



G&T Events Ltd (trading as Future Survival)

Child Protection/Safeguarding Policy

This is a core policy that forms part of the induction for all staff. It is a requirement that all members of staff have access to this policy and sign to say they have read and understood its contents.

Date written: 2nd June 2025

Date of last update: 2nd June 2025

Date agreed and ratified by: 3rd June 2025, Mr G Broadbent, Director

Date of next full review: 1st June 2026

Signed:

Graham Broadbent

This policy will be reviewed at least annually and/or following any updates to national and local guidance and procedures, legislative change or serious incident.

Key Contacts

	Name	Contact information
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Deputy Designated Safeguarding Lead(s)	Mrs T.Nisbett or Mr J.Napoliello	Email, manager@futuresurvival.co.uk Phone, 07360201880
Director	Mr G. Broadbent	Email, Commander@futuresurvival.co.uk Phone, 07852988783

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What to do if you have a welfare concern in **G&T Events Ltd (Future Survival)**

Why are you concerned?

For example:

- Something a child has said, for example, an allegation of harm
- Child's appearance; may include unexplained marks/bruises as well as dress
- behaviour change(s)
- Witnessed concerning behaviour

Act immediately and record your concerns: If urgent, speak to a DSL first

Follow the G&T Events Ltd (trading as Future Survival) procedure below

- Reassure the child
- Clarify any concerns using open questions, if necessary (**TED**: Tell, Explain, Describe)
- Record facts and not opinions and use child's own words. Sign and date your record
- Seek support for yourself as required from DSL

Inform the G&T Events Ltd (trading as Future Survival) Designated Safeguarding Lead, Graham Broadbent, commander@futuresurvival.co.uk, 07852988783 or deputy (contacts information on page 2)

- 13** If a child is at risk of immediate harm and/or is unsafe to go home, make an urgent [Request for Support to the Front Door Service via the portal](#) or call the Police on 999.
- 14** If no immediate risk of harm, provide internal support and/or refer to other agencies in line with [Kent Safeguarding Support Level Guidance and KSCMP procedures](#), as appropriate. For example, signposting to community services and/or early help open access, a non-urgent call to the Police via 101, reporting allegations against staff to the County LADO Service, or make a Request for Support via the [Front Door Service Portal](#).
- 15** Where the setting is unsure, advice can be sought from a Local Authority Social Worker at the Front Door Service via **03000 411 111**
- 16** Where support is required out of working hours, contact the Out of Hours Service via **03000 41 91 91**.

If you are unhappy with the response:

DSLs/Staff:

- 10** Follow G&T Events Ltd (trading as Future Survival) whistleblowing procedures located on either workforce & policy handbook.
- 11** Follow Kent [safeguarding partnership escalation](#) procedures.

Pupils/Students or Parents/carers:

- 12** Follow G&T Events Ltd (trading as Future Survival) complaints procedures located in policy handbook & holiday club policies on our website.

Record decision making and action taken in the young person child protection file

Monitor

Be clear about:

- What you are monitoring, for example, behaviour trends, appearance.
- How long you will monitor
- Where, how and to whom you will feedback, and how you will record

Review and request further support if necessary.

At all stages, the child's circumstances will be kept under review
The DSL/staff will request further support if required to ensure the **child's safety is paramount**

1. Child Focused Approach to Safeguarding

1.1 Introduction

- G&T Events Ltd (trading as Future Survival) recognise our statutory responsibility to safeguard and promote the welfare of all children. Safeguarding and promoting the welfare of children is **everybody's** responsibility and everyone has a role to play. All members of our community (staff, volunteers, governors, leaders, parents/carers, wider family networks, and young person) have an important role in safeguarding children and all have an essential role to play in making our community safe and secure.
- G&T Events Ltd (trading as Future Survival) believe that the best interests of children always come first. All children (defined in law and in this policy as those up to the age of 18) have a right to be heard and to have their wishes and feelings taken into account and all children regardless of age, sex (gender), ability, culture, race, language, religion or sexual identity or orientation, have equal rights to protection.
- Staff working with children at G&T Events Ltd (trading as Future Survival) will maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child, staff will always act in the best interests of the child and if any member of our community has a safeguarding concern about any child or adult, they should act and act immediately.
- This policy applies where there are any child protection concerns regarding children who attend the setting but may also apply to other children connected to the setting, for example, siblings, or younger members of staff (under 18s) or children on student/work placements.
- G&T Events Ltd (trading as Future Survival) recognises the importance of providing an ethos and environment within setting that will help children to be safe and to feel safe. In our setting children are respected and are encouraged to talk openly. We will ensure children's wishes and feelings are taken into account when determining what safeguarding action to take and what services to provide.
- G&T Events Ltd (trading as Future Survival) recognises the importance of adopting a trauma informed approach to safeguarding; we understand there is a need to consider the root cause of children's behaviour and consider any underlying trauma.
- Our core safeguarding principles are:
 - **Prevention:** positive, supportive, safe culture, curriculum and pastoral opportunities for children, safer recruitment procedures.
 - **Protection:** following the agreed procedures, ensuring all staff are trained and supported to recognise and respond appropriately and sensitively to safeguarding concerns.
 - **Support:** adopt a child centred approach and provide support for all young people, parents/carers and staff, and where appropriate, implement specific interventions for those who may be at risk of harm.
 - **Collaboration:** with both parents where possible, and other agencies to ensure timely, appropriate communications and actions are undertaken when safeguarding concerns arise.
- The procedures contained in this policy apply to all staff, including governors, temporary or third-party agency staff and volunteers, and are consistent with those outlined within 'Keeping Children Safe in Education' 2024.

1.2 Policy context

- This policy is implemented in accordance with our compliance with the current statutory guidance from the Department for Education, 'Keeping Children Safe in Education' (KCSIE), which requires individual schools and colleges to have an effective child protection policy.
- This policy has been developed in accordance with the principles established by the Children Acts 1989 and 2004 and related national and local guidance. This includes but is not limited to:
 - Keeping Children Safe in Education (KCSIE)
 - Working Together to Safeguard Children (WTSC)
 - Ofsted: Education Inspection Framework
 - Framework for the Assessment of Children in Need and their Families, 2000
 - [Kent and Medway Safeguarding Children Procedures](#)
 - The Education Act 2002
 - Education and Inspections Act 2006
 - The Education (Independent School Standards) Regulations 2014
 - The Non-Maintained Special Schools (England) Regulations 2015
 - The Human Rights Act 1998
 - The Equality Act 2010 (including the Public Sector Equality Duty)
- Section 175 of the Education Act 2002 requires school governing bodies, local education authorities and further education institutions to make arrangements to safeguard and promote the welfare of all children who are pupils at a school, or who are students under 18 years of age. Such arrangements will have to have regard to any guidance issued by the Secretary of State.
- G&T Events Ltd (trading as Future Survival) will follow local or national guidance in response to any emergencies. We will amend this policy and our procedures as necessary but regardless of the action required, our safeguarding principles will always remain the same and the welfare of the child is paramount.

1.3 Definition of safeguarding

- In line with 'Working Together to Safeguard Children' 2023 and KCSIE, safeguarding and promoting the welfare of children is defined for the purposes of this policy as:
 - providing help and support to meet the needs of children as soon as problems emerge
 - protecting children from maltreatment, whether that is within or outside the home, including online
 - preventing impairment of children's mental and physical health or development
 - ensuring that children grow up in circumstances consistent with the provision of safe and effective care
 - promoting the upbringing of children with their birth parents, or otherwise their family network, whenever possible and where this is in the best interests of the child(ren)
 - taking action to enable all children to have the best outcomes.
- Child protection is part of safeguarding and promoting the welfare of all children and is defined as activity that is undertaken to protect specific children who are suspected to be suffering, or likely to suffer, significant harm. This includes harm that occurs inside or outside the home, including online.
- The setting acknowledges that safeguarding includes a wide range of specific issues including, but not limited to:

- Abuse and neglect
- Bullying, including cyberbullying
- Child-on-child abuse
- Children with family members in prison
- Children who are absent or missing from education
- Child missing from home or care
- Child Sexual Exploitation (CSE)
- Child Criminal Exploitation (CCE)
- Contextual safeguarding (risks outside the family home)
- County lines and gangs
- Domestic abuse
- Drugs and alcohol misuse
- Fabricated or induced illness
- Faith abuse
- Gender based abuse and violence against women and girls
- Hate
- Homelessness
- Human trafficking and modern slavery
- Mental health
- Nude or semi-nude image sharing, also known as youth produced/involved sexual imagery or “Sexting”
- Online safety
- Preventing radicalisation and extremism
- Private fostering
- Relationship abuse
- Serious violence
- Sexual violence and sexual harassment
- So-called ‘honour-based’ abuse, including Female Genital Mutilation (FGM) and forced marriage
- ‘Upskirting’

(Also see Part one and Annex B within ‘Keeping Children Safe in Education’)

1.4 Related safeguarding policies

- This policy is one of a series in the setting integrated safeguarding portfolio and should be read and actioned in conjunction with the policies as listed below:
 - Anti-bullying
 - Behaviour, including behaviour management and use of physical intervention
 - Complaints
 - Confidentiality
 - Data protection and information sharing
 - Emergency procedures, such as evacuations and lockdowns, missing child
 - Health and safety, including plans for setting reopening
 - First aid and accidents, including medication and managing illness, safer eating and allergies, health and safety, and infection
 - Marketing Consent and media use
 - Managing allegations against staff
 - Mobile and smart technology
 - Online safety Risk Assessment
 - Personal and intimate care

- Risk assessments, such as trips, use of technology, setting re-opening
- Safer recruitment
- Searching, screening and confiscation
- Social media
- Staff behaviour policy/code of conduct, including Acceptable Use of Technology Policies (AUP)
- Whistleblowing

Supporting Guidance (to be read and followed alongside this document)

- Guidance for Safer Working Practice for Adults who Work with Children and Young People in Education Settings - [Safer Recruitment Consortium](#)
- [What to do if you are worried a child is being abused](#)
- These documents can be found in: in policy handbook & workforce

1.5 Policy compliance, monitoring and review

- G&T Events Ltd (trading as Future Survival) will review this policy at least annually (as a minimum) and will update it as needed, so that it is kept up to date with safeguarding issues as they emerge and evolve, including lessons learnt. The policy will also be revised following any national or local updates, significant local or national safeguarding events and/or learning, and/or any changes to our own procedures.
- All staff (including temporary staff and volunteers) will be provided with a copy of this policy and Part One and/or Annex A of KCSIE as appropriate. Policy located on workforce software.
- Parents/carers can obtain a copy of the setting Child Protection Policy and other related policies on request. Additionally, our policies can be viewed via the setting or website: www.futuresurvival.co.uk
- The policy forms part of our setting development plan and will be reviewed annually by the Company Director, Mr G.Broadbent who has responsibility for oversight of safeguarding and child protection systems.
- The Designated Safeguarding Lead (DSL) and Deputies will ensure regular reporting on safeguarding activity and systems to the Company Director. The Company Director will not receive details of individual young persons situations or identifying features of families as part of their oversight responsibility.

2. Key Responsibilities

2.1 Governance and leadership

- The company director and leadership team have a strategic responsibility for our safeguarding arrangements and will comply with their duties under legislation. The company director have regard to the KCSIE guidance and will ensure our policies, procedures and training is effective and complies with the law at all times.
- The company director will facilitate a whole setting approach to safeguarding which involves everyone. They will ensure that safeguarding and child protection are at the forefront and underpin all relevant aspects of process and policy development, so that all systems, processes, and policies operate with the best interests of the child at their heart.

- The company director are aware of their obligations under the Human Rights Act 1998, the Equality Act 2010, (including the Public Sector Equality Duty), and the local multi-agency safeguarding arrangements set out by the Kent Safeguarding Children Multi-Agency Partnership ([KSCMP](#)).
 - This includes but is not limited to safeguarding all members of the school community (for example, staff, pupils, parents/carers and other family members) identified with protected characteristics within the Equality Act; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.
 - For further information about our approaches to equality, diversity, and inclusion, please access our settings' website www.futuresurvival.co.uk (holiday club page). Additional support for education settings regarding equality, diversity and inclusion is available via the [Education People EDIT team](#)
- The company director and leadership team will ensure that there are policies and procedures in place to ensure appropriate action is taken in a timely manner to safeguard and promote children's welfare.
- The company director will ensure that our child protection and safeguarding policies and procedures adopted by the company director, are understood, and followed by all staff.
- The company director will ensure an appropriate senior member of staff, from the setting leadership team, is appointed to the role of deputy designated safeguarding lead. The company director and leadership team will ensure that the deputy DSL is supported in their role and is provided with sufficient time so they can provide appropriate support to staff and children regarding any safeguarding and welfare concerns.
- The setting has a nominated deputy for safeguarding. The nominated deputy will support the DSL and have oversight in ensuring that the setting has an effective policy which interlinks with other related policies, that locally agreed procedures are in place and being followed, and that the policies are reviewed at least annually and when required.

2.2 Designated Safeguarding Lead (DSL)

The setting has appointed Mr. G Broadbent, as the DSL. Two members of the senior leadership team, to act as our deputy Designated Safeguarding Leads (DSL). Mrs T.Nisbett or Mr J.Napoliello.

- The DSL has overall responsibility for the day-to-day oversight of safeguarding and child protection systems (including online safety and understanding the filtering and monitoring systems and processes in place) in the setting.
- The setting has also appointed Deputy DSLs who will have delegated responsibilities and act in the DSLs absence:
Mrs T.Nisbett - manager@futuresurvival.co.uk
Mr J.Napoliello - manager@futuresurvival.co.uk
- Whilst the activities of the DSL may be delegated to the deputies, the ultimate lead responsibility for safeguarding and child protection remains with the DSL and this responsibility will not be delegated.
- The DSL (and any deputies) will be more likely to have a complete safeguarding picture and will be the most appropriate person to advise staff on the response to any safeguarding concerns.
- It is the role of the DSL to carry out their functions as identified in Annex C of KCSIE. This includes but is not limited to:
 - Acting as the central contact point for all staff to discuss any safeguarding concerns.

- Maintaining a confidential recording system for safeguarding and child protection concerns.
 - Coordinating safeguarding action for individual children.
 - When supporting children with a social worker or looked after children, the DSL should have the details of the child's social worker and the name of the virtual school head in the authority that looks after the child, with the DSL liaising closely with the designated teacher.
 - Liaising with other agencies and professionals in line with KCSIE and WTSC.
 - Ensuring that locally established procedures as put in place by the three safeguarding partners as part of the [Kent Safeguarding Children Multi-Agency Partnership](#) (KSCMP) procedures, including referrals, are followed, as necessary.
 - Representing, or ensure the setting is appropriately represented at multi-agency safeguarding meetings (including child protection conferences).
 - Managing and monitoring the setting role in any multi-agency plan for a child.
 - Being available during term time (during setting hours) for staff in the setting to discuss any safeguarding concerns.
 - Ensuring adequate and appropriate DSL cover arrangements in response to any closures and any out of hours and/or out of term activities.
 - Taking lead responsibility for online safety, including understanding the filtering and monitoring systems and processes in place.
 - Helping promote educational outcomes by sharing the information about the welfare, safeguarding and child protection issues that children, including children with a social worker, are experiencing, or have experienced, with teachers and setting leadership staff.
 - Ensuring all staff access appropriate safeguarding training and relevant updates in line with the recommendations within KCSIE.
 - Liaising with the company director to inform them of any safeguarding issues, especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations. This includes being aware of the requirement for children to have an Appropriate Adult ([PACE Code C 2019](#)).
- The DSL will undergo appropriate and specific training to provide them with the knowledge and skills required to carry out their role. Deputy DSLs will be trained to the same standard as the DSL. The DSLs training will be updated formally at least every two years, but their knowledge and skills will be updated at least annually through a variety of methods at regular intervals.

2.3 Members of staff

- Our staff play a particularly important role in safeguarding as they are in a position to observe changes in a child's behaviour or appearance, identify concerns early, provide help for children, promote children's welfare and prevent concerns from escalating.
- All members of staff have a responsibility to:
 - provide a safe environment in which children can learn.
 - be aware of the indicators of abuse, neglect and exploitation so that they can identify cases of children who may need help or protection.
 - know what to do if a child tells them that they are being abused, neglected, or exploited and understand the impact this can have upon a child.
 - be able to identify and act upon indicators that children are, or at risk of developing mental health issues.
 - be prepared to identify children who may benefit from early help and understand the early help process and their role in it.
 - understand the setting safeguarding policies and systems.
 - undertake regular and appropriate training which is regularly updated.

- be aware of the local process of making referrals to children's social care and statutory assessment under the Children Act 1989.
 - know how to maintain an appropriate level of confidentiality.
 - reassure children who report concerns that they are being taken seriously and that they will be supported and kept safe.
 - act in line with Teachers' Standards 2012 which state that teachers (including headteachers) should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties.
- Staff at G&T Events Ltd (trading as Future Survival) recognise that children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected, and/or they may not recognise their experiences as being abusive or harmful. This should not prevent staff from having professional curiosity and speaking to a DSL if they have any concerns about a child.
 - Staff at G&T Events Ltd (trading as Future Survival) will determine how best to build trusted relationships with children, young people and parents/carers which facilitate appropriate professional communication in line with existing and relevant policies, for example, our staff behaviour and pupil/student behaviour policies.

2.4 Children and young people

- Children and young people have a right to:
 - Feel safe, be listened to, and have their wishes and feelings taken into account.
 - Confidently report abuse, neglect or exploitation, knowing their concerns will be treated seriously, and knowing they can safely express their views and give feedback.
 - Contribute to the development of setting safeguarding policies.
 - Receive help from a trusted adult.
 - Learn how to keep themselves safe, including online.

2.5 Parents and carers

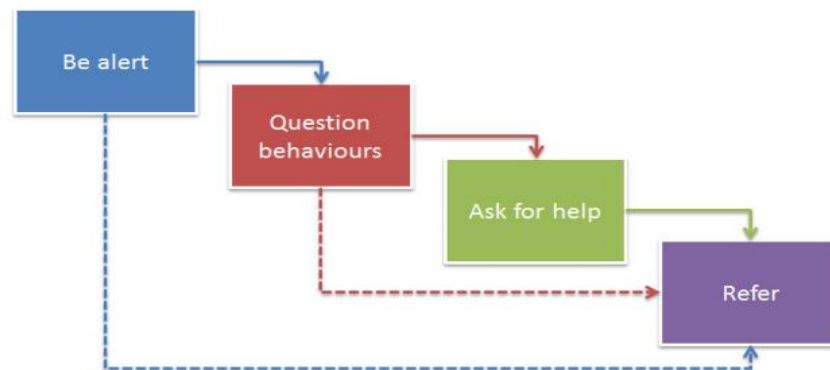
- Parents/carers have a responsibility to:
 - Understand and adhere to the relevant setting policies and procedures.
 - Talk to their children about safeguarding issues and support the setting in their safeguarding approaches.
 - Identify behaviours which could indicate that their child is at risk of harm, including online.
 - Seek help and support from the setting or other agencies.

3. Child Protection Procedures

3.1 Recognising indicators of abuse, neglect and exploitation

- Staff will maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child, staff will always act in the best interests of the child.
- All staff are made aware of the definitions and indicators of abuse, neglect and exploitation as identified by 'Working Together to Safeguard Children' and 'Keeping Children Safe in Education'. This is outlined locally within the [Kent Support Levels Guidance](#).

- G&T Events Ltd (Trading as Future Survival) recognise that when assessing whether a child may be suffering actual or potential harm there are four categories of abuse (for more in-depth information, see appendix 1):
 - Physical abuse
 - Sexual abuse
 - Emotional abuse
 - Neglect
- By understanding the indicators of abuse, neglect and exploitation, we can respond to problems as early as possible and provide the right support and services for the child and their family.
- All members of staff are expected to be aware of and follow the below approach if they are concerned about a child:



['What to do if you are worried a child is being abused'](#)

- G&T Events Ltd (Future Survival) recognises that concerns may arise in many different contexts and can vary greatly in terms of their nature and seriousness. The indicators of child abuse, neglect and exploitation can vary from child to child. Children develop and mature at different rates, so what appears to be worrying behaviour for a younger child might be normal for an older child. It is important to recognise that indicators of abuse, neglect and exploitation do not automatically mean a child is being harmed, however all concerns should be taken seriously and will be explored by the DSL on a case-by-case basis.
- G&T Events Ltd (Future Survival) recognises abuse, neglect, exploitation and other safeguarding issues are rarely standalone events and cannot always be covered by one definition or one label alone. In many cases, multiple issues will overlap with one another, therefore staff will always be vigilant and always raise concerns with a DSL.
- Parental behaviors can indicate child abuse, neglect or exploitation; so staff will be alert to parent-child interactions or concerning parental behaviours; this could include parents who are under the influence of drugs or alcohol or if there is a sudden change in their mental health.
- Children may report abuse, neglect or exploitation happening to themselves, their peers, or their family members. All reports made by children to staff will be taken seriously and will be responded to in line with this policy.
- Safeguarding incidents and/or behaviours can be associated with factors and risks outside the setting. Children can be at risk of abuse, neglect or exploitation in situations outside their families; extra-familial harms take a variety of different forms and children can be vulnerable to multiple harms.

including (but not limited to) sexual exploitation, criminal exploitation, sexual abuse, serious youth violence and county lines.

- G&T Events Ltd (Future Survival) recognises that technology can be a significant component in many safeguarding and wellbeing issues; children are at risk of abuse or exploitation online from people they know (including other children) and from people they do not know; in many cases, abuse will take place concurrently via online channels and in daily life.
- G&T Events Ltd (Future Survival) recognises that some children have additional or complex needs and may require access to intensive or specialist services to support them.
- Following a concern about a child's safety or welfare, the searching and screening of children and confiscation of any items, including any electronic devices, will be managed in line with the school/college behaviour policy and/or 'Searching, Screening and Confiscation' policy which is informed by the DfE '[Searching, screening and confiscation at school](#)' guidance.
 - The DSL (or deputy) will be informed of any searching incidents where there were reasonable grounds to suspect a young person was in possession of a prohibited item as listed in our behaviour policy. The DSL (or deputy) will then consider the circumstances of the young person who has been searched to assess the incident against any potential wider safeguarding concerns.
 - Staff will involve the DSL (or deputy) without delay if they believe that a search has revealed a safeguarding risk.

3.2 Responding to child protection concerns

- If staff are concerned about the safety or welfare of a child, they are expected to:
 - listen carefully to child, reflecting back the concern.
 - use the child's language.
 - be non-judgmental.
 - avoid leading questions; only prompting the child where necessary with open questions to clarify information where necessary. For example, who, what, where, when or Tell, Explain, Describe (TED).
 - not promise confidentiality as concerns will have to be shared further, for example, with the DSL and potentially Integrated Children's Services.
 - be clear about boundaries and how the report will be progressed.
 - record the concern using the facts as the child presents them, in line with setting record keeping requirements.
 - inform the DSL (or deputy), as soon as practically possible.
- All staff are made aware that early information sharing is vital for the effective identification, assessment, and allocation of appropriate service provision, whether this is when problems first emerge, or where a child is already known to other agencies. Staff will not assume a colleague, or another professional will act and share information that might be critical in keeping children safe.
- G&T Events Ltd (Future Survival) will respond to safeguarding concerns in line with the Kent Safeguarding Children Multi-Agency Partnership procedures (KSCMP).
 - The full KSCMP procedures and additional guidance relating to reporting concerns and specific safeguarding issues can be found on their website: www.kscmp.org.uk

- In Kent, Early Help and Preventative Services and Children's Social Work Services are part of [Integrated Children's Services](#) (ICS) and are accessed via the 'Front Door Service'/[Kent Children's Services Portal](#).
- 'Early help' is defined in 'Working together to safeguard children' as support for children of all ages that improves a family's resilience and outcomes or reduces the chance of a problem getting worse. It is not an individual service, but a system of support delivered by local authorities and their partners, including education providers, working together and taking collective responsibility to provide the right provision in their area.
 - If early help support is appropriate, the DSL (or a deputy) will lead on exploring internal resources available and liaising with other universal or additional services available via local agencies.
 - Where Intensive Support Early Help (provided by ICS, outlined in the [KSCMP support levels guidance](#)) is considered to be appropriate, the DSL (or deputy) will make a 'request for support' via the [Kent Children's Services Portal](#).
 - Staff, including the DSL, may be required to work with other agencies and professionals in an early help assessment.
 - The DSL will keep all Early Help cases under constant review and consideration will be given to escalating concerns and/or seeking advice from the Front Door Service if the situation does not appear to be improving or is getting worse.
- Where a child is suffering, or is likely to suffer from harm, or is in immediate danger (for example, under section 17 or 47 of the Children Act), intensive or specialist support is required and a 'request for support' will be made immediately to Kent [Integrated Children's Services](#) (via the [portal](#)) and/or the police, in line with the [Kent Support Level Guidance and KSCMP procedures](#).
 - G&T Events Ltd (Future Survival) recognise that in situations where there are immediate child protection concerns for a child as identified in line with Support Level Guidance, it is NOT to investigate as a single agency, but to act in line with KSCMP guidance which may involve multi-agency decision making.
 - The DSL may seek advice or guidance from a social worker via the Front Door Service before deciding next steps.
- The DSL, or a deputy DSL in the absence of the DSL will have the overall responsibility for making referrals. However, all staff are made aware of the local process for making referrals to Integrated Children's Services and for statutory assessments under the Children Act 1989, especially section 17 (children in need) and section 47 (a child suffering, or likely to suffer, significant harm) that may follow a referral, along with the role they might be expected to play in such assessments.
- If staff have any concerns about a child's welfare, they are expected to act on them immediately. If staff are unsure if something is a safeguarding issue, they will speak to the DSL (or deputy). If in exceptional circumstances, a DSL is not available, this should not delay appropriate action being taken by staff.
 - Staff will speak to a member of the setting senior leadership team, request a consultation with a social worker from the Front Door Service, or make a request for support to the Front Door Service themselves; for contact information, see flowchart on page 5.
 - In these circumstances, any action taken by staff will be shared with a DSL as soon as is possible.
- In the event of a request for support to the Front Door Service being necessary, parents/carers will be informed and consent to this will be sought by the DSL in line with guidance provided by KSCMP and ICS. Parents/carers will always be informed in the case of a request for support being submitted by the

setting, unless there is a valid reason not to do so, for example, if informing them may put a child at risk of harm or could undermine a criminal investigation.

