Safeguarding Child Protection Policy Sept 2026

Safeguarding Child, Young People and Adults
Protection Policy Sept 2026

1. Policy Statement

Inspire EHC is fully committed to safeguarding and promoting the welfare of children, young people, and adults at risk. We expect all staff, agency workers, tutors, and partners to share this commitment.
This policy has regard to Keeping Children Safe in Education 2026 (KCSIE), the statutory guidance in force from 1 September 2026, and should be read alongside Working Together to Safeguard Children and applicable local safeguarding partnership procedures. All staff working directly with children must read at least Part One of KCSIE; other staff must read the sections directed by Inspire EHC, and all staff must confirm that they understand their responsibilities.

This policy outlines how Inspire EHC ensures safe recruitment, safe practice, and effective responses to safeguarding concerns across all education, health, and social care settings in which we operate.

2. Scope

This policy applies to:

- All Inspire EHC employees
- All agency workers and temporary staff
- All tutors delivering in-person or online provision
- All contractors and partners
- All children, young people, and vulnerable adults receiving services

It covers safeguarding, child protection, safer recruitment, allegations management, and reporting procedures.

3. Safer Recruitment & Vetting

Inspire EHC operates a rigorous safer recruitment process to ensure only suitable individuals work with children, young people, and adults at risk.

4.1 Mandatory Pre-Employment Checks

All candidates must complete the full Inspire EHC vetting process, which includes:

- Face-to-face or video interview
- Photographic ID verification
- YOTI digital verification
- Right to Work checks
- Enhanced DBS with Children's and/or Adults' Barred List
- Minimum of two professional references covering 2 years and any gaps in employment
- TRN, Prohibition, and Section 128 checks (where applicable)
- Qualification and professional registration checks
- Proof of address and National Insurance
- 10-year employment history CV
- Health and medical questionnaire
- Overseas police checks and ENIC verification (where applicable)
- Online checks
- Childcare Disqualification Declaration
- Mandatory safeguarding, KCSIE, and Prevent training

4.2 Ongoing Checks

Inspire EHC conducts 6-monthly DBS update checks for all placed agency staff.

5. Safeguarding Responsibilities

5.1 Inspire EHC Responsibilities

We will:

Safeguarding Child Protection Policy Sept 2026

- Provide a safe environment for children, young people, and adults at risk
- Ensure all staff understand their safeguarding duties
- Share Part 1 of KCSIE with all agency workers
- Ensure all staff complete annual safeguarding training
- All staff complete safeguarding
- All staff complete KCSIE training
- All staff complete Prevent training
- All staff receive induction and regularly refreshed, role-appropriate training and updates on female genital mutilation (FGM), including the mandatory reporting duty for teachers; radicalisation; the Prevent duty; and Channel referral arrangements. Staff must know how to recognise indicators, preserve accurate records and report concerns immediately to the DSL or deputy. Training also covers child-on-child abuse, CCE, CSE, online harms, upskirting and the safeguarding implications of mental health concerns.

5.2 Staff Responsibilities

All staff must:

- Prioritise the welfare of children, young people, and adults at risk
- Recognise signs of abuse or neglect
- Report concerns immediately
- Maintain professional boundaries
- Follow Inspire EHC safeguarding procedures

6. Recognising Abuse

Staff must be alert to:

- Physical, emotional, sexual abuse
- Neglect
- Child criminal exploitation (CCE)
- Child sexual exploitation (CSE)
- Online abuse
- Radicalisation
- Domestic abuse
- County lines
- Fabricated or induced illness
- Child on child abuse
- Drugs/substance use/abuse
- Forced Marriage
- Female Genital Mutilation – *including personal reporting responsibility*
- Exploitation in all forms, including criminal, sexual, financial and online exploitation; CCE and CSE may involve coercion, exchange, grooming, technology, threats or violence and can affect any child.
- Child-on-child abuse, including bullying, abuse within intimate personal relationships, physical abuse, sexual violence and harassment, consensual or non-consensual sharing of nude or semi-nude images, initiation or hazing, and upskirting. Upskirting is taking a picture under a person's clothing without permission with the intention of viewing their genitals or buttocks, whether or not covered by underwear, to obtain sexual gratification or cause humiliation, distress or alarm. Concerns must never be dismissed as banter or an inevitable part of growing up.
- Mental health concerns where these may be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation. Staff must report safeguarding concerns and should not attempt to diagnose a condition.

7. Reporting Safeguarding Concerns

Any safeguarding concern, disclosure, or allegation must be reported immediately to the DSL David Robson drobson@inspireehc.co.uk

7.1 Reporting Procedure

1. Listen, reassure, and do not promise confidentiality

2. Record the concern factually using the Inspire Safeguarding Incident Form
3. Send the completed form to the Designated Safeguarding Lead (DSL)
4. DSL will assess, record, and escalate as required
5. If the DSL is unavailable, staff must not delay appropriate action: contact the relevant children's social care service or police directly and inform the DSL as soon as possible. Call 999 where a child or adult is in immediate danger. Anyone, including learners, parents, carers, contractors, visitors and members of the public, may raise a concern directly with the DSL using the contact details in section 10. Concerns may be reported verbally initially but must be recorded promptly, factually and securely. If a person believes their concern has not been acted upon, they should escalate it to the relevant safeguarding partnership, children's social care, the police or the NSPCC Whistleblowing Advice Line, as appropriate.
6. DSL liaises with:
    - LADO
    - Social care
    - Police
    - Schools or commissioning bodies

8. Allegations Against Staff

Inspire EHC follows statutory guidance when allegations are made against agency workers or staff.
This section should be read with Inspire EHC's separate Allegations Against Staff and Low-Level Concerns Procedure, where maintained. All allegations or concerns about staff, agency workers, tutors, volunteers, contractors or the DSL must be reported without delay. Concerns about the DSL must be reported to the appropriate senior person or proprietor and referred to the LADO where the harm threshold may be met. Staff must also know how to use the whistleblowing route where they cannot report internally.
We will:

- Immediately inform the LADO
- Support the child and the staff member
- Cooperate fully with investigations
- Take action to protect children during the process

9. Information Sharing & Confidentiality
We share information:

- In line with statutory guidance
- Only with those who need to know
- Securely and proportionately
- Records are stored securely in accordance with GDPR.

10. Designated Safeguarding Lead

David Robson
Designated Safeguarding Lead
Email: drobson@inspireehc.co.uk
Telephone: 01621 484677

DSL role: The DSL has lead responsibility for safeguarding and child protection, including providing advice and support; managing and making referrals; working with children's social care, the police, LADO, Channel and commissioning settings; ensuring accurate, secure records; supporting staff; overseeing training; promoting online safety; and reviewing this policy and related procedures.

Safeguarding Child Protection Policy Sept 2026

11. Review of Policy

This policy will be reviewed annually or sooner if legislation or operational needs change.

Date: 28/07/2026
Signed: David Robosn
Review by: 01/05/2027

Why safeguarding matters at Inspire EHC

At Inspire EHC, safeguarding is at the heart of everything we do. We work with children, young people, and adults at risk, so it is essential that every learner feels safe, respected, listened to, and supported. Effective safeguarding helps protect individuals from harm, abuse, neglect, and exploitation, while also creating the trusted environment they need to learn, grow, and achieve their potential.

Our commitment to safeguarding means we take proactive steps to recruit safely, train our tutors, recognise concerns early, and respond quickly and appropriately whenever a worry is raised. By placing welfare first, Inspire EHC reassures families, schools, commissioners, and learners that our provision is delivered with care, professionalism, and accountability, helping every individual access education in a safe and positive way.