

## **Connex Academy Child Protection and Safeguarding Policy**

**Last updated: 1 September 2024**

**Next review: September 2025**

### **1. Introduction**

Connex Academy is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults who engage with our online training services. This policy sets out the responsibilities of all staff and tutors to ensure a safe learning environment. It works in conjunction with Connex Academy's Safer Recruitment Policy, which ensures that individuals working with children are properly vetted before employment. Connex Academy provide all their employees with their own online training, Advanced Safeguarding in Child Protection and Prevent. All employees are required to take this training on an annual basis and this course is updated on annual basis to include the latest DfE legislation and guidance.

### **2. Key Responsibilities**

- Designated Safeguarding Lead (DSL): Roisin McErlane ([dsl@connex-education.com](mailto:dsl@connex-education.com))
- All staff must comply with this policy, in addition to the safeguarding procedures of the education settings they may be supporting.
- The Safer Recruitment Policy sits alongside this policy and Section 4.5 of this Safer Recruitment Policy ensures that only suitable individuals are employed, with all staff required to undergo comprehensive pre-employment checks.

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### 3. Definition of Safeguarding

The Department for Education (DfE) defines safeguarding as the actions taken to protect children from harm and promote their welfare. This includes:

- Protecting children from maltreatment, including online
- Preventing impairment of children's health or development
- Ensuring children grow up in safe and effective care
- Taking action to enable children to have the best outcomes

The DfE's statutory guidance for schools on safeguarding and child protection is called Keeping children safe in education (KCSIE). The updated version of KCSIE was published in September 2024.

Safeguarding is everyone's responsibility, and it's not just limited to the school environment. It's important to protect children from harm and abuse both while they're in school and when they're online or nearby.

### 4. Recruitment Practices

Connex Academy ensures that all staff who work with children are recruited using safer recruitment principles. The Safer Recruitment Policy guarantees that staff are properly vetted, including enhanced DBS checks, identity verification, qualification checks, and professional references (see Section 4.5). This prevents unsuitable individuals from being employed to work with children and young people.

### 5. Recognising Abuse

Staff are trained to recognise the signs of abuse, including physical, emotional, and sexual abuse, as well as neglect. This training is refreshed regularly, as outlined in the Advanced Safeguarding, Child Protection and Prevent Connex Academy training alongside our Safer Recruitment in Education Setting training

and Safer Recruitment Policy (see Section 5). This ensures continuous professional development in safeguarding. Connex Academy have their own Safer Recruitment in Education Settings online training that all employees are required to complete on an annual basis. This training is updated on annual basis to comply with the latest guidance and legislation published by the DfE.

## 6. Reporting Concerns

Any safeguarding concerns must be reported immediately to the DSL ([dsl@connex-education.com](mailto:dsl@connex-education.com)). Connex Academy takes a zero-tolerance approach to abuse, and the Safer Recruitment Policy underpins this by ensuring only appropriate candidates are recruited.

## 7. Prevent Duty and Online Safety

In line with the Prevent Duty, Connex Academy is dedicated to protecting children from the risks of radicalization as outlined in the Advanced Safeguarding, Child Protection and Prevent training provided by Connex Academy. Our online learning platforms are carefully monitored to ensure safe learning environments. The Safer Recruitment Policy ensures all staff involved in these areas are rigorously checked (see Section 4.5).

## 8. Confidentiality and Information Sharing

Information relating to safeguarding concerns is shared on a strict need-to-know basis, in compliance with data protection laws. The Safer Recruitment Policy supports this by maintaining secure records of all recruitment checks (see Section 6).

## 9. Policy Review

This policy, along with the Safer Recruitment Policy, is reviewed annually to ensure compliance with current safeguarding legislation and best practices. The next review will take place in September 2025.

For any safeguarding concerns, contact: [dsl@connex-education.com](mailto:dsl@connex-education.com).