



Safeguarding Policy

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Principal Contact	
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External Reference Points	<ul style="list-style-type: none">• Safeguarding Vulnerable Groups Act 2006• Children Act 1989 and 2004• Prevent Duty Guidance for Higher Education (2015)• OfS Condition E6: Protection from harassment and broader safety.• UK Quality Code 2024 Principle 10: Supporting students to achieve their potential.• Working Together to Safeguard Children (2018).• Care Act 2014.• Counter-Terrorism and Security Act 2015;• DBS Code of Practice.
Summary/Description	
<p>This Safeguarding Policy provides Trafalgar Academy's framework for protecting vulnerable individuals from harm and preventing radicalisation, ensuring compliance with UK legislation and higher education requirements. It outlines procedures for identification, reporting, response, and prevention, with emphasis on training, risk assessments, and multi-agency collaboration. The policy aims to safeguard students, staff, and visitors, particularly those under 18 or at risk, supported by annual reviews and reporting to maintain effectiveness.</p>	

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1. Policy Statement

1.1 Trafalgar Academy is committed to safeguarding and promoting the welfare of children, young people, and adults at risk, in accordance with statutory duties under the Children Act 1989, Safeguarding Vulnerable Groups Act 2006, and the Prevent Duty Guidance 2015. We recognise our responsibility to protect individuals from harm, abuse, exploitation, and radicalisation, creating a safe environment where concerns are reported and addressed promptly. This policy affirms our dedication to a whole-academy approach, integrating safeguarding into all activities, with robust training, procedures, and partnerships to ensure the highest standards of protection and support. This policy protects vulnerable individuals and prevents radicalisation, covering all academy members, activities, visitors, and partnerships. It applies to on-site, online, and off-site operations, including placements and events, and integrates the statutory Prevent duty to counter terrorism risks. As a franchisee partner, it aligns with partner university standards and extends to all ages, with enhanced measures for those under 18.

2. Aims and Objectives

2.1 To ensure safety and prevent harm. Objectives include mandatory training, effective reporting mechanisms, risk management, compliance with duties, support for at-risk individuals, and fostering a vigilant community to identify and address safeguarding concerns promptly.

3. Principles

3.1 The following principles guide our approach to safeguarding, aligned with best practices in UK higher education:

3.2 Child and Adult Centred: The welfare of children and adults at risk is paramount in all decisions and actions.

3.3 Prevention and Early Intervention: We proactively identify risks and intervene early to prevent harm.

3.4 Shared Responsibility: Safeguarding is everyone's duty, with clear roles and accountability across the academy.

3.5 Confidentiality with Limits: Information is shared appropriately to protect individuals, balancing privacy with safety.

3.6 Multi-Agency Collaboration: We work with external agencies, such as local authorities and police, for effective responses.

3.7 Continuous Learning: We learn from incidents, training, and reviews to improve practices.

3.8 Inclusivity and Equity: Safeguarding considers diverse needs, including cultural, disability, and mental health factors.

3.9 Transparency and Empowerment: We empower individuals to report concerns and promote a culture of openness.

4. Definitions

- **4.1 Safeguarding:** Measures to protect the health, wellbeing, and human rights of individuals, especially children and adults at risk, from abuse, neglect, or exploitation.
- **4.2 Child:** Any person under 18 years of age.
- **4.3 Adult at Risk:** An individual aged 18 or over who has needs for care and support, is experiencing or at risk of abuse or neglect, and is unable to protect themselves.

- **4.4 Abuse:** Includes physical, emotional, sexual, financial, neglect, discriminatory, organisational, or modern slavery.
- **4.5 Prevent Duty:** Statutory requirement to prevent people from being drawn into terrorism.
- **4.6 Radicalisation:** The process by which a person comes to support terrorism or extremist ideologies.
- **4.7 Designated Safeguarding Lead (DSL):** The senior staff member responsible for overseeing safeguarding.
- **4.8 Channel:** Multi-agency programme to support individuals at risk of radicalisation.

5. Procedures

5.1 Training: Mandatory safeguarding and Prevent training for all staff and relevant students during induction and annually; role-specific for DSLs and those working with under-18s.

5.2 Reporting: Concerns reported immediately to the DSL using a confidential form; anonymous options available. DSL assesses and refers to external agencies (e.g., local safeguarding board, Channel, police) as needed.

5.3 Risk Assessments: Conducted for activities involving vulnerables (e.g., fieldwork, events); include DBS checks for relevant roles.

5.4 Response: Activate response plans for allegations, including suspension if needed; support victims and cooperate with investigations.

5.5 Under-18s: Enhanced protocols, including parental consent, supervision, and separate risk assessments.

5.6 Prevent: Monitor for radicalisation signs; promote British values; risk-assess external speakers and events.

5.7 Records: Confidential logging of concerns, actions, and outