring continuity of safeguarding records and accountability.

19. Prevent Duty and Radicalisation (The Prevent Duty)

- Elevated Futures fulfils its duties under the Prevent strategy to protect children from being drawn into radicalisation, extremism or terrorism.
- Staff receive Prevent training and know how to identify and report concerns.
- Referrals are made to the Prevent team via the DSL if necessary.
- Monitor online use, vet external visitors, promote British values and critical thinking.

- Work with external agencies when radicalisation is suspected.
- See Local Safeguarding Contacts section for Prevent contact details.

20. Local Safeguarding Contacts

Multi-Agency Safeguarding Hub (MASH) – Southwark

Telephone: 020 7525 1921 (Mon–Fri, 9am–5pm)

Out of hours: 020 7525 5000

Email: MASH@southwark.gov.uk

Local Authority Designated Officer (LADO) – Southwark

Telephone: 020 7525 0689 (alt: 020 7525 3297)

Email: Eva.Simcock@southwark.gov.uk / QAU.Safeguarding@southwark.gov.uk

Prevent Duty – Southwark

Telephone: 020 7525 6391

Email: prevent@southwark.gov.uk

Emergency Services: 999

Ofsted (to raise safeguarding concerns directly)

Telephone: 0300 123 4666

21. Linked Policies and Related Documents

This policy should be read in conjunction with the following linked policies to ensure a consistent whole-school approach:

- Acceptable Use Policy
- Anti-Bullying Policy
- Behaviour and Relationships Policy
- Data Protection Policy
- Health and Safety Policy
- Online Safety Policy
- SEND and Inclusion Policy
- Whistleblowing Policy

22. Monitoring, Review and Evaluation

- This policy will be reviewed annually, or sooner if there are changes to legislation, guidance, or school circumstances.
- Monitoring includes regular safeguarding audits, incident-log reviews, and analysis of patterns and trends.
- Staff, learner, and parent feedback will inform continuous improvement.
- Outcomes from monitoring and evaluation guide updates, training priorities, and strategic planning to maintain compliance.
- The review process is led by the Proprietor and Designated Safeguarding Lead.
- Updates are communicated to all staff and stakeholders to ensure consistent implementation across the school.

- Findings will also be shared with staff and the Proprietor to inform school improvement priorities and ensure accountability.

23. Policy Review

This policy and all related procedures are reviewed annually by the proprietor and safeguarding team. It will be reviewed sooner if there is a significant change in legislation, statutory guidance (such as updates to KCSIE), or local practice.

Approval Sign-Off

Name	Position	Signature	Date
D. Sinclair-McCollin	Head Teacher Director		3 January 2025

Appendix A – Agreement Form

All staff, volunteers, and relevant visitors are expected to understand and follow the school's Safeguarding and Child Protection Policy. This agreement confirms their commitment to ensuring the safety and wellbeing of all learners.

I confirm that I have read and understood this Safeguarding and Child Protection Policy. I agree to follow its procedures and fulfil my safeguarding and child protection responsibilities.

Name	Position	Signature	Date