



Safeguarding Policy Statement for Inclusive Pathways Education

Introduction

Inclusive Pathways Education is committed to safeguarding and promoting the welfare of all children, young people, and vulnerable adults in our care. We aim to create a safe, inclusive, and supportive environment where every individual is respected, valued, and protected from harm. This policy outlines our commitment, principles, and procedures for safeguarding and child protection.

Our Commitment

Inclusive Pathways Education will:

1. Promote the welfare of all individuals by maintaining a culture of vigilance and safety.
 2. Provide staff with training and resources to recognise, report, and respond to safeguarding concerns effectively.
 3. Work in partnership with children, young people, families, and external agencies to ensure the best outcomes for all.
 4. Regularly review and update safeguarding policies and practices in line with current legislation and guidance.
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Principles

1. **Inclusivity:** We ensure our safeguarding practices reflect the diverse needs of our community, with specific attention to individuals who may face additional vulnerabilities.
 2. **Zero Tolerance:** We adopt a zero-tolerance approach to abuse, neglect, and exploitation in all its forms.
 3. **Empowerment:** Children, young people, and vulnerable adults are encouraged to express their views and feel empowered to speak up about concerns.
 4. **Prevention:** By promoting a safe culture, we proactively work to prevent harm before it occurs.
 5. **Confidentiality:** Information is shared on a need-to-know basis, ensuring the safety and dignity of all parties involved.
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Legal Framework

This policy aligns with:

- **Children Act 1989 and 2004**
 - **Education Act 2002**
 - **Working Together to Safeguard Children 2018**
 - **Keeping Children Safe in Education 2023**
 - **Equality Act 2010**
 - Any local safeguarding partnership procedures.
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Roles and Responsibilities

1. **Designated Safeguarding Lead (DSL):**
 - Oversee safeguarding across the organisation.
 - Act as the first point of contact for concerns and referrals.
 - Ensure staff are trained and supported.
 2. **Staff and Volunteers:**
 - Understand and implement the safeguarding policy.
 - Recognise signs of abuse, neglect, and exploitation.
 - Report concerns promptly to the DSL.
 3. **Governance:**
 - Ensure safeguarding is embedded in organisational practices.
 - Monitor and review safeguarding arrangements.
 4. **External Agencies:**
 - Work collaboratively with local authorities, law enforcement, and health services.
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Types of Abuse

We recognise the following forms of abuse:

- **Physical:** Inflicting physical harm.
- **Emotional:** Undermining an individual's sense of self-worth.
- **Sexual:** Involving individuals in sexual activity without consent.
- **Neglect:** Failing to meet basic needs.

We also consider additional vulnerabilities, such as online abuse, radicalisation, exploitation, and discriminatory abuse.

Procedures for Reporting and Responding to Concerns

1. All concerns, suspicions, or disclosures must be reported to the DSL immediately.
2. The DSL will assess and, where necessary, escalate the concern to appropriate authorities (e.g., local safeguarding boards, law enforcement).

3. Support will be provided to the individual involved, including referrals to external services if needed.
 4. Records of all safeguarding concerns will be maintained securely and confidentially.
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Training and Awareness

1. All staff and volunteers will undergo annual safeguarding training.
 2. Training will include recognising signs of abuse, understanding reporting procedures, and creating a safe environment.
 3. Safeguarding updates will be shared regularly to ensure staff are aware of changes in legislation or organisational practice.
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Monitoring and Review

The safeguarding policy will be reviewed annually by the safeguarding team, incorporating feedback from staff, service users, and partners. Changes in legislation or best practices will be reflected in updates.

Contact Information

- **Designated Safeguarding Lead (DSL):** Robert Pickering, Director
Contact: robert@inclusive-pathways.co.uk
- **Emergency Services:** 999

Inclusive Pathways Education believes that safeguarding is everyone's responsibility. Together, we can ensure a safe and nurturing environment for all.