



Hope Wisdom Freedom

EXCITING EDUCATION SAFEGUARDING AND CHILD PROTECTION POLICY

1. Policy Statement

Exciting Education is committed to safeguarding and promoting the welfare of all children and young people. We believe that every child has the right to be protected from abuse, neglect, exploitation and harm regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, socio-economic background or any other characteristic.

We recognise that safeguarding is everyone's responsibility and that all staff, volunteers, contractors and associates have a duty to act in the best interests of children and young people. The welfare of the child is paramount in all decisions, activities and services delivered by Exciting Education.

2. Purpose

This policy aims to:

- Protect children and young people who engage with Exciting Education activities and services.
- Provide clear guidance to staff, volunteers and contractors on safeguarding responsibilities.
- Establish procedures for recognising, responding to and reporting safeguarding concerns.
- Promote a culture of vigilance, transparency and accountability.
- Ensure compliance with safeguarding legislation and best practice guidance.

3. Scope

This policy applies to:

- Directors
- Employees
- Volunteers
- Sub-contracted coaches
- Students and work placements
- Anyone acting on behalf of Exciting Education

This policy applies to all face-to-face, online, remote and blended activities delivered by or on behalf of Exciting Education.

4. Legal and Regulatory Framework

This policy is informed by:

- Children Act 1989
- Children Act 2004
- Working Together to Safeguard Children
- Keeping Children Safe in Education (KCSIE)
- Human Rights Act 1998
- Equality Act 2010
- Data Protection Act 2018
- UK GDPR
- Protection of Freedoms Act 2012

5. Definitions

Safeguarding means protecting children from:

- Abuse
- Neglect
- Exploitation
- Radicalisation
- Online harm
- Bullying and harassment
- Sexual exploitation
- Criminal exploitation

Child protection is part of safeguarding and refers to activities undertaken to protect specific children who are at risk of significant harm.

6. Safeguarding Principles

Exciting Education will:

- Place the welfare of children first.
- Listen to and respect children and young people.
- Take all concerns seriously.
- Work in partnership with families and external agencies.
- Maintain a culture where concerns can be raised without fear.
- Ensure safer recruitment practices are followed.
- Provide appropriate safeguarding training.
- Maintain accurate safeguarding records.
- Share information appropriately when it is necessary to protect a child.

7. Safeguarding Roles and Responsibilities

Designated Safeguarding Lead (DSL)

The Designated Safeguarding Lead is Christiaan Stirling, Company Director
Email: chris@excitingeducation.co.uk

The DSL is responsible for:

- Receiving safeguarding concerns.
- Making referrals to external agencies.
- Maintaining safeguarding records.
- Supporting staff and volunteers.
- Monitoring safeguarding practice.
- Ensuring training is completed.
- Reviewing safeguarding policies.

Deputy DSL

A Deputy DSL should be appointed to act in the absence of the DSL. Our designated Deputy DSL is Carolann Stirling, Company Director.
Email: carolann@excitingeducation.co.uk

The Deputy DSL will have the same training and authority as the DSL.

8. Recognising Abuse

All staff and volunteers should be aware of indicators of:

Physical Abuse

Deliberately causing physical harm to a child.

Emotional Abuse

Persistent emotional maltreatment affecting a child's development.

Sexual Abuse

Forcing or enticing a child into sexual activities.

Neglect

Persistent failure to meet a child's basic physical or psychological needs.

Additional safeguarding concerns may include:

- Child sexual exploitation
- Child criminal exploitation
- County lines activity
- Domestic abuse
- Online abuse
- Grooming
- Radicalisation

- Female genital mutilation (FGM)
- Forced marriage
- Modern slavery
- Peer-on-peer abuse

9. Reporting Safeguarding Concerns

Any member of staff, volunteer or contractor who:

- Receives a disclosure,
- Witnesses concerning behaviour,
- Suspects abuse, or
- Receives information suggesting a child may be at risk,

must report concerns immediately to the DSL.

If a Child Discloses Abuse

Staff must:

- Remain calm.
- Listen carefully.
- Take the child seriously.
- Reassure the child they have done the right thing.
- Avoid asking leading questions.
- Never promise confidentiality.
- Record the information accurately.

Recording Concerns

Records should include:

- Date and time.
- Name of the child.
- Details of the concern.
- Exact words used where possible.
- Actions taken.
- Name of person recording the concern.