- If, after a request for support or any other planned external intervention, a child's situation does not appear to be improving, or concerns regarding receiving a decision or the decisions made, staff or the DSL will re-refer (if appropriate) and/or DSLs will follow the [Kent Escalation and Professional Challenge Policy](#) to ensure their concerns have been addressed and, most importantly, that the child's situation improves.
- DSLs and staff will be mindful of the need for the setting to ensure any activity or support implemented to support children and/or families is recorded. Support provided by the setting where families are struggling will be overseen and reviewed by the DSL on a regular basis to ensure activity does not obscure potential safeguarding concerns from the wider professional network.

3.3 Recording concerns

- All safeguarding concerns, discussions, decisions, and reasons for those decisions, will be recorded in writing on the settings safeguarding digital incident form and passed without delay to the DSL.
- Incident/Welfare concern forms are recorded/kept on a password protected database.
- Records will be completed as soon as possible after the incident/event, using the child's words and will be signed and dated by the member of staff. Child protection records will record facts and not personal opinions. A body map will be completed if visible injuries to a child have been observed.
- If there is an immediate safeguarding concern the member of staff will consult with a DSL before completing the form as reporting urgent concerns takes priority.
- If members of staff are in any doubt about recording requirements, they will discuss their concerns with the DSL.
- Child protection records will include a clear and comprehensive summary of the concern, details of how the concern was followed up and resolved and details regarding any action taken, decisions reached and the outcome.
- Child protection records are kept confidential and stored securely. Child protection records will be kept for individual children and will be maintained separately from all other records relating to the child in the setting. Child protection records are kept in accordance with data protection legislation and are retained centrally and securely by the DSL.
- All child protection records will be transferred in accordance with data protection legislation to the child's subsequent setting, under confidential and separate cover as soon as possible; within 5 days for an in-year transfer or within the first 5 days of the start of a new term. Child protection files will be transferred securely to the new DSL, separately to the child's main file, and a confirmation of receipt will be obtained.
- In addition to the child protection file, the DSL will also consider if it would be appropriate to share any information with the DSL at the new school or college in advance of a child leaving, for example, information that would allow the new school or college to continue to provide support.
- Where the setting receives child protection files from another setting, the DSL will ensure key staff such as the deputy DSL, will be made aware of relevant information as required.

- Where a young person joins the school and no child protection files are received, the DSL will proactively seek to confirm from the previous setting whether any child protections exist for the young person, and if so, if the files have been sent.

3.4 Multi-agency working

- G&T Events Ltd (Future Survival) recognises the pivotal role we have to play in multi-agency safeguarding arrangements and is committed to its responsibility to work within the [KSCMP](#) multi-agency safeguarding arrangements as identified within 'Working Together to Safeguard Children'
- The setting leadership team, company director and DSL will work to establish strong and co-operative local relationships with professionals in other agencies, including the safeguarding partners in line with local and national guidance.
- G&T Events Ltd (Future Survival) recognises the importance of multi-agency working and is committed to working alongside partner agencies to provide a coordinated response to promote children's welfare and protect them from harm. This includes contributing to [KSCMP](#) processes as required, such as, participation in relevant safeguarding multi-agency plans and meetings, including Child Protection Conferences, Core Groups, Strategy Meetings, Child in Need meetings or other early help multi-agency meetings.
- The setting will allow access for Kent Children's Social Work Service and, where appropriate, from a placing local authority, to conduct, or to consider whether to conduct, a section 17 or a section 47 assessment.
- The Company Director (DSL) and Deputy DSL are aware of the requirement for children to have an Appropriate Adult ([PACE Code C 2019](#)) where there is a need for detention, treatment and questioning by police officers and will respond to concerns in line with our setting 'Searching, Screening and Confiscation' policy and/or behaviour policy, which is informed by the DfE '[Searching, screening and confiscation at school](#)' guidance. '[Searching, screening and confiscation at school](#)'

3.5 Confidentiality and information sharing

- G&T Events Ltd (Future Survival) recognises our duty and powers to hold, use and share relevant information with appropriate agencies in matters relating to child protection at the earliest opportunity as per statutory guidance outlined within KCSiE.
- Where reasonably possible, the school/college will hold more than one emergency contact number for each pupil/student. There is an expectation that emergency contact information will be held for both parents, unless doing so would put a child at risk of harm.
- The Data Protection Act 2018, and the UK General Data Protection Regulation (UK GDPR) places duties on setting and individuals to process personal information fairly and lawfully and to keep the information they hold safe and secure. The Data Protection Act 2018 and UK GDPR do not prevent the sharing of information for the purposes of keeping children safe. Fears about sharing information must not be allowed to stand in the way of the need to safeguard and promote the welfare and protect the safety of children.

- G&T Events Ltd (Future Survival) has an appropriately trained Data Protection Officer (DPO) as required to ensure that our setting is compliant with all matters relating to confidentiality and information sharing requirements. Mr G. Broadbent, commander@futuresurvival.co.uk
 - All staff will be provided with training and information to ensure they have due regard to the relevant data protection principles, which allow them to share and/or withhold personal information. This forms part of employee induction and is recorded in workforce (HR platform).
 - KCSIE, the [Information Commissioner's Office \(ICO\)](#), DfE [Data Protection in schools guidance](#) and DfE '[Information sharing advice for safeguarding practitioners](#)' guidance provides further details regarding information sharing principles and expectations. (located in policy handbook & workforce).
- The Company Director (DSL) and Deputy DSL will disclose relevant safeguarding information about a young person with staff on a 'need to know' basis.
 - All members of staff must be aware that whilst they have duties to keep information confidential, in line with our confidentiality policy (located in policy handbook & workforce). Staff also have a professional responsibility to be proactive in sharing information as early as possible to help identify, assess, and respond to risks or concerns about the safety and welfare of children; this may include sharing information with the DSL and with other agencies as appropriate.
 - In regard to confidentiality and information sharing, staff will only involve those who need to be involved, such as the DSL (or a deputy) and Kent Integrated Children's Services (or equivalent). All staff are aware they cannot promise a child that they will not tell anyone about a report of any form of abuse, as this may not be in the best interests of the child.

3.6 Complaints

- All members of the setting community should feel able to raise or report any concerns about children's safety or potential failures in the setting regime. The setting has a complaints procedure available to parents, young person and members of staff and visitors who wish to report concerns or complaints. This policy handbook & workforce.
- Whilst we encourage members of our community to report concerns and complaints directly to us, we recognise this may not always be possible. Children, young people, and adults who have experienced abuse in education can contact the NSPCC 'Report Abuse in Education' helpline on 0800 136 663 or via email: help@nspcc.org.uk
- Staff can also access the NSPCC whistleblowing helpline if they do not feel able to raise concerns regarding child protection failures internally.
 - Staff can call 0800 028 0285 (8:00 AM to 8:00 PM Monday to Friday) or email help@nspcc.org.uk.
- The leadership team at G&T Events Ltd (trading as future survival) will take all concerns reported to the setting seriously and all complaints will be considered and responded to in line with the relevant and appropriate process.
 - Anything that constitutes an allegation against a member of staff or volunteer will be dealt with in line with section 8 of this policy.

4. Specific Safeguarding Issues

- G&T Events Ltd (trading as future survival) is aware of the range of specific safeguarding issues and situations that can put children at greater risk of harm. In addition to Part one, DSLs, setting leaders and staff who work directly with children will read Annex B of KCSIE which contains important additional information about the following specific forms of abuse and safeguarding issues.
- Where staff are unsure how to respond to specific safeguarding issues, they should follow the processes as identified in part 3 of this policy and speak with the DSL or a deputy.

4.1 Child-on-child abuse

- All members of staff at G&T Events Ltd (trading as future survival) recognise that children can abuse other children; this is known as child-on-child abuse and can happen both inside and outside of setting and online.
- G&T Events Ltd (trading as future survival) recognises that child-on-child abuse can take many forms, including but not limited to:
 - Bullying, including cyberbullying, prejudice-based and discriminatory bullying
 - Abuse in intimate personal relationships between children
 - Physical abuse which can include hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm
 - Sexual violence and sexual harassment
 - Consensual and non-consensual sharing of nudes and semi-nude images and/or videos (also known as sexting or youth produced sexual imagery)
 - Causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party
 - Upskirting (which is a criminal offence), which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm
 - Initiation/hazing type violence and rituals
- Any allegations of child-on-child abuse will be recorded, investigated, and dealt with in line with this child protection policy and KCSIE (in particular, part two and five).
- G&T Events Ltd (trading as future survival) adopts a zero-tolerance approach to child-on-child abuse. We believe that abuse is abuse and it will never be tolerated or dismissed as “just banter”, “just having a laugh”, “part of growing up” or “boys being boys”; this can lead to a culture of unacceptable behaviours and can create an unsafe environment for children and a culture that normalises abuse, which can prevent children from coming forward to report it.
- All staff have a role to play in challenging inappropriate behaviours between children. Staff recognise that some child-on-child abuse issues may be affected by gender, age, ability and culture of those involved. For example, for gender-based abuse, girls are more likely to be victims and boys more likely to be perpetrators.
- G&T Events Ltd (trading as future survival) recognises that even if there are no reported cases of child-on-child abuse, such abuse is still likely to be taking place and it may be the case that it is just not being reported. As such, it is important that staff speak to the DSL (or deputy) about any concerns regarding child-on-child abuse.
- In order to minimise the risk of child-on-child abuse, G&T Events Ltd (trading as future survival) will:

- This includes a robust anti-bullying policy, providing a range of reporting mechanisms, for example, worry boxes, dedicated reporting emails monitored by DSLs.
- Any observed concerned behavior with young people will be reported to the DSL or Deputy. If appropriate concern will be dealt with at time of observation encouraging reflection & understanding.
- G&T Events Ltd (trading as future survival) want children to feel able to confidently report abuse and know their concerns will be treated seriously. All allegations of child-on-child abuse will be reported to the DSL and will be recorded, investigated, and dealt with in line with associated setting policies, including child protection, anti-bullying, and behaviour. young person who experience abuse will be offered appropriate support, regardless of where the abuse takes place.
- Concerns about young person behaviour, including child-on-child abuse taking place offsite will be responded to as part of a partnership approach with young person and parents/carers. Offsite behaviour concerns will be recorded and responded to in line with existing appropriate policies, for example anti-bullying, acceptable use, behaviour and child protection policies.
- Alleged victims, alleged perpetrators and any other child affected by child-on-child abuse will be supported by:
 - Taking reports seriously
 - listening carefully
 - Avoiding victim blaming
 - Providing appropriate support by DSL or Deputy
 - Working with parents/carers
 - Following procedures as identified in other policies, for example, the anti-bullying, behaviour and child protection policy,
 - and where necessary and appropriate, informing the police and/or ICS

4.2 Child-on-child sexual violence and sexual harassment

- When responding to concerns relating to child-on-child sexual violence or harassment, G&T Events Ltd (trading as future survival) will follow the guidance outlined in Part five of KCSIE.
- G&T Events Ltd (trading as future survival) recognises that sexual violence and sexual abuse can happen anywhere, and all staff will maintain an attitude of 'it could happen here.' G&T Events Ltd (trading as future survival) recognises sexual violence and sexual harassment can occur between two children of any age and sex. It can occur through a group of children sexually assaulting or sexually harassing a single child or group of children and can occur online and face to face (both physically and verbally). Sexual violence and sexual harassment is never acceptable.
- **All** victims of sexual violence or sexual harassment will be reassured that they are being taken seriously, regardless of how long it has taken them to come forward, and that they will be supported and kept safe. A victim will never be given the impression that they are creating a problem by reporting sexual violence or sexual harassment, or ever be made to feel ashamed for making a report.
- Abuse that occurs online or outside of the setting will not be dismissed or downplayed and will be treated equally seriously and in line with relevant policies/procedures, for example anti-bullying, behaviour, child protection, online safety.

