

# 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)	Doreen Sinclair-McCollin	<a href="mailto:doreen@elevatedmindscoaching.com">doreen@elevatedmindscoaching.com</a> 07809148771
Deputy DSL	Rashaan Okmotie	<a href="mailto:rashaan@elevatedfutures.education">rashaan@elevatedfutures.education</a> 07851028806
Principal	Doreen Sinclair-McCollin	<a href="mailto:doreen@elevatedmindscoaching.com">doreen@elevatedmindscoaching.com</a> 07809148771
Proprietor	Doreen Sinclair-McCollin	<a href="mailto:doreen@elevatedmindscoaching.com">doreen@elevatedmindscoaching.com</a> 07809148771
Chair of the board	Joanne Fisher	<a href="mailto:sasfisher@aol.com">sasfisher@aol.com</a> 07930491802

**Note:** The Chair of the Board, Joanne Fisher, ensures 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;
- (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

<b>Role</b>	<b>Responsibilities</b>
<b>Proprietor / Governing Body</b>	Ensures statutory safeguarding requirements are met. Reviews and approves this policy annually. Monitors the effectiveness of safeguarding arrangements.
<b>Chair of the Board (Joanne Fisher)</b>	Provides external safeguarding oversight, conducts regular audits, and collaborates with local safeguarding partners.
<b>Designated Safeguarding Lead (DSL)</b>	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.
<b>Deputy DSLs</b>	Support the DSL and act in their absence.
<b>All Staff</b>	Recognise and report concerns. Follow procedures promptly. Complete annual training. Understand vulnerabilities of neurodiverse learners.
<b>Parents / Carers</b>	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, emotional, or sexual abuse and 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 and online safety risks.
- Domestic abuse and 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.

**Emerging risks** staff will be alert to include:

- Online grooming or manipulation via social media, gaming, or messaging platforms.
- Creation or misuse of explicit images, including AI-generated or “deepfake” imagery.
- Harmful online challenges or viral trends.
- Use of digital tools or AI-powered chat functions to groom 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.

**Staff must also report immediately any concerns relating to:**

- Child-on-child abuse, including incidents involving misogyny or discriminatory behaviour.
- Mental health concerns where a child's presentation may indicate abuse or exploitation.
- Online harm, including suspect misuse of AI-generated imagery or harmful challenges.
- Patterns of behaviour such as increased isolation, withdrawal, or changes in emotional regulation.

**Whistleblowing**

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

**11. Online Safety**

We ensure pupils are safe online through appropriate filtering and monitoring systems. Our curriculum provides specific education around safe internet use and cyberbullying, explicitly addressing new threats such as:

- The risks of AI-generated explicit images ("deepfakes") in child-on-child abuse.
- Dangers of harmful online challenges and manipulation 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 checks. Identity, right-to-work, and reference checks are completed. Online searches will be completed for shortlisted candidates. All new staff receive safeguarding induction and training before starting work

**14. Training and Awareness**

All staff receive annual safeguarding training. The DSL, Deputy DSLs, and the Chair of the Board (where relevant to oversight) maintain up-to-date knowledge. Regular briefings cover KCSIE, Prevent Duty, online safety, and neurodiverse safeguarding. Staff sign to confirm attendance and understanding of all updates.

## 15. Curriculum and Learner Empowerment

Safeguarding is embedded in PSHE, ICT, Performing Arts, and coaching sessions. Learners are taught about healthy relationships, consent, personal boundaries, and online safety. Learner voice forums allow students to contribute to a safe school culture

## 16. Working with External Agencies

The school works closely with Southwark safeguarding partners, children's social care, and the police. 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 about staff conduct will be reported immediately to the DSL, who will inform the LADO. Procedures follow KCSIE – Part 4. The Proprietor will be informed of all allegations. Records are retained for at least 10 years or until the individual's normal retirement age

## 18. Record Keeping

Safeguarding records are kept securely and separately from learner files. Information is transferred securely if a learner moves school to ensure continuity of care and accountability.

## 19. Prevent Duty and Radicalisation (The Prevent Duty)

Elevated Futures fulfils its duties under the Prevent strategy to protect children from radicalization or extremism. We monitor online use, vet external visitors, and promote British values. Referrals are made to the Prevent team via the DSL if necessary.

## 20. Local Safeguarding Contacts

- **MASH – Southwark:** 020 7525 1921 (Out of hours: 020 7525 5000)  
Email: [MASH@southwark.gov.uk](mailto:MASH@southwark.gov.uk)
- **LADO – Southwark:** 020 7525 0689 (Eva Simcock)  
Email: [Eva.Simcock@southwark.gov.uk](mailto:Eva.Simcock@southwark.gov.uk) /  
[QAU.Safeguarding@southwark.gov.uk](mailto:QAU.Safeguarding@southwark.gov.uk)
- **Prevent Duty – Southwark:** 020 7525 6391  
Email: [prevent@southwark.gov.uk](mailto:prevent@southwark.gov.uk)
- **Ofsted:** 0300 123 4666
- **Emergency Services:** 999

## 21. Linked Policies and Related Documents

This policy should be read alongside:

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



## 22. Monitoring, Review and Evaluation

This policy is reviewed annually by the Proprietor, the Chair of the Board, and the DSL. Monitoring includes regular safeguarding audits and analysis of incident patterns. Updates are communicated to all staff and stakeholders to ensure consistent implementation.

## 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
Joanne Fisher Chair of the Board	Joanne Fisher Chair of the Board		

## 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