10. Immediate Risk of Harm

Where a child is at immediate risk of significant harm:

- Emergency services should be contacted immediately.
- Children's Social Care should be contacted without delay.
- The DSL must be informed as soon as possible.

The absence of the DSL must never delay action to protect a child.

11. Information Sharing

Exciting Education will share safeguarding information where necessary to protect a child or young person.

Information sharing will:

- Be lawful.
- Be proportionate.
- Follow safeguarding guidance and data protection legislation.
- Prioritise the safety and welfare of children.

Concerns about confidentiality must never prevent appropriate safeguarding action.

12. Allegations Against Staff or Volunteers

Any allegation against a staff member, volunteer, contractor or director must be reported immediately to the DSL. Where the allegation concerns the DSL, it must be reported directly to Abby Turton, CEO, The Emotional Logic Centre. Her email is

abby.turton@emotionallogiccentre.org.uk

Exciting Education will:

- Follow statutory guidance.
- Liaise with the Local Authority Designated Officer (LADO) where appropriate.
- Maintain confidentiality.
- Keep accurate records.
- Protect all parties involved during investigations.

13. Low-Level Concerns

A low-level concern is behaviour that may not meet the threshold for a safeguarding allegation but is inconsistent with professional standards or the Code of Conduct.

Examples include:

- Boundary issues
- Inappropriate communication
- Favouritism
- Unprofessional conduct

All low-level concerns should be recorded and reviewed by the DSL.

14. Safer Recruitment

Exciting Education is committed to safer recruitment practices.

Where appropriate, recruitment procedures will include:

- Enhanced DBS checks
- Identity checks
- Reference checks
- Right-to-work checks
- Employment history verification
- Safeguarding-focused interview questions

No individual will commence regulated activity until all required checks have been satisfactorily completed.

15. Training

All staff, volunteers and contractors must:

- Complete safeguarding induction training before working with children.
- Complete safeguarding refresher training annually.
- Undertake online safety awareness training.

The DSL and Deputy DSL must complete advanced safeguarding training and maintain their knowledge through regular updates.

16. Digital Safeguarding and Online Safety

Exciting Education recognises that safeguarding responsibilities apply equally in online environments.

Digital safeguarding includes protection from:

- Online bullying and harassment
- Grooming
- Sexual exploitation
- Cyberstalking
- Hacking and impersonation
- Radicalisation
- Misinformation and disinformation
- Sharing inappropriate or illegal images
- Online scams and fraud
- Deepfakes and manipulated content
- Oversharing of personal information
- AI-enabled risks and exploitation

All staff and volunteers must:

- Use organisational systems responsibly.
- Maintain appropriate privacy settings.
- Follow social media guidance.
- Protect passwords and devices.
- Report online safeguarding incidents immediately.
- Use approved communication channels when engaging with children and families.

17. Photography, Video and Media

Exciting Education will obtain appropriate consent before:

- Taking photographs.
- Recording video.
- Publishing images.
- Using media in promotional materials.

Images must:

- Be stored securely.
- Be retained only as long as necessary.
- Never be used inappropriately.
- Be deleted in line with data retention requirements.

Personal devices must not be used to store images of children unless specifically authorised.

18. Anti-Bullying

Exciting Education will not accept or tolerate any kind of bullying.

This includes:

- Physical bullying
- Verbal bullying
- Emotional bullying
- Online bullying
- Discriminatory bullying

All allegations of bullying will be investigated promptly and appropriate action taken.

19. Whistleblowing

Staff, volunteers and contractors are encouraged to raise concerns regarding:

- Poor safeguarding practice
- Unsafe behaviour
- Misconduct
- Failure to follow procedures

Individuals raising concerns in good faith will be supported and protected from victimisation.

20. Health and Safety

Exciting Education will provide a safe environment by:

- Conducting risk assessments.
- Following health and safety legislation.
- Ensuring suitable supervision ratios.
- Maintaining safe premises and equipment.

21. Monitoring and Review

The DSL will review safeguarding arrangements regularly.

This policy will be formally reviewed:

- Annually; or
- Following significant safeguarding incidents;
- Following legal or regulatory changes; or
- Following organisational changes impacting safeguarding.

22. Key Contacts

Designated Safeguarding Lead

Christiaan Stirling

Email: chris@excitingeducation.co.uk

NSPCC Helpline

0808 800 5000

Emergency Services, call 999