



Safeguarding and Child Protection Policy

Policy Owner:	Director
Named DSL:	Carly Mason Deputy DSL: Suzanna Qamar
Date approved:	20/03/2026
Review Date:	20/03/2027
Applies to:	All staff, tutors, volunteers, learners, contractors, parents/carers and visitors

1. Policy Statement

Gateways Education and Wellbeing Limited is fully committed to safeguarding and promoting the welfare of all children and young people. We recognise that safeguarding is everyone's responsibility and that children with special educational needs (SEN) may be more vulnerable to harm. All staff have a duty to act in the best interests of the child at all times

This policy aligns with Keeping Children Safe in Education (KCSIE), local safeguarding arrangements, and Ofsted expectations.

2. Aims

To provide a safe, secure, and nurturing environment

To ensure all staff understand safeguarding responsibilities

To identify concerns early and respond appropriately

To work in partnership with parents, schools, and external agencies

3. Roles and Responsibilities

Designated Safeguarding Lead (DSL):

The Director of Gateways Education and Wellbeing Limited acts as DSL and has overall responsibility for safeguarding.

All Staff:

- Must be vigilant to signs of abuse, neglect, or harm
- Must record and report concerns immediately to the DSL
- Must follow this policy and safeguarding procedures

4. Recognising Abuse

Staff are trained to recognise signs of:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Peer-on-peer abuse

5. Reporting Concerns

Concerns must be reported immediately to the DSL

Written records are kept securely

Where appropriate, concerns are shared with the school DSL, local authority, or safeguarding partners

6. Site Security and Safeguarding

Annexe doors remain closed and secured via maglock

Access is controlled via key card only

Visitors are supervised at all times

7. Safer Working Practice

Professional boundaries are maintained

No lone working without risk assessment

Staff follow behaviour support and de-escalation strategies

8. Review

This policy is reviewed annually or in response to changes in legislation.