

PL6 Learning Hub Child Protection and Safeguarding Policy

Approved by: Western Education Solutions Ltd

Applies to: All staff, learners, volunteers, parents/carers, contractors, and visitors

Designated Safeguarding Lead (DSL): Greg Western

Deputy DSL: [Insert Name once appointed]

Safeguarding System: CPOMS

Date of Approval: 8 October 2025

Next Review Due: 8 October 2026

1. Policy Statement

PL6 Learning Hub is committed to safeguarding and promoting the welfare of every child and young person. We believe all learners—whatever their age, disability, gender identity, race, religion, sexual orientation, or background—have the right to feel safe, secure, and respected. We expect all staff, volunteers, and partners to share this commitment and to follow the procedures in this policy at all times.

2. Aims

- Protect learners from maltreatment and neglect.
- Prevent impairment of children's mental and physical health or development.
- Ensure children grow up in safe and effective care.
- Enable children to have the best life chances through high-quality education and safeguarding practice.
- Maintain a culture of vigilance, openness, and professional curiosity.

3. Legislation and Guidance

This policy is based on:

- Keeping Children Safe in Education (KCSIE) 2025
- Working Together to Safeguard Children (2023)
- Children Act 1989 and 2004
- Education Act 2002, Section 175
- Counter-Terrorism and Security Act 2015 (Prevent Duty)
- Data Protection Act 2018 and UK GDPR
- Plymouth Safeguarding Children Partnership (PSCP) procedures

4. Roles and Responsibilities

Designated Safeguarding Lead (DSL): Greg Western

- Leads on all safeguarding and child protection matters.
- Manages referrals to Plymouth Children's Social Care and the police.
- Oversees all safeguarding records securely via CPOMS.
- Provides guidance and training to staff.
- Ensures annual review and policy updates.

Deputy DSL: Supports and deputises for the DSL.

All Staff:

- Must read Part 1 (or Annex A) of KCSIE.
- Must record and report all concerns via CPOMS.
- Must maintain professional boundaries and vigilance.

5. Categories of Abuse

- Physical abuse – hitting, shaking, burning, poisoning.
- Emotional abuse – persistent emotional maltreatment.
- Sexual abuse – forcing or enticing a child to take part in sexual activities.
- Neglect – persistent failure to meet basic physical or emotional needs.

Staff should also be alert to CSE, County Lines, online abuse, radicalisation, peer-on-peer abuse, upskirting, and honour-based abuse.

6. Recognising and Reporting Concerns

All staff must:

1. Listen carefully and never promise confidentiality.
2. Reassure the child that they have done the right thing.
3. Record the concern immediately on CPOMS.
4. Alert the DSL (Greg Western) without delay.
5. Call 999 if a child is at immediate risk.

7. Record-Keeping (CPOMS)

- CPOMS is used for secure recording of all concerns.
- DSL monitors entries daily to identify emerging patterns.
- Records are stored and retained per statutory guidance and data protection law.

8. Safer Recruitment

- All staff and volunteers have enhanced DBS checks.
- Identity and reference checks are completed.
- Recruitment decisions are documented by the DSL or Director.

9. Training

- All staff complete safeguarding and Prevent Duty training at induction and annually.
- DSL/Deputy DSL complete enhanced training every two years.
- Termly updates provided via staff briefings.

10. Confidentiality and Information Sharing

- Information shared only on a need-to-know basis.
- Consent is not required when risk of significant harm exists.

- Records stored securely in CPOMS.

11. Online Safety

- Online use monitored and filtered on all hub devices.
- Learners taught safe, responsible digital behaviour via PSHE and Century AI.
- All online concerns logged in CPOMS.

12. Prevent Duty

- DSL is the Prevent Lead.
- Risk-assesses and refers learners vulnerable to radicalisation via Channel.
- Provides Prevent training for staff.

13. Allegations Against Staff

- Report all allegations immediately to DSL (Greg Western).
- If the DSL is implicated, contact the Director or Local Authority Designated Officer (LADO).
- Records kept on CPOMS under restricted access.

14. Whistleblowing

- Concerns about colleagues can be raised through PL6's Whistleblowing Procedure or directly with the LADO.
- No one will face victimisation for genuine safeguarding concerns.

15. Visitors and Contractors

- All visitors sign in and wear badges.
- Unaccompanied visitors never left alone with children.
- Contractors supervised and risk-assessed.

16. Child on Child Abuse

- All forms of peer abuse are taken seriously and recorded on CPOMS.
- Incidents investigated by DSL with restorative or disciplinary outcomes where appropriate.

17. Linked Policies

- Behaviour and Conduct Policy
- Anti-Bullying Policy
- Attendance Policy
- Online Safety and Cyber Security Policy
- Safer Recruitment Policy
- Data Protection Policy

18. Monitoring and Review

- DSL reviews safeguarding data each term.
- Policy reviewed annually or when guidance changes.

Signed:

Greg Western

Designated Safeguarding Lead

PL6 Learning Hub

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