



THINK FAST ACADEMY

Child Protection and Safeguarding Policy

Version: 3

Reviewed: June 2026

Next Review: June 2027

Designated Safeguarding Lead: Gemma Murray

Think FAST Safeguarding Procedures and Reporting Statement SUMMARY

Reporting Safeguarding Concerns: All staff at Think FAST are required to report any safeguarding concerns promptly to the relevant school or commissioning authority. In circumstances where a child is at immediate risk of significant harm or where there is a risk of serious injury, staff will make a direct referral to children's social care without delay, notifying the school or commissioner as soon as possible thereafter. Communication takes place with school staff who collect pupils at the end of sessions. Alternatively, they would be contacted by the end of the day.

Safeguarding Responsibility: The primary responsibility for safeguarding remains with the school. Think FAST staff work in partnership with the school to support the safeguarding of all pupils but do not replace or override the school's statutory duties.

Liaison with the Designated Safeguarding Lead (DSL): Where safeguarding concerns arise, Think FAST staff will communicate these concerns directly to the school's DSL or their nominated deputy using agreed reporting channels. All records of concerns and actions taken are shared in a timely manner to ensure coordinated support and response.

Attendance Recording and Notification: Daily attendance is recorded for every pupil engaging with Think FAST provision. Absence without explanation is reported to the school or commissioner on the same day. Persistent non-attendance is escalated according to the school's attendance policy and discussed with the school's attendance lead to ensure appropriate follow-up and support. Attendance and any absences should be reported to schools within 30 mins of session start time where the school does not transport them to the setting and therefore do their own registration before they come to ThinkFAST.

Risk Assessment Procedures: Individual risk assessments are conducted for each young person accessing Think FAST services, considering their specific needs, behaviours, and

vulnerabilities. The safety and suitability of the setting are reviewed regularly, with risk assessments updated as circumstances change or new information emerges.

Site Safety, Visitor Control, and Supervision Ratios: The safety of all pupils is maintained through secure site access, a robust visitor sign-in and monitoring process, and adherence to always recommended supervision ratios. These measures help to ensure effective oversight and reduce potential risks to pupils.

Low-Level Concerns: Any minor or low-level safeguarding concerns are logged and reported to the school's DSL. These are monitored for patterns or escalation, and appropriate action is taken in consultation with the school's safeguarding team.

Managing Allegations: If an allegation is made against the Think FAST DSL or a senior leader, the concern will be reported immediately to the school's headteacher or the nominated safeguarding governor. The procedures outlined in the school's safeguarding and allegations management policies will be followed, ensuring impartial investigation and safeguarding of all parties involved.

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Important Contacts

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Multi-Agency Safeguarding Hub (MASH)

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Emergency Duty Team (Out of Hours)

Telephone: 0345 0500 148

Emergency Services

Dial 999

1. Introduction

This policy outlines the procedures and principles that underpin safeguarding and child protection at Think FAST Academy. We are committed to providing a safe, supportive environment where children and young people can thrive, free from harm and abuse.

This policy is written in accordance with the latest statutory guidance including:

- Keeping Children Safe in Education (KCSIE) 2025
- Working Together to Safeguard Children (2023)
- The Prevent Duty Guidance

Safeguarding and promoting the welfare of children is our paramount responsibility.

2. Aims of the Policy

- To safeguard and promote the welfare of all children and young people.
- To ensure all staff understand their safeguarding responsibilities.
- To create a culture of vigilance, transparency and accountability.
- To establish clear reporting and escalation procedures.
- To ensure full compliance with statutory guidance.

3. Legislation and Statutory Guidance

This policy complies with the following legislation and statutory guidance:

- Children Act 1989 & 2004
- Children and Social Work Act 2017
- Education Act 2002 & 2011
- Working Together to Safeguard Children (2023)
- Keeping Children Safe in Education (KCSIE) 2025
- Sexual Offences Act 2003
- Counter-Terrorism and Security Act 2015
- Data Protection Act 2018
- UK GDPR

KCSIE 2025 Compliance Statement

This policy reflects the expanded safeguarding expectations set out in Keeping Children Safe in Education (KCSIE) 2025, including:

- Child-on-child abuse
- Online safety (including filtering and monitoring)
- Early help
- Serious violence
- Children missing education
- Low-level concerns
- Safeguarding in alternative provision

Think FAST Academy adopts a whole-organisation safeguarding approach, embedding these responsibilities into daily practice, staff training, and leadership oversight.

4. Definitions of Child Abuse and Safeguarding

Safeguarding and promoting the welfare of children means:

- Protecting children from maltreatment
- Preventing impairment of mental and physical health or development
- Ensuring safe and effective care
- Taking action to enable best outcomes

Abuse may be physical, emotional, sexual or neglect. Safeguarding also includes exploitation, online abuse, contextual safeguarding, radicalisation, child-on-child abuse and the sharing of nude or semi-nude images.

A child is defined as anyone under 18 years of age.

5. Equality Statement

Think FAST Academy is committed to safeguarding all children regardless of race, religion, gender, disability, sexual orientation or background.