- G&T Events Ltd (trading as future survival) recognises that the law is in place to protect children and young people rather than criminalise them, and this will be explained in such a way to young person that avoids alarming or distressing them.
- G&T Events Ltd (trading as future survival) recognises that an initial disclosure to a trusted adult may only be the first incident reported, rather than representative of a singular incident and that trauma can impact memory, so children may not be able to recall all details or timeline of abuse. All staff will be aware certain children may face additional barriers to telling someone, for example because of their vulnerability, disability, sex, ethnicity, and/or sexual orientation.
- The DSL (or deputy) is likely to have a complete safeguarding picture and will be the most appropriate person to advise on the initial response.
 - The DSL will make an immediate risk and needs assessment which will be considered on a case-by-case basis which explores how best to support and protect the victim and the alleged perpetrator, and any other children involved/impacted, in line with part five of KCSIE and relevant local/national guidance and support, for example [KSCMP](#) procedures.
 - The risk and needs assessment will be recorded and kept under review and will consider the victim (especially their protection and support), the alleged perpetrator, and all other children, adult students, and staff and any actions that are required to protect them.
 - Any concerns involving an online element will take place in accordance with relevant local/national guidance and advice.
- Reports will initially be managed internally by the setting and where necessary will be referred to [Integrated Children's Services](#) (Early Help and/or Children's Social Work Service) via the Children's Portal and/or the police. Important considerations which may influence this decision include:
 - the wishes of the victim in terms of how they want to proceed.
 - the nature of the alleged incident(s), including whether a crime may have been committed and/or whether Harmful Sexual Behavior has been displayed.
 - the ages of the children involved.
 - the developmental stages of the children involved.
 - any power imbalance between the children.
 - if the alleged incident is a one-off or a sustained pattern of abuse - sexual abuse can be accompanied by other forms of abuse and a sustained pattern may not just be of a sexual nature.
 - that sexual violence and sexual harassment can take place within intimate personal relationships between children.
 - understanding intra familial harms and any necessary support for siblings following incidents.
 - whether there are any ongoing risks to the victim, other children, adult students, or setting staff.
 - any other related issues and wider context, including any links to child sexual exploitation and child criminal exploitation.
- The setting will in most instances engage with both the victim's and alleged perpetrator's parents/carers when there has been a report of sexual violence; this might not be necessary or proportionate in the case of sexual harassment and will depend on a case-by-case basis. The exception to this is if there is a reason to believe informing a parent/carer will put a child at additional risk. Any information shared with parents/carers will be in line with information sharing expectations, our confidentiality policy, and any data protection requirements, and where they are involved, will be subject to discussion with other agencies (for example Children's Social Work Service and/or the police) to ensure a consistent approach is taken.
- If at any stage the DSL is unsure if a request for support is appropriate, advice may be sought from the Front Door Service.

4.3 Nude and/or semi-nude image sharing by children

[UKCIS Sharing nudes and semi-nudes: advice for education settings working with children and young people' guidance](#)

- G&T Events Ltd (trading as future survival) recognises that consensual and non-consensual sharing of nudes and semi-nude images and/or videos (also known as youth produced/involved sexual imagery or “sexting”) can be a safeguarding issue; all concerns will be reported to and dealt with by the DSL (or deputy).
- When made aware of concerns involving consensual and non-consensual sharing of nudes and semi-nude images and/or videos by children, staff are advised:
 - to report any concerns to the DSL immediately.
 - never to view, copy, print, share, forward, store or save the imagery, or ask a child to share or download it – this may be illegal. If staff have already inadvertently viewed imagery, this will be immediately reported to the DSL.
 - not to delete the imagery or ask the child to delete it.
 - to avoid saying or doing anything to blame or shame any children involved.
 - to reassure the child(ren) involved and explain that the DSL will be informed so they can receive appropriate support and help. Do not promise confidentiality, as other agencies may need to be informed and be involved.
 - not to investigate or ask the child(ren) involved to disclose information regarding the imagery
 - to not share information about the incident with other members of staff, children/young people, or parents/carers, including the families and child(ren) involved in the incident; this is the responsibility of the DSL.
- DSLs will respond to concerns in line with the non-statutory UKCIS guidance: '[Sharing nudes and semi-nudes: advice for education settings working with children and young people](#)' and the local [KSCMP](#) guidance. When made aware of a concern involving consensual and non-consensual sharing of nudes and semi-nude images and/or videos:
 - The DSL will hold an initial review meeting to explore the context and ensure appropriate and proportionate safeguarding action is taken in the best interests of any child involved. This may mean speaking with relevant staff and the children involved as appropriate.
 - Parents/carers will be informed at an early stage and be involved in the process to best support children, unless there is good reason to believe that involving them would put a child at risk of harm.
 - All decisions and action taken will be recorded in line with our child protection procedures.
 - A referral will be made to ICS via the Children's Portal and/or the police immediately if:
 - the incident involves an adult (over 18).
 - there is reason to believe that a child has been coerced, blackmailed, or groomed, or there are concerns about their capacity to consent, for example, age of the child or they have special educational needs.
 - the image/videos involve sexual acts and a child under the age of thirteen, depict sexual acts which are unusual for the child's developmental stage, or are violent.
 - a child is at immediate risk of harm owing to the sharing of nudes and semi-nudes.
 - The DSL may choose to involve other agencies at any time if further information/concerns are disclosed at a later date.
 - If DSLs are unsure if a request for support is appropriate, advice may be sought from the Front Door Service.

4.4 Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE)

- G&T Events Ltd (trading as future survival) recognises that both CSE and CCE are forms of abuse that occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into taking part in sexual or criminal activity, in exchange for something the victim needs or wants, and/or for the financial advantage or increased status of the perpetrator or facilitator and/or through violence or the threat of violence. CSE and CCE can affect children, both male and female and can include children who have been moved (commonly referred to as trafficking) for the purpose of exploitation.
- G&T Events Ltd (trading as future survival) recognises that children can become trapped in CCE as perpetrators can threaten victims and their families with violence or entrap and coerce them into debt. Children involved in criminal exploitation often commit crimes themselves which can mean their vulnerability as victims is not always recognised (particularly older children) and they are not treated as victims, despite the harm they have experienced. The experience of girls who are criminally exploited can also be very different to that of boys. We also recognise that boys and girls being criminally exploited may be at higher risk of child sexual exploitation (CSE).
- G&T Events Ltd (trading as future survival) recognises that CSE can occur over time or be a one-off occurrence and may happen without the child's immediate knowledge, for example through others sharing videos or images of them on social media. CSE can affect any child who has been coerced into engaging in sexual activities and includes 16- and 17-year-olds who can legally consent to have sex. Some children may not realise they are being exploited, for example they may believe they are in a genuine romantic relationship.
- If staff are concerned that a child may be at risk of CSE or CCE, immediate action should be taken by speaking to the DSL or a deputy.

4.5 Serious violence

- All staff are aware of the indicators which may signal children are at risk from or are involved with serious violent crime. These may include unexplained gifts or new possessions, increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs and may be at risk of CCE.
- Any concerns regarding serious violence will be reported and responded to in line with other child protection concerns by speaking with a DSL or deputy. The initial response to child victims is important and staff will take any allegations seriously and work in ways that support children and keep them safe.

4.6 Modern Slavery

- Modern slavery encompasses human trafficking and slavery, servitude and forced or compulsory labour. Exploitation can take many forms, including sexual exploitation, forced labour, slavery, servitude, forced criminality and the removal of organs. Further information on the signs that someone may be a victim of modern slavery, the support available to victims and how to refer them to the NRM is available in the Statutory Guidance: [Modern slavery: how to identify and support victims](#).
- If there are concerns that any member of the community is a victim or involved with modern slavery, concerns should be shared with a DSL or deputy and will be responded to in line with this policy.

4.7 So-called Honour Based Abuse (HBA)

- So-called ‘honour’-based abuse (HBA) encompasses incidents or crimes which have been committed to protect or defend the honour of the family and/or the community, including female genital mutilation (FGM), forced marriage, and practices such as breast ironing.
- All forms of HBA are abuse, regardless of the motivation, and concerns will be responded to in line with section 3 of this policy. Staff will report any concerns about HBA to the DSL (or a deputy). If there is an immediate threat, the police will be contacted.
- All staff will speak to the DSL (or deputy) if they have any concerns about forced marriage. Staff can also contact the Forced Marriage Unit if they need advice or information: 020 7008 0151 or fmu@fcdo.gov.uk
- Whilst all staff will speak to the DSL (or deputy) if they have any concerns about FGM, there is a specific legal reporting duty on teachers.
 - Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) places a statutory duty upon teachers in England and Wales, to personally report to the police where they discover that FGM appears to have been carried out on a girl.
 - It will be rare for staff members to see visual evidence, and they should not be examining young person, however teachers who do not personally report such concerns may face disciplinary sanctions. Further information on when and how to make a report can be found at: [Mandatory reporting of female genital mutilation procedural information](#) and [FGM Mandatory reporting Duty Fact Sheet](#).
 - Unless the staff member has good reason not to, they are expected to also discuss any FGM concerns with the DSL (or a deputy), and Kent Integrated Children's Services should be informed as appropriate.

4.8 Preventing radicalisation

[new definition of extremism](#)

DSLs and leaders should access and be aware of the DfE [The Prevent duty: safeguarding learners vulnerable to radicalisation - GOV.UK \(www.gov.uk\)](#)

- G&T Events Ltd (trading as future survival) recognises that children may be susceptible to radicalisation into terrorism.
- G&T Events Ltd (trading as future survival) is aware of our duty under section 26 of the Counter-Terrorism and Security Act 2015 (the CTSA 2015), to have “due regard to the need to prevent people from being drawn into terrorism”, also known as the Prevent duty and the [specific obligations](#) placed upon us as an education provider regarding risk assessments, working in partnership, staff training, and IT policies.
- All senior staff have received appropriate training (Prevent Duty Training) to enable them to be alert to changes in children’s behaviour which could indicate that they may need help or protection from radicalisation. Training evidence is located in workforce. And is refreshed every one to two years or if a need arises from updated guidance or skill gap. All junior members of staff will receive on job training as part of their induction and will report to Senior team. Any updates are also shared in staff memos and meetings where we can discuss as a team.

- Staff will be supported to use their judgement in identifying children who might be at risk of radicalisation and will act proportionately; staff will report concerns to the DSL (or a deputy), who, where appropriate, will follow the [local procedures](#) in regard to making a Prevent referral. If there is an immediate threat to safety, the police will be contacted via 999.

4.9 Cybercrime

- G&T Events Ltd (trading as future survival) recognises that children with particular skills and interests in computing and technology may inadvertently or deliberately stray into ‘cyber-enabled’ (crimes that can happen offline but are enabled at scale and at speed online) or ‘cyber dependent’ (crimes that can be committed only by using a computer/internet enabled device) cybercrime.
- If staff are concerned that a child may be at risk of becoming involved in cyber-dependent cybercrime, the DSL or a deputy will be informed, and consideration will be given to accessing local support and/or referring into the [Cyber Choices](#) programme, which aims to intervene when young people are at risk of committing, or being drawn into, low level cyber-dependent offences and divert them to a more positive use of their skills and interests.
- Where there are concerns about ‘cyber-enabled’ crime such as fraud, purchasing of illegal drugs online, child sexual abuse and exploitation, or other areas of concern such as online bullying or general online safety, they will be responded to in line with the child protection policy and other appropriate policies.

Kent DSLs may also seek advice from Kent Police and/or the Front Door Service

4.10 Domestic abuse

- G&T Events Ltd (trading as future survival) recognises that:
 - domestic abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents.
 - domestic abuse can include, but is not limited to, psychological (including coercive control), physical, sexual, economic, or emotional abuse.
 - children can be victims of domestic abuse if they see, hear, or experience the effects of abuse at home and/or suffer domestic abuse in their own intimate relationships (teenage relationship abuse).
 - anyone can be a victim of domestic abuse, regardless of sexual identity, age, ethnicity, socio-economic status, sexuality or background, and domestic abuse can take place inside or outside of the home.
 - domestic abuse can take place within different types of relationships, including ex-partners and family members.
 - there is always a potential for domestic abuse to take place when parents/families separate, or for existing domestic abuse to persist or escalate post separation.
 - domestic abuse can have a detrimental and long-term impact on children’s health, well-being, development, and ability to learn.
 - domestic abuse concerns will not be looked at in isolation and our response will be considered as part of a holistic approach which takes into account children’s lived experiences.
 - it is important not to use victim blaming language and to adopt a trauma informed approach when responding to concerns relating to domestic abuse.

- If staff are concerned that a child may be at risk of seeing, hearing, or experiencing the effects of any form of domestic abuse, or in their own intimate relationships, immediate action should be taken by speaking to the DSL or a deputy.