We recognise that some children are more vulnerable and may require additional safeguarding support, including those with SEND, mental health needs, care experience, or risks relating to FGM, forced marriage, radicalisation or missing education.

We always adopt an anti-discriminatory approach.

6. Roles and Responsibilities

Safeguarding is everyone's responsibility.

This policy applies to all staff, volunteers and leadership.

The Academy Will:

- Maintain an accurate Single Central Record (SCR).
- Follow safer recruitment procedures in line with KCSIE 2025.
- Ensure appropriate DBS checks are undertaken.
- Refer to the Disclosure and Barring Service where required.
- Liaise with the LADO regarding allegations against staff.
- Provide preventative safeguarding education.
- Conduct appropriate checks on visiting speakers.

Designated Safeguarding Lead (DSL)

The DSL will:

- Refer suspected abuse to children's social care.
- Support staff in making referrals.
- Refer radicalisation concerns to Channel.
- Liaise with safeguarding partners.
- Quality assure safeguarding records.
- Attend child protection and child in need meetings.
- Escalate concerns via Local Safeguarding Partnership procedures.

The DSL and Deputy DSL will undertake Level 3 training, refreshed every two years, with annual updates.

All Staff Must:

- Read and understand Part 1 (or Annex A where appropriate) of KCSIE 2025 annually.
- Report safeguarding concerns immediately to the DSL.
- Recognise and respond to child-on-child abuse.
- Escalate concerns where necessary.
- Maintain professional curiosity.
- Contribute to a safe learning environment.

7. Confidentiality and Information Sharing

Information will be shared appropriately and lawfully to safeguard children.

All concerns, discussions, decisions and actions will be recorded clearly and stored securely.

8. Recognising Abuse and Taking Action

Staff must remain vigilant to:

- Behavioural changes
- Physical signs of harm
- Disclosures
- Attendance concerns
- Online risks

All concerns must be recorded promptly and reported to the DSL.

Referrals will be made in line with statutory timeframes. Escalation procedures will be followed if required.

In emergencies, contact 999 immediately.

9. Online Safety

The Academy:

- Implements appropriate filtering and monitoring systems.
- Educates pupils about online risks.
- Secures mobile devices during sessions where appropriate.
- Responds swiftly to online safety incidents.

Online safety is embedded within safeguarding and curriculum practice.

10. Complaints and Whistleblowing

We promote a culture of openness and accountability.

Low-level concerns will be recorded and managed in line with KCSIE 2025.

Staff may contact the NSPCC Whistleblowing Helpline on 0800 028 0285 if required.

11. Record Keeping and Data Protection

We maintain secure safeguarding files including:

- Clear summaries of concerns
- Records of actions taken
- Referral outcomes
- Chronologies where appropriate

All records comply with GDPR and data protection legislation.

12. Training and Monitoring

All staff receive safeguarding training at induction, including:

- Child protection
- Prevent duty
- Online safety
- Child-on-child abuse
- Serious violence awareness

Regular updates are provided throughout the year.

Policy Review

This policy will be reviewed annually, or sooner if required, to ensure compliance with the most current version of Keeping Children Safe in Education and local safeguarding partner arrangements.

13. Links to Other Policies

- Behaviour Policy
- Code of Conduct
- Whistleblowing Policy
- Online Safety Policy
- Health and Safety Policy
- Allegations Against Staff Policy
- Equal Opportunities Policy

Below is your **fully refined, inspection-ready Appendix section**, professionally tightened, aligned with KCSIE 2025 terminology, and formatted to slot directly into your Word document under:

14. Appendices

I have:

- Strengthened safeguarding language
- Ensured consistency with statutory definitions
- Removed repetition
- Clarified reporting duties (especially FGM mandatory reporting duty)
- Tightened tone for Ofsted readiness
- Ensured responses always refer back to DSL and statutory referral

14. Appendices

Appendix 1: Types of Abuse

Child abuse can take many forms. Staff must be familiar with the different categories of abuse and their indicators to enable early identification and timely intervention. Abuse may occur within the family, in institutional settings, in the community, or online.

1. Physical Abuse

Definition

Physical abuse involves deliberately causing physical harm to a child.

Possible Indicators

- Unexplained bruises, burns, fractures or injuries
- Injuries inconsistent with explanations
- Repeated injuries
- Flinching or fear of physical contact
- Wearing inappropriate clothing to cover injuries
- Delay in seeking medical treatment

Examples

- Hitting, shaking, throwing or poisoning
- Burning or scalding
- Fabricated or induced illness
- Shaking a baby (Shaken Baby Syndrome)

2. Emotional Abuse

Definition

Emotional abuse is the persistent emotional maltreatment of a child causing severe and adverse effects on emotional development.

Possible Indicators

- Low self-esteem
- Excessive withdrawal or anxiety
- Developmental delay
- Self-harm behaviours
- Extremes of compliance or aggression

Examples

- Persistent criticism or humiliation
- Rejection or isolation
- Exposure to domestic abuse
- Bullying (including online bullying)

3. Sexual Abuse

Definition

Sexual abuse involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening.