4.11 Mental health

- All staff recognise that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.
- Staff are aware that children's experiences, for example where children have suffered abuse and neglect, or other potentially traumatic Adverse Childhood Experiences (ACEs), can impact on their mental health, behaviour, and education.
- Staff are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one.
- If staff have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken by speaking to the DSL or a deputy.

5. Supporting Children Potentially at Greater Risk of Harm

- Whilst **all** children should be protected, G&T Events Ltd (trading as Future Survival) acknowledge that some groups of children are potentially at greater risk of harm. This can include the following groups.
- **Children with disabilities** – who may have communication difficulties or be more dependent on others for care.
- **Children in care (looked-after children)** – who may lack stable, protective relationships.
- **Children living in poverty** – where stress and lack of resources can contribute to risk.
- **Children from minority ethnic backgrounds** – who may face discrimination, language barriers, or isolation.
- **Children who are young carers** – taking on responsibilities beyond their age.
- **Children affected by domestic abuse, substance misuse, or mental health issues in the family.**
- **LGBTQ+ children** – who may be at greater risk of bullying, rejection, or mental health issues.
- **Children who are frequently missing from education or home** – as they may be exposed to exploitation or abuse.
- **Children involved in or vulnerable to exploitation** – such as child sexual exploitation (CSE), child criminal exploitation (CCE), or trafficking.

5.1 Safeguarding children with Special Educational Needs or Disabilities (SEND)

- G&T Events Ltd (trading as future survival) acknowledges that children with special educational needs or disabilities (SEND) or certain health conditions can face additional safeguarding challenges and barriers for recognising abuse, neglect or exploitation.
- G&T Events Ltd (trading as future survival) recognises that children with SEND may face additional communication barriers and experience difficulties in managing or reporting abuse or challenges. Children with SEND will be supported to communicate and ensure that their voice is heard and acted upon.
- All members of staff are encouraged to appropriately explore potential indicators of abuse, neglect and exploitation, such as behaviour, mood changes or injuries and not to assume that they are related to the child's disability. Staff will be mindful that children with SEND, or certain medical conditions may be disproportionately impacted by behaviours such as bullying, without outwardly showing any signs.
- Members of staff are encouraged to be aware that children with SEND can be disproportionately impacted by safeguarding concerns, such as exploitation, peer group isolation or bullying including prejudice-based bullying.
- To ensure all children feel supported, our setting is committed to providing appropriate attention to those with additional needs, including SEND. The Designated Safeguarding Lead (DSL) and Deputy DSL will work together to identify and coordinate any reasonable adjustments or support required, in line with our safeguarding responsibilities. This includes referrals to outsourced agency i.e Referkent
- Our setting has robust intimate/personal care policies which ensure that the health, safety, independence, and welfare of children is promoted, and their dignity and privacy are respected.
- Arrangements for intimate and personal care are open and transparent and accompanied by robust recording systems. Further information can be found in our policies: Located in policy handbook, workforce and holiday club section of our website.

5.2 Children requiring mental health support

- G&T Events Ltd (trading as Future Survival) has an important role to play in supporting the mental health and wellbeing of our young people. Mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.
- Where there are concerns regarding possible mental health problems for young people, staff should: Report to Mental Health Lead Mr G. Broadbent.

5.3 Children who may benefit from Early Help

- Any child may benefit from early help, but all staff should be particularly alert to the potential need for early help for a child who:
 - is disabled or has certain health conditions and has specific additional needs
 - has special educational needs (whether or not they have a statutory Education, Health and Care plan)
 - has a mental health need

- is a young carer
 - is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups or county lines
 - is frequently missing/goes missing from education, home or care,
 - has experienced multiple suspensions, is at risk of being permanently excluded from schools, colleges and in Alternative Provision or a Pupil Referral Unit.
 - is at risk of modern slavery, trafficking, sexual and/or criminal exploitation
 - is at risk of being radicalised or exploited
 - has a parent or carer in custody, or is affected by parental offending
 - is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse
 - is misusing alcohol and other drugs themselves
 - is at risk of so-called 'honour'-based abuse such as Female Genital Mutilation or Forced Marriage
 - is a privately fostered child.
- Where it is identified a child may need early help, staff and DSLs will respond in line with section 3 of this policy.

5.4 Children who need a social worker (child in need and child protection plans)

- The DSL will hold details of social workers working with children in the setting so that decisions can be made in the best interests of the child's safety, welfare, and educational outcomes.
- Where children have a social worker, this will inform setting decisions about their safety and promoting their welfare, for example, responding to unauthorised absence and provision of pastoral and/or academic support.

5.5 Looked after children, previously looked after children and care leavers

- G&T Events Ltd (trading as Future Survival) recognises the common reason for children becoming looked after is as a result of abuse, neglect and/or exploitation, and a previously looked after child also potentially remains vulnerable.
- The setting has appointed a DSL Mr G. Broadbent who works with local authorities for pupils who are looked after or who have been previously looked after.
- The DSL will work with the Deputy DSL's to ensure appropriate staff have the information they need in relation to a child's looked after legal status, contact arrangements with birth parents or those with parental responsibility, care arrangements and the levels of authority delegated to the carer by the authority looking after them.
- Where a child is looked after, the DSL will hold details of the social worker in the authority that looks after the child.
- Where the setting believe a child is being cared for as part of a private fostering arrangement (occurs when a child under 16 or 18 if the child is disabled is cared for and lives with an adult who is not a relative for 28 days or more) there is a duty to recognise these arrangements and inform the Local Authority via the Front Door.
- Where a child is leaving care, the DSL will hold details of the local authority Personal Advisor appointed to guide and support them and will liaise with them as necessary regarding any issues of concern.

5.6 Children who are Lesbian, Gay, Bisexual, or Gender Questioning/Trans (LGBT)

Additional support for education settings regarding equality, diversity and inclusion is available via the [Education People EDIT team](#)

- The fact that a child or a young person may be LGBT is not in itself an inherent risk factor for harm, however, G&T Events Ltd (Trading as Future Survival) recognises that children who are LGBT or are perceived by other children to be LGBT (whether they are or not) can be targeted by other children or others within the wider community.
- When supporting a trans or gender questioning child, the setting will consider the broad range of their individual needs, in partnership with the child's parents (other than in the exceptionally rare circumstances where involving parents would constitute a significant risk of harm to the child), including any clinical advice that is available and how to address wider vulnerabilities such as the risk of bullying.
- G&T Events Ltd (Trading as Future Survival) recognises risks can be compounded where children who are LGBT lack a trusted adult with whom they can be open.

5.7 Children who are privately fostered

- [Private fostering](#) occurs when a child under the age of 16 (under 18 for children with a disability) is provided with care and accommodation by a person who is not a parent, person with parental responsibility for them or a relative in their own home. A child is not privately fostered if the person caring for and accommodating them has done so for less than 28 days and does not intend to do so for longer. Such arrangements may come to the attention of our staff through the normal course of their interaction, and promotion of learning activities, with children.
- Where private fostering arrangements come to the attention of the setting, we must notify Kent Integrated Children's Services in line with the local [KSCMP arrangements](#) in order to allow the local authority to check the arrangement is suitable and safe for the child.

6. Online Safety

- It is essential that children are safeguarded from potentially harmful and inappropriate material or behaviors online. G&T Events Ltd (trading as Future Survival) will adopt a whole setting approach to online safety which will empower, protect, and educate our young person and staff in their use of technology, and establish mechanisms to identify, intervene in, and escalate any concerns where appropriate.
- G&T Events Ltd (trading as Future Survival) will ensure online safety is considered as a running and interrelated theme when devising and implementing our policies and procedures, and when planning our curriculum, staff training, the role and responsibilities of the DSL and parental engagement.
- G&T Events Ltd (trading as Future Survival) identifies that the breadth of issues classified within online safety is considerable, but can be categorised into four areas of risk:
 - Content: being exposed to illegal, inappropriate or harmful content. For example, pornography, fake news, racism, misogyny, self-harm, suicide, anti-Semitism, radicalisation and extremism.

- Contact: being subjected to harmful online interaction with other users. For example, peer to peer pressure, commercial advertising and adults posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial or other purposes.
 - Conduct: personal online behaviour that increases the likelihood of, or causes, harm. For example, making, sending and receiving explicit images (including consensual and non-consensual sharing of nudes and semi-nudes and/or pornography), sharing other explicit images and online bullying.
 - Commerce: risks such as online gambling, inappropriate advertising, phishing and or financial scams.
- G&T Events Ltd (trading as Future Survival) recognises that technology and the risks and harms related to it evolve and change rapidly. The setting will carry out an annual review of our approaches to online safety, supported by an annual risk assessment, which considers and reflects the current risks our children face online. Risk assessment located in our policy handbook and workforce.
 - The DSL will be informed of any online safety concerns by the Deputy DSL, as appropriate. The named lead for safeguarding will monitor online safety practices and incidents, including outcomes. DSL Mr G Broadbent, commander@futuresurvival.co.uk

6.1 Policies and procedures

- The DSL has overall responsibility for online safety within the setting but will liaise with senior members of staff, for example deputy DSL's as necessary.
- The DSL will respond to online safety concerns in line with our child protection and other associated policies, including our Behaviour policies.
 - Internal sanctions and/or support will be implemented as appropriate.
 - Where necessary, concerns will be escalated and reported to relevant partner agencies in line with local policies and procedures.
- G&T Events Ltd (Future Survival) uses a wide range of technology. This includes: computers, tablets and gaming consoles, the internet (not as a search engine, for online approved games only), our learning platform, and email systems (staff only).
 - All setting owned devices and systems will be used in accordance with our behaviour & code of conduct policies and with appropriate safety and security measures in place.
- G&T Events Ltd (Future Survival) recognises that generative artificial intelligence (AI) tools may have many uses which could benefit our setting community. However, it is important to recognise that AI tools can also pose risks; this is including, but not limited to, bullying and harassment, abuse and exploitation (including child sexual abuse), privacy and data protection risks, plagiarism and cheating, and inaccurate, harmful and/or biased material, and additionally its use can pose moral, ethical and legal concerns.
 - Staff and young people will be made aware of the benefits and risks of using AI tools; Implemented by Staff training and interactive talks.
 - Staff are required to carry out a risk assessment and seek written approval from the senior leadership team prior to any use of AI in setting.
 - G&T Events Ltd (Future Survival) will respond to any misuse of AI in line with relevant policies, including but not limited to, behaviour and child protection.
 - Where the setting believe that AI tools may have facilitated the creation of child sexual abuse material, including the sharing of nude/semi-nude images by children, the setting will respond in line with the UKCIS guidance '[Sharing nudes and semi-nudes: advice for education settings working with children and young people](#)' and the local [KSCMP](#) guidance.

The following links may also provide further information for leaders to consider:

- [Generative artificial intelligence \(AI\) in education - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/generative-artificial-intelligence-ai-in-education)
- [Data protection in schools - Artificial intelligence \(AI\) and data protection in schools - Guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/data-protection-in-schools-artificial-intelligence-ai)
- [Artificial Intelligence and Online Safety | SWGfL](#)
- [Using artificial intelligence \(AI\) safely | Internet Matters](#)
- G&T Events Ltd (Future Survival) recognises the specific risks that can be posed by mobile and smart technology, including mobile/smart phones, cameras, wearable technology and any other electronic devices with imaging and/or sharing capabilities. In accordance with KCSIE
 - G&T Events Ltd (Future Survival) has appropriate mobile and smart technology and image use policies in place, which are shared and understood by all members of the community. These policies can be found workforce, policy handbook & holiday club section of our website.

6.2 Appropriate filtering and monitoring on settings devices and networks

- G&T Events Ltd (Future Survival) will do all we reasonably can to limit children's exposure to online harms through setting provided devices and networks and in line with the requirements of the Prevent Duty and KCSIE, we will ensure that appropriate filtering and monitoring systems are in place.
- When implementing appropriate filtering and monitoring, G&T Events Ltd (Future Survival) will ensure that "over blocking" does not lead to unreasonable restrictions as to what children can be taught with regards to online teaching and safeguarding.
- Whilst filtering and monitoring is an important part of our online safety responsibilities, it is only one part of our approach to online safety and we recognise that we cannot rely on filtering and monitoring alone to safeguard our young people; effective safeguarding practice, robust policies, appropriate behaviour management and regular training about safe and responsible use is essential and expected.
 - Young people will use appropriate search tools, apps and age appropriate online resources, child friendly search engine's, filters and blockers as identified by staff, following an informed risk assessment.
 - Internet use will be supervised by staff as appropriate to young people age, ability and potential risk of harm: Children identified as being at higher risk of harm will be given one-to-one care and directly supervised by a member of staff at all times. Our setting ensures that all children are appropriately supervised, and those requiring additional oversight will receive tailored support in line with their individual needs and risk level.
 - All equipment is secured to prevent unauthorised use. External storage devices (such as USBs) cannot be connected, and only senior staff have the authority to access or adjust system settings to maintain security and safeguard users.

6.2.1 Responsibilities

- Our director has overall strategic responsibility for our filtering and monitoring approaches, including ensuring that our filtering and monitoring systems are regularly reviewed, and that the leadership team and relevant staff have an awareness and understanding of the appropriate filtering and monitoring provisions in place, manage them effectively and know how to escalate concerns when identified.
- Mr J. Napoloello a member of the senior leadership team and Director, are responsible for ensuring that our setting has met the DfE [Filtering and monitoring standards](#) for schools and colleges.
- They are responsible for

- procuring filtering and monitoring systems.
 - documenting decisions on what is blocked or allowed and why.
 - reviewing the effectiveness of our provision.
 - overseeing reports.
 - ensuring that all staff understand their role, are appropriately trained, follow policies, processes and procedures and act on reports and concerns.
 - ensuring the DSL and staff have sufficient time and support to manage their filtering and monitoring responsibilities.
- The DSL has lead responsibility for overseeing and acting on:
 - any filtering and monitoring reports.
 - any child protection or safeguarding concerns identified.
 - checks to filtering and monitoring system.
- The staff have technical responsibility for:
 - maintaining filtering and monitoring systems.
 - providing filtering and monitoring reports.
 - completing technical actions identified following any concerns or checks to systems.
 - working with the senior leadership team and DSL to procure systems, identify risks, carry out reviews and carry out checks.
- All members of staff are provided with an understanding of the expectations, applicable roles and responsibilities in relation to filtering and monitoring as part of our induction process, and in our child protection staff training.
- All staff, young people and parents/carers have a responsibility to follow this policy to report and record any filtering or monitoring concerns.

6.2.2 Decision making and reviewing our filtering and monitoring provision

- When procuring and/or making decisions about our filtering and monitoring provision, our senior leadership team works closely with the DSL and staff. Decisions have been recorded and informed by an approach which ensures our systems meet our setting specific needs and circumstances, including but not limited to our young people risk profile and specific technology use.
- Any changes to the filtering and monitoring approaches will be assessed by staff with safeguarding, educational and technical experience and, where appropriate, with consent from the leadership team; all changes to the filtering policy are logged and recorded.
- Our setting undertakes an at least annual review of our filtering and monitoring systems to ensure we understand the changing needs and potential risks posed to our community.
- In addition, our setting undertakes regular checks on our filtering and monitoring systems, which are logged and recorded, to ensure our approaches are effective and can provide assurance to the Director that we are meeting our safeguarding obligations.

Regular monitoring and filtering checks are carried out to ensure online safety systems remain effective and appropriate. These checks are conducted monthly by the Designated Safeguarding Lead (DSL) and Deputy DSL. The process ensures a wide range of devices, access levels, and filtering settings are tested in a controlled and secure environment.

- Checks are carried out monthly by the DSL or Deputy DSL, with our IT technician

- Conducted in a confidential space, during working hours, when children are not present
- At least two staff members are always present during checks
- A range of devices and user roles are reviewed (e.g. staff, visitor access)
- Technical concerns are escalated to IT support; safeguarding concerns to the DSL
- All checks are logged, with actions and outcomes recorded securely

6.2.3 Appropriate filtering

- G&T Events Ltd (trading as Future Survival) 's education broadband connectivity is provided through Sky PLC and G&T Events Ltd (trading as Future Survival) uses SafeWeb.
 - Sky PLC is a member of [Internet Watch Foundation](#) (IWF) from 2000.
 - Sky PLC & SafeWeb has signed up to Counter-Terrorism Internet Referral Unit list (CTIRU)
 - SafeWeb is blocking access to illegal content including child sexual abuse material (CSAM).
 - SafeWeb blocks access to sites which could promote or include harmful and/or inappropriate behaviour or material. This includes content which promotes discrimination or extremism, drugs/substance misuse, malware/hacking, gambling, piracy and copyright theft, pro-self-harm, eating disorder and/or suicide content, pornographic content and violent material.
- We filter internet use on all G&T Events Ltd (trading as Future Survival) owned or provided, internet enabled devices and networks. This is achieved by:

Tightly controlled access to ensure the safety and wellbeing of all young people in our care. Access to internet-enabled devices is restricted and always supervised by staff, and there is no unsupervised or general browsing permitted.

We use a dedicated filtering and monitoring system called SafeWeb, chosen specifically for our setting due to the limited requirement for young people to access the internet. SafeWeb blocks access to all major web browsers by default, and browser functionality is only enabled by senior staff for specific, structured activities. No participant is permitted free access to browse the internet at any time.

Filtering Features and Oversight:

 - The system logs attempted access, including:
 - Device name/ID and IP address
 - Time, date, and search terms or blocked content
 - These logs are regularly reviewed by the DSL and our IT technician during monthly checks.
 - Any concerns identified through the filter logs are escalated either as technical issues to the IT technician or as safeguarding concerns to the DSL.
 - Guest Access and Mobile Devices: Guest Wi-Fi access is restricted, password-protected, and monitored.
 - Filtering is also applied to any mobile devices temporarily enabled for sessions.
 - No personal mobile phones or eReaders are allowed for use by participants during sessions.

This layered approach ensures that all internet use within our setting is safe, purposeful, and supervised, while allowing us to respond swiftly to any attempted misuse or safeguarding concern.
- Our filtering system is operational, up to date and is applied to all users, including guest accounts, all G&T Events Ltd (trading as Future Survival) owned devices and networks, and all devices using the G&T Events Ltd (trading as Future Survival) broadband connection.
- We work with SafeWeb and our IT staff to ensure that our filtering policy is continually reviewed to reflect our needs and requirements.
- If there is failure in the software or abuse of the system, for example if young person or staff accidentally or deliberately access, witness or suspect unsuitable material has been accessed, they are required to:

- Turn off monitor/screen, put cover over screen, report the concern immediately to DSL or senior member of staff, also report the URL of the site, along with facts about how this came about.
- Filtering breaches will be reported to the DSL and technical staff and will be recorded and escalated as appropriate and in line with relevant policies, including our child protection, allegations against staff and behaviour policies.
- Parents/carers will be informed of filtering breaches involving their child.
- Any access to material believed to indicate a risk of significant harm, or that could be illegal, will be reported as soon as it is identified to the appropriate agencies, including but not limited to the [Internet Watch Foundation](#) (where there are concerns about child sexual abuse material), [Kent Police](#), [NCA-CEOP](#) or [Kent Integrated Children's Services via the Kent Integrated Children's Services Portal](#).
- If staff are teaching topics which could create unusual activity on the filtering logs, or if staff perceive there to be unreasonable restrictions affecting teaching, learning or administration, they will report this to the DSL and/or leadership team.

6.2.4 Appropriate monitoring

- We will appropriately monitor internet use on all G&T Events Ltd (trading as Future Survival) provided devices and networks. This is achieved by:

Young people attending G&T Events Ltd (trading as Future Survival) do not have access to any devices capable of internet access without direct adult supervision. All internet-enabled equipment on-site is protected by our filtering and monitoring software, SafeWeb, which actively blocks inappropriate content and alerts senior staff to any concerning activity. SafeWeb has been chosen specifically due to the limited nature in which young people require internet access in our setting. Web browsers are blocked by default and are only enabled temporarily for specific, pre-approved activities. Young people are not given free time on internet-enabled devices to browse the web. Physical supervision is maintained at all times, and all Wi-Fi access is password-protected. Guest access is restricted and monitored, and the use of personal mobile or smart technology by participants is not permitted.
- All users will be informed that use of our devices and networks can/will be monitored and that all monitoring is in line with data protection, human rights, and privacy legislation. Along with our behavior policy and privacy notice.
- If a concern is identified via our monitoring approaches:
 - Where the concern relates to a young person it will be reported to the DSL and will be recorded and responded to in line with relevant policies, such as child protection, and behavior policies
 - Where the concern relates to staff, it will be reported to the director in line with our staff behaviour/ allegations against staff policy. If against director, then allegations against the staff policy suggest the staff contact the Local Lado for support
- Where our monitoring approaches detect any immediate risk of harm or illegal activity, this will be reported as soon as possible to the appropriate agencies; including but not limited to, the emergency services via 999, [Kent Police](#) via 101, [NCA-CEOP](#) , LADO or [Kent Integrated Children's Services via the Kent Integrated Children's Services Portal](#).

6.3 Information security and access management

- G&T Events Ltd (trading as Future Survival) is responsible for ensuring an appropriate level of security protection procedures are in place, in order to safeguard our systems as well as staff and young people. Further information can be found in data protection policy, located in our policy handbook, workforce and company website.
- G&T Events Ltd (trading as Future Survival) will review the effectiveness of our procedures periodically to keep up with evolving cyber-crime technologies.
- Mr J. Napoloello, a member of the senior leadership team and Mr G D Broadbent, director, are responsible for ensuring that our setting has met the DfE [cyber security standards](#) for schools and colleges.

To meet national expectations outlined by the Department for Education (DfE), our approach to cyber security includes the following measures:

- Risk Assessment and Review
 - A formal cyber risk assessment is undertaken annually, with termly updates. Included on our online safety risk assessment.
 - Identified risks are documented and addressed as part of our safeguarding and business continuity planning.
- Leadership and Accountability
 - Cyber security responsibilities are shared between senior leadership and IT support staff.
 - All decisions regarding digital systems, access, and security are clearly documented and reviewed regularly.
- Technical Security Controls
 - Firewalls, anti-malware software, and security updates are maintained across all company devices and networks.
 - Strong password practices and user access controls are in place, including role-based permissions and two-factor authentication where appropriate.
 - Regular system patching ensures all devices remain secure and up to date.
- System Inventory and Data Protection
 - An inventory of all digital devices, servers, applications, and network components is maintained and regularly reviewed.
 - Secure backup procedures are in place for critical data, and systems are included in our disaster recovery and business continuity plans.
- Incident Response
 - Any suspected data breach or cyber incident is reported immediately to the senior leadership team and responded to in line with our data protection policy.
- Staff Training and Awareness
 - Staff receive annual cybersecurity/online safety training as part of their induction and continued professional development.
 - Training covers phishing awareness, password protection, recognising suspicious activity, and safe use of digital devices and online platforms.
- Compliance
 - Our systems and processes are aligned with national frameworks including Cyber Essentials and DfE filtering and monitoring standards.
 - We work in partnership with our IT technician and service providers to ensure our systems remain secure and fit for purpose.

6.4 Online Safety Training for Staff

- G&T Events Ltd (trading as Future Survival) will ensure that all staff receive online safety training, which, amongst other things, will include providing them with an understanding of the expectations, applicable roles and their responsibilities in relation to filtering and monitoring, as part of induction, And eLearning recoded on workforce.
- Ongoing online safety training and updates for all staff will be integrated, aligned and considered as part of our overarching safeguarding approach. See section 7 for more information.

6.5 Educating young people

- G&T Events Ltd (trading as Future Survival) will ensure a comprehensive whole setting response is in place to enable all young people to learn about and manage online risks effectively as part of providing a broad and balanced environment. See section 9 for more information.

6.6 Working with parents/carers

- G&T Events Ltd (trading as Future Survival) will build a partnership approach to online safety and will support parents/carers to become aware and alert of the potential benefits and risks and to reinforce the importance of children being safe online by:
 - Information on online safety is available via our website and communicated through our official channels, including social media and newsletters. We also offer the opportunity for parents and carers to attend dedicated online safety talks or to discuss any concerns with our DSL team.
- G&T Events Ltd (trading as Future Survival) will ensure parents and carers understand what systems are used to filter and monitor their children's online use at the setting what their children are being asked to do online, including the sites they will be asked to access and who from the setting (if anyone) their child is going to be interacting with online. This is achieved by:
 - Direct communication with the DSL or a senior staff member must take place if a planned activity involves the use of the internet or websites outside the originally intended purpose for which the young person is attending the session (e.g. a standard holiday club session would not typically require internet browsing). This includes any deviation from the usual structure, such as incorporating a coding session or digital project that requires online access.
- Where G&T Events Ltd (trading as Future Survival) is made aware of any potentially harmful risks, challenges and/or hoaxes circulating online, national or locally, we will respond in line with the DfE [‘Harmful online challenges and online hoaxes’](#) guidance to ensure we adopt a proportional and helpful response. **Additional local advice is available for DSLs and SLT via the Education Safeguarding Service blog post: ‘[Think before you scare](#)’**

7. Staff Engagement and Expectations

7.1 Staff awareness, induction and training

- All members of staff have been provided with a copy of part one of the current version of ‘Keeping Children Safe in Education’ which covers safeguarding information for staff.
 - Setting leaders, including the DSL and Deputy DSL's will read KCSIE in its entirety.

- Setting leaders and all members of staff who work directly with children will read annex B of KCSIE.
 - All members of staff have signed to confirm that they have read and understood the national guidance shared with them. Located in Workforce.
- It is a requirement that all members of staff have access to this policy and sign to say they have read and understood its contents. All staff are expected to re-read this policy at least annually (and following any updates) to ensure they understand our expectations and requirements. With updates shared in memo or staff meetings too.
 - All new staff and volunteers receive safeguarding and child protection training (including online safety, which, amongst other things, will include ensuring an understanding of the expectations, applicable roles and responsibilities in relation to filtering and monitoring) to ensure they are aware of the setting internal safeguarding processes, as part of their induction. This training is regularly updated and is in line with advice from the local safeguarding partners and explores the Kent processes to follow. All staff complete e-learning on induction, volunteers (work experience) receive inhouse training from either the DSL or Deputy DSL. Located in Workforce.
 - All staff members will receive appropriate child protection training (including online safety) that is updated at least annually, to ensure they are aware of a range of safeguarding issues and how to report concerns. Refresher training in form of e-learning, recorded on workforce.
 - Online safety training for staff will be integrated, aligned and considered as part of the whole setting safeguarding approach and wider staff training and curriculum planning. E-learning, annual updates and refresher training, recorded in workforce.
 - In addition to specific child protection training, all staff will receive regular safeguarding and child protection updates, at least annually, to provide them with relevant skills and knowledge to safeguard children effectively. E-learning, annual updates and refresher training, recorded in workforce. In addition updates will be shared via monthly newsletter, urgent updates via staff memo/ meetings where staff can help form and adjust our policies and procedures where required.
 - G&T Events Ltd (trading as Future Survival) recognises the expertise staff build by undertaking safeguarding training and from managing safeguarding concerns on a daily basis, and staff are encouraged to contribute to and shape setting safeguarding arrangements and child protection policies. To support this, staff are actively encouraged to contribute to the ongoing development of our safeguarding arrangements and child protection policies. We achieve this by providing regular opportunities for staff feedback, incorporating safeguarding discussions into team meetings, and reviewing procedures in response to incidents or updates in guidance. This collaborative approach helps ensure our policies remain effective, practical, and informed by frontline experience.

7.2 Safer working practice

- Our setting takes steps as outlined in this and other relevant policies to ensure processes are in place for staff that promote continuous vigilance, maintain an environment that deters and prevents abuse and challenges inappropriate behaviour.
- All members of staff are required to work within our clear guidelines on safer working practice as outlined in the setting behavior policy. All staff complete safeguarding as part of the onboarding process. Recorded in workforce.

- The DSL will ensure that all staff (including contractors) and volunteers are aware of the setting expectations regarding safe and professional practice via the staff behavior / conduct policy.
- Staff will be made aware of the setting behaviour management and physical intervention policies. Staff will manage behaviour effectively to ensure a good and safe educational environment and will have a clear understanding of the needs of all children. Any physical interventions and/or use of reasonable force will be in line with our agreed policy and procedures, and national guidance.
- All staff will be made aware of the professional risks associated with the use of social media and electronic communication (such as email, mobile phones, texting, social networking). Staff will adhere to relevant setting policies including staff behaviour / conduct policy.

7.3 Supervision and support

- The induction process will include familiarisation with child protection responsibilities and procedures to be followed if members of staff have any concerns about a child's safety or welfare.
- The setting will provide appropriate supervision and support for all members of staff to ensure that:
 - All staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children.
 - All staff are supported by the DSL in their safeguarding role.
 - All members of staff have regular reviews of their own practice to ensure they improve over time.
- Any member of staff affected by issues arising from concerns for children's welfare or safety can seek support from the DSL.
- Senior team members complete DSL training before given to role of deputy DSL or DSL.
- The DSL will also put staff in touch with outside agencies for professional support if they so wish. Staff can also approach organisations such as their Union, the Education Support Partnership or other similar organisations directly.

8. Safer Recruitment and Allegations Against Staff

8.1 Safer recruitment and safeguarding checks

- G&T Events Ltd (trading as Future Survival) is committed to ensure that we develop a safe culture and that all steps are taken to recruit staff and volunteers who are safe to work with our young people and staff. We recognise that we must ensure that people working with children in our setting are suitable, have the relevant qualifications/training and have passed any required checks to fulfil their roles.
 - G&T Events Ltd (trading as Future Survival) will follow Part three, 'Safer recruitment' of Keeping Children Safe in Education and relevant guidance from The Disclosure and Barring Service (DBS)
 - The leadership team are responsible for ensuring that the setting follows safe recruitment processes as outlined within guidance.
 - The leadership team will ensure that at least one of the persons who conducts an interview has completed safer recruitment training.
- The setting maintains an accurate Single Central Record (SCR) in workforce in line with statutory guidance.

- G&T Events Ltd (trading as Future Survival) are committed to supporting the statutory guidance from the Department for Education on the application of the Childcare (Disqualification) Regulations 2009 and related obligations under the Childcare Act 2006 in schools.
- We advise all staff to disclose any reason that may affect their suitability to work with children including convictions, cautions, court orders, reprimands, and warnings. All staff complete an Enhanced DBS as part of our onboarding process.

8.2 Allegations/concerns raised in relation to staff, including volunteers and contractors

- Any concerns or allegations about staff will be recorded and dealt with appropriately in line with Part four of KCSIE and the [local Kent allegations arrangements, including discussions as necessary with the Local Authority Designated Officer \(LADO\)](#). In depth information can be found within our 'Managing Allegations against Staff' and/or staff behaviour policy. This can be found in workforce and policy handbook.
- Any concerns or allegations about staff will be recorded and dealt with in line with Part four of KCSIE and local [Kent allegations arrangements](#). Ensuring concerns are dealt with effectively will protect those working in or on behalf of the setting from potential false allegations or misunderstandings.
- Where the Director is unsure how to respond, for example if the setting is unsure if a concern meet the harm 'thresholds', advice will be sought via the [LADO Education Safeguarding Advisory Service](#) enquiry form.
- In all cases where allegations are made against staff or low-level concerns are reported, once proceedings have been concluded, the Director (and if they have been involved, [the LADO](#)) will consider the facts and determine whether any lessons can be learned and if any improvements can be made.
- In the situation that the setting receives an allegation relating to an incident that happened when an individual or organisation was using our premises for the purposes of running activities for children (for example community groups, sports associations, or service providers that run extra-curricular activities), we will follow our safeguarding policies and procedures, including informing the LADO.

8.2.1 Concerns that meet the 'harm threshold'

- G&T Events Ltd (trading as Future Survival) recognises that it is possible for any member of staff, including volunteers, governors, contractors, agency and third-party staff (including supply teachers) and visitors to behave in a way that indicates a person would pose a risk of harm if they continue to work in their present position, or in any capacity with children in a school or college. This includes when someone has:
 - behaved in a way that has harmed a child, or may have harmed a child
 - possibly committed a criminal offence against or related to a child
 - behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children
 - behaved or may have behaved in a way that indicates they may not be suitable to work with children.
- Allegations against staff which meet this threshold will be responded to and managed in line with Part four of KCSIE. Allegations that meet the harm threshold will be referred immediately to the Director who will contact [the LADO](#) to agree further action to be taken in respect of the child and staff member. In the event

of allegations of abuse being made against the Director, staff are advised that allegations should be reported directly to the LADO.

8.2.2 Concerns that do not meet the 'harm threshold'

- G&T Events Ltd (Trading as Future Survival) may also need to take action in response to 'low-level' concerns about staff. Additional information regarding low-level concerns is contained within our allegations against staff policy – this includes what a low-level concern is, the importance of sharing them and the confidential procedure to follow when sharing them. More detailed guidance and low-level concerns can be found in our policy handbook and on workforce (Allegations against staff policy).
 - G&T Events Ltd (Trading as Future Survival) has an open and transparent culture in which all concerns about all adults working in or on behalf of the setting are dealt with promptly and appropriately; this enables us to identify inappropriate, problematic or concerning behaviour early, minimise the risk of abuse and ensure that adults working in or on behalf of the setting are clear about and act within appropriate professional boundaries, and in accordance with our ethos and values.
 - A 'low-level' concern does not mean that it is insignificant; a low-level concern is any concern that an adult working in or on behalf of the setting may have acted in a way that is inconsistent with our staff behaviour policy, including inappropriate conduct outside of work and does not meet the 'harm threshold' or is otherwise not serious enough to consider a referral to [the LADO](#).
 - Low-level concerns may arise in several ways and from a number of sources. For example, suspicion, complaints, or allegations made by a child, parent or other adult within or outside of the organisation, or as a result of vetting checks.
- It is crucial that all low-level concerns are shared responsibly, recorded and dealt with appropriately to protect staff from becoming the subject of potential false low-level concerns or misunderstandings.
- Low-level concerns should be shared confidentially in line with our allegations against staff policy to Mr G. Broadbent, Director/DSL.
 - Where low-level concerns are reported to the setting, the director will be informed of all low-level concerns and is the ultimate decision maker in respect of the response to all low-level concerns.
 - The director will share concerns and liaise with [the LADO](#) enquiries officer.
 - Low-level concerns shared about supply staff and contractors will be shared with their employers so any potential patterns of inappropriate behaviour can be identified.
 - If the setting is in any doubt as to whether the information which has been shared about a member of staff as a low-level concern in fact meets the harm threshold, we will consult with [the LADO](#).
- Low-level concerns will be recorded in writing and reviewed so potential patterns of concerning, problematic or inappropriate behaviour can be identified.
 - Records will be kept confidential and will be held securely and retained and in compliance with the Data Protection Act 2018 and the UK General Data Protection Regulation (UK GDPR) and other relevant policies and procedures (for example data retention policies).
 - Where a pattern is identified, the setting will implement appropriate action, for example consulting with [the LADO](#) and following our disciplinary/HR procedures.

8.3 Safe Culture

- As part of our approach to safeguarding, the setting has created and embedded a culture of openness, trust and transparency in which our values and expected behaviour as set out in our staff behaviour policy are constantly lived, monitored and reinforced by all staff (including supply teachers, volunteers and contractors) and where all concerns are dealt with promptly and appropriately.

- Staff are encouraged and should feel confident to self-refer, if they have found themselves in a situation which could be misinterpreted, might appear compromising to others, and/or on reflection they believe they have behaved in such a way that they consider falls below the expected professional standards. This includes where concerns may be felt to be deliberately invented or malicious; such allegations are extremely rare and as such all concerns should be reported and recorded.
- All staff and volunteers should feel able to raise any concerns about poor or unsafe practice and potential failures in the settings safeguarding regime. The leadership team at G&T Events Ltd (Trading as Future Survival) will take all concerns or allegations received seriously.
- All members of staff are made aware of the setting Whistleblowing procedure located on Workforce & policy handbook. It is a disciplinary offence not to report concerns about the conduct of a colleague that could place a child at risk.
- Staff can access the NSPCC whistleblowing helpline if they do not feel able to raise concerns regarding child protection failures internally. Staff can call 0800 028 0285 (8:00 AM to 8:00 PM Monday to Friday) or email help@nspcc.org.uk.
- G&T Events Ltd (Trading as Future Survival) has a legal duty to refer to the Disclosure and Barring Service (DBS) anyone who has harmed, or poses a risk of harm, to a child, or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity or would have been removed had they not left. The DBS will consider whether to bar the person.
 - If these circumstances arise in relation to a member of staff at our setting, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the [LADO](#) and/or Mr G. Broadbent, Director/DSL .
- All staff undergo safer recruitment processes, including DBS checks where applicable. Staff who do not hold a current DBS check will never be left alone with children. To further safeguard everyone on site, we minimise lone working wherever possible and utilise CCTV throughout the setting.

9. Opportunities to Teach Safeguarding

- G&T Events Ltd (Trading as Future Survival) will ensure that children are taught about safeguarding, including online safety. This will include discussing relevant issues such as how to stay safe online, the importance of speaking up about concerns, and how to keep safe when leaving the site to take part in off-site activities. These topics will be covered through informal discussions, staff-led briefings, and during activity planning where appropriate.
- We recognise that our setting plays an essential role in helping children to understand and identify the parameters of what is appropriate child and adult behaviour, what is 'safe,' to recognise when they and others close to them are not safe, and how to seek advice and support when they are concerned. Our curriculum provides opportunities for increasing self-awareness, self-esteem, social and emotional understanding, assertiveness and decision making so that young person have a range of age-appropriate contacts and strategies to ensure their own protection and that of others.

- G&T Events Ltd (trading Future Survival) recognises the crucial role we have to play in preventative education. Preventative education is most effective in the context of a whole settings approach which prepares young people for life in modern Britain and creates a culture of zero tolerance for sexism, misogyny/misandry, homophobia, biphobic and sexual violence/harassment.
- G&T Events Ltd (trading Future Survival) has a clear set of values and standards, upheld, and demonstrated throughout all aspects of our setting life which are underpinned by our behaviour policy. Our programme is fully inclusive and developed to be age and stage of development appropriate.
- G&T Events Ltd (trading Future Survival) recognise that a one size fits all approach will not be appropriate for all children, and a more personalised or contextualised approach, tailored to the specific needs and vulnerabilities of individual children might be needed, for example children who are victims of abuse, neglect or exploitation, and children with SEND.
- Our setting systems support children to talk to a range of staff. All children will be listened to and heard, and their concerns will always be taken seriously and acted upon as appropriate.