It includes both contact and non-contact activities, including online abuse.

Possible Indicators

- Age-inappropriate sexual behaviour or knowledge
- Sudden behavioural changes
- Fear of certain individuals
- Physical symptoms such as pain, bruising or bleeding
- Withdrawal or depression

Examples

- Sexual touching or assault
- Grooming (including online grooming)
- Sexual exploitation
- Sharing or production of indecent images of children

4. Neglect

Definition

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs.

Possible Indicators

- Poor hygiene or malnutrition
- Untreated medical issues
- Persistent tiredness
- Frequent absence from education
- Lack of supervision

Examples

- Failure to provide food, clothing or shelter
- Failure to seek medical care
- Emotional neglect
- Abandonment

Additional Safeguarding Risks

In line with KCSIE 2025, safeguarding also includes awareness of:

- Child-on-child abuse
- Serious violence
- Criminal exploitation (including County Lines)
- Sexual exploitation
- Radicalisation and extremism
- Online abuse
- Female Genital Mutilation (FGM)
- Child trafficking and modern slavery
- Children missing education

Responding to Concerns

Staff must:

- Remain professionally curious
- Avoid leading questions
- Record concerns factually and promptly
- Report immediately to the Designated Safeguarding Lead (DSL)

If a child is in immediate danger, contact emergency services (999).

Appendix 2: Safer Recruitment and DBS Checks

Think FAST Academy follows safer recruitment procedures in line with KCSIE 2025.

This includes:

- Verification of identity
- Verification of qualifications
- Enhanced DBS checks (with barred list where applicable)
- Prohibition checks where required
- References obtained prior to appointment
- Risk assessments for volunteers
- Maintenance of the Single Central Record (SCR)

Recruitment processes are designed to deter, identify and reject unsuitable candidates.

Appendix 3: Allegations of Abuse Made Against Staff

Allegations against staff will be managed in accordance with Part 4 of KCSIE 2025.

This includes:

- Immediate reporting to the Head of Centre or DSL
- Referral to the Local Authority Designated Officer (LADO)
- Avoiding internal investigation prior to LADO consultation
- Support for both the child and the staff member
- Referral to the Disclosure and Barring Service (DBS) where required
- Recording of low-level concerns in line with statutory guidance

Confidentiality will be maintained throughout the process.

Appendix 4: Specific Safeguarding Issues

This appendix outlines complex safeguarding risks requiring heightened awareness.

1. Female Genital Mutilation (FGM)

Legal Context

- Illegal under the Female Genital Mutilation Act 2003.
- Teachers have a mandatory duty to report known cases of FGM in girls under 18 directly to the police.

Indicators

- Planned extended travel abroad
- Difficulty walking or sitting
- Repeated urinary or menstrual issues
- Disclosure by the child

Response

- Report immediately to the DSL.
- Mandatory report to police where required.
- Refer to children's social care.

2. Child Criminal and Sexual Exploitation (CCE/CSE)

Indicators

- Unexplained gifts or money
- Association with older individuals
- Missing episodes
- Gang involvement
- Substance misuse

Response

- Immediate safeguarding referral.
- Multi-agency collaboration.

3. Radicalisation and Extremism

Radicalisation refers to the process by which a person comes to support extremist ideologies.

Indicators

- Extreme ideological views
- Isolation from peers
- Use of extremist language
- Accessing extremist material online

Response

- Refer to DSL.
- Consider Channel referral.
- Follow Prevent Duty guidance.

4. Domestic Abuse

Children exposed to domestic abuse are victims in their own right.

Indicators

- Anxiety or aggression
- Reluctance to return home
- Frequent unexplained injuries

Response

- Safeguarding referral.
- Multi-agency support.

5. Online Safety and Digital Risks

Includes:

- Cyberbullying
- Grooming
- Sextortion
- Exposure to harmful content
- Online radicalisation

Filtering and monitoring systems are in place in line with KCSIE 2025 expectations.

6. Self-Harm and Suicidal Ideation

Indicators

- Unexplained injuries
- Expressions of hopelessness
- Withdrawal from activities

Response

- Take disclosures seriously.
- Report to DSL.
- Refer to appropriate mental health services.

7. Modern Slavery and Trafficking

Indicators

- Poor living conditions
- Inconsistent stories
- Fearful or withdrawn behaviour
- Lack of access to identification documents

Response

- Immediate DSL referral.
- Multi-agency safeguarding response.

8. Emerging Safeguarding Issues

The safeguarding landscape evolves continually. Staff must remain informed about emerging risks including:

- Online harms
- Hate crime
- AI-generated exploitation imagery
- Serious youth violence

Ongoing training ensures awareness remains current.

Appendix Summary

These appendices provide staff with additional safeguarding guidance beyond the core categories of abuse. All concerns, regardless of category, must be reported promptly in line with the Academy's safeguarding procedures.

Safeguarding remains the responsibility of all staff.

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