10. Physical Safety

10.1 Use of 'reasonable force'

- There may be circumstances when it is appropriate for staff to use reasonable force in order to safeguard children from harm. Further information regarding our approach and expectations can be found in our behaviour / Conduct policy and is in line with the DfE '[Use of reasonable force in schools](#)' guidance.

10.2 Site security

- All members of staff have a responsibility for maintaining awareness of buildings and grounds security and for reporting concerns that may come to light.
- Appropriate checks will be undertaken in respect of visitors and volunteers coming into setting as outlined within national guidance. Visitors will be expected to sign in and out via the reception visitors log.
- Any individual on site who is not known or identifiable should be challenged by staff for clarification and reassurance. Children are not expected to approach unknown individuals themselves but should immediately report any concerns or unfamiliar persons to a member of staff.
- The setting will not accept the behavior of any individual (parent or other) that threatens setting security or leads others (child or adult) to feel unsafe. Such behavior will be treated as a serious concern and may result in a decision to refuse access for that individual to the setting site.

11. Adult Safeguarding

- Although our site is primarily used by children, we also welcome adult visitors and service users, including those who may be considered vulnerable. The safeguarding procedures outlined above apply equally to adults at risk and must be followed at all times.
- We are fully committed to safeguarding and promoting the welfare of vulnerable adults, ensuring they are protected from abuse, neglect, exploitation, and harm. Safeguarding adults means

recognising signs of abuse or neglect, understanding individual needs, and responding appropriately to any concerns about their safety, dignity, or well-being.

- It is important to recognise that not all vulnerable adults will outwardly present as such. Vulnerability is not always visible, and some adults may be affected by issues such as domestic violence, mental health conditions, learning difficulties, trauma, or cognitive impairments that are not immediately apparent. As such, staff must be prepared to support and safeguard any adult attending the setting, treating all individuals with sensitivity, respect, and an awareness of potential hidden needs.
- This includes proactively identifying potential risks, taking steps to prevent harm, and ensuring timely and appropriate interventions. All staff receive training to help them understand the specific needs and vulnerabilities of adults who may be at risk, including those with disabilities, mental health challenges, or other factors that may impact their ability to protect themselves.
- Any concerns regarding the safety or welfare of an adult will be reported to the Designated Safeguarding Lead (DSL) without delay. Where appropriate, concerns will be escalated to the local authority adult safeguarding team or relevant external agencies. Confidentiality will be respected; however, where there is a risk of harm, information may be shared responsibly and in accordance with legal and safeguarding obligations.

12. Local Support

- All members of staff in G&T Events Ltd (trading as Future Survival) are made aware of local support available.
 - **Kent Integrated Children's Services/ Children's Social Work Services**
 - [Kent Integrated Children's Services Portal](#) – select 'urgent' if there is an immediate risk/concern
 - Front Door Service: 03000 411111
 - Out of Hours Number: 03000 419191
 - **Local Early Help and Preventative Services and Family Hubs**
 - [Early Help and Preventative Services - KELS](#)
 - [Early Help contacts - KELS](#)
 - [Kent Family Hubs - Kent County Council](#)
 - Riverside Family Hub - 03000 422 342 (Family Hub) · 0300 123 2076 (Health Clinic)
 - Lawn Family Hub - 03000 42 11 25
 - **Kent Police**
 - 101 or 999 if there is an immediate risk of harm
 - North Kent Police Station - 01474 369055
 - **Kent Safeguarding Children Multi-Agency Partnership (KSCMP)**
 - www.kscmp.org.uk
 - 03000 421126 or kscmp@kent.gov.uk
 - **Adult Safeguarding**
 - Adult Social Care via 03000 41 61 61 (text relay 18001 03000 41 61 61) or email social.services@kent.gov.uk

- **Kent LADO Education Safeguarding Advisory Service (LESAS) – Support for Kent Children’s Workforce**
 - [Local Authority Designated Officer \(LADO\) - Kent Safeguarding Children Multi-Agency Partnership](#)
 - To speak to the LADO regarding an allegation against a member of staff, complete a referral on the [Kent Integrated Children's Services Portal](#).
 - To raise a LADO, strategic education safeguarding or online safety enquiry, commission a review or enquiry about bespoke training or other safeguarding products, please use the [LESAS enquiry form](#).

○ Appendix 1: Categories of Abuse

All staff should be aware that abuse, neglect, exploitation and other safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases multiple issues will overlap with one another.

Abuse: a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. They may be abused by an adult or adults or another child or children. It should be noted that abuse can be carried out both on and offline and be perpetrated by men, women, and children.

Sexual abuse: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Signs that MAY INDICATE Sexual Abuse

- Sudden changes in behaviour and performance
- Displays of affection which are sexual and age inappropriate
- Self-harm, self-mutilation or attempts at suicide
- Alluding to secrets which they cannot reveal
- Tendency to cling or need constant reassurance
- Regression to younger behaviour, for example thumb sucking, playing with discarded toys, acting like a baby
- Distrust of familiar adults, for example, anxiety of being left with relatives, a childminder or lodger
- Unexplained gifts or money
- Depression and withdrawal
- Fear of undressing, for example for PE
- Secrecy relating to use of technology
- Sexually transmitted disease or pregnancy
- Fire setting

Physical abuse: a form of abuse which may involve hitting, shaking, throwing, poisoning, burning, or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Signs that MAY INDICATE physical abuse

- Bruises and abrasions around the face
- Damage or injury around the mouth
- Bi-lateral injuries, such as two bruised eyes
- Bruising to soft area of the face such as the cheeks
- Fingertip bruising to the front or back of torso
- Bite marks
- Burns or scalds (unusual patterns and spread of injuries)
- Deep contact burns, such as cigarette burns
- Injuries suggesting beatings (strap marks, welts)

- Covering arms and legs even when hot
- Inappropriate/harmful medication usage
- Aggressive behaviour or severe temper outbursts.
- Injuries that cannot be accounted for. Inadequate, inconsistent, or excessively plausible explanations for an injury, or a delay in seeking treatment should signal concern.

Emotional abuse: the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Signs that MAY INDICATE emotional abuse

- Over reaction to mistakes
- Lack of self-confidence/esteem
- Sudden speech disorders
- Self-harming
- Eating Disorders
- Extremes of passivity and/or aggression
- Compulsive stealing
- Drug, alcohol, solvent abuse
- Fear of parents being contacted
- Unwillingness or inability to play
- Secrecy relating to use of technology
- Excessive need for approval, attention, and affection

Neglect: the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing, and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Signs that MAY INDICATE neglect.

- Constant hunger
- Poor personal hygiene
- Constant tiredness
- Inadequate clothing
- Frequent lateness or non-attendance
- Untreated medical problems
- Poor relationship with peers
- Compulsive stealing and scavenging
- Rocking, hair twisting and thumb sucking

- Running away
- Loss of weight or being constantly underweight
- Low self esteem

Appendix 2: Support Organisations

NSPCC 'Report Abuse in Education' Helpline

- [0800 136 663](tel:0800136663) or help@nspcc.org.uk

National Organisations

- NSPCC: www.nspcc.org.uk
- Barnardo's: www.barnardos.org.uk
- Action for Children: www.actionforchildren.org.uk
- Children's Society: www.childrenssociety.org.uk
- Centre of Expertise on Child Sexual Abuse: www.csacentre.org.uk

Support for Staff

- Education Support Partnership: www.educationsupportpartnership.org.uk
- Professional Online Safety Helpline: www.saferinternet.org.uk/helpline
- Harmful Sexual Behaviour Support Service: <https://swgfl.org.uk/harmful-sexual-behaviour-support-service>

Support for pupils/students

- ChildLine: www.childline.org.uk
- Papyrus: www.papyrus-uk.org
- The Mix: www.themix.org.uk
- Shout: www.giveusashout.org
- Fearless: www.fearless.org
- Victim Support: www.victimsupport.org.uk

Support for Adults

- Family Lives: www.familylives.org.uk
- Crime Stoppers: www.crimestoppers-uk.org
- Victim Support: www.victimsupport.org.uk
- The Samaritans: www.samaritans.org
- NAPAC (National Association for People Abused in Childhood): www.napac.org.uk
- MOSAC: www.mosac.org.uk
- Action Fraud: www.actionfraud.police.uk
- Shout: www.giveusashout.org
- Advice now: www.advicenow.org.uk

Support for Learning Disabilities

- Respond: www.respond.org.uk
- Mencap: www.mencap.org.uk
- Council for Disabled Children: <https://councilfordisabledchildren.org.uk>

Contextual Safeguarding Network

- <https://contextualsafeguarding.org.uk/>

Kent Resilience Hub

- <https://kentresiliencehub.org.uk/>

Children with Family Members in Prison

- National information Centre on Children of Offenders (NICCO): www.nicco.org.uk/

Substance Misuse

- We are with you (formerly Addaction): www.wearewithyou.org.uk/services/kent-for-young-people/
- Talk to Frank: www.talktofrank.com

Domestic Abuse

- Domestic abuse services: www.domesticabuseservices.org.uk
- Refuge: www.refuge.org.uk
- Women's Aid: www.womensaid.org.uk
- Men's Advice Line: www.mensadvice.org.uk
- Mankind: www.mankindcounselling.org.uk
- National Domestic Abuse Helpline: www.nationaldahelpline.org.uk
- Respect Phoneline: <https://respectphoneline.org.uk>

Criminal and Sexual Exploitation

- National Crime Agency: www.nationalcrimeagency.gov.uk/who-we-are
- It's not okay: www.itsnotokay.co.uk
- NWG Network: www.nwgnetwork.org
- County Lines Toolkit for Professionals:
www.childrenssociety.org.uk/information/professionals/resources/county-lines-toolkit
- Multi-agency practice principles for responding to child exploitation and extra-familial harm:
<https://tce.researchinpractice.org.uk/>

Honour Based Abuse

- Karma Nirvana: <https://karmanirvana.org.uk>
- Forced Marriage Unit: www.gov.uk/guidance/forced-marriage
- FGM Factsheet:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/496415/6_1639_HO_SP_FGM_mandatory_reporting_Fact_sheet_Web.pdf
- Mandatory reporting of female genital mutilation: procedural information:
www.gov.uk/government/publications/mandatory-reporting-of-female-genital-mutilation-procedural-information
- The right to choose - government guidance on forced marriage:
www.gov.uk/government/publications/the-right-to-choose-government-guidance-on-forced-marriage

Radicalisation and hate

- Educate against Hate: www.educateagainsthate.com
- Counter Terrorism Internet Referral Unit: www.gov.uk/report-terrorism
- True Vision: www.report-it.org.uk

Child-on-Child abuse, including bullying, sexual violence and harassment

- Rape Crisis: <https://rapecrisis.org.uk>
- Brook: www.brook.org.uk
- Disrespect Nobody: www.disrespectnobody.co.uk
- Upskirting – know your rights: www.gov.uk/government/news/upskirting-know-your-rights
- Lucy Faithfull Foundation: www.lucyfaithfull.org.uk

- Stop it Now! www.stopitnow.org.uk
- Parents Protect: www.parentsprotect.co.uk
- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Diana Award: www.antibullyingpro.com
- Kidscape: www.kidscape.org.uk
- Centre of expertise on Child Sexual Abuse: www.csacentre.org.uk

Online Safety

- NCA-CEOP: www.ceop.police.uk and www.thinkuknow.co.uk
- Internet Watch Foundation (IWF): www.iwf.org.uk
- Childnet: www.childnet.com
- UK Safer Internet Centre: www.saferinternet.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com>
- Marie Collins Foundation: www.mariecollinsfoundation.org.uk
- Internet Matters: www.internetmatters.org
- NSPCC: www.nspcc.org.uk/online-safety
- Get Safe Online: www.getsafeonline.org
- Parents Protect: www.parentsprotect.co.uk
- Cyber Choices: <https://nationalcrimeagency.gov.uk/what-we-do/crime-threats/cyber-crime/cyberchoices>
- National Cyber Security Centre (NCSC): www.ncsc.gov.uk

Mental Health

- Mind: www.mind.org.uk
- Moodspark: <https://moodspark.org.uk>
- Young Minds: www.youngminds.org.uk
- We are with you: www.wearewithyou.org.uk/services/kent-for-young-people/
- Anna Freud: www.annafreud.org/schools-and-colleges/

Local Support

- North Kent Police Station – 01474 369055
- Early Help District Support – Gravesham 03000 413991 / GraveshamEarlyHelp@kent.gov.uk
- Riverside Family Hub - 03000 422 342 (Family Hub) · 0300 123 2076 (Health Clinic)
- Lawn Family Hub – 03000 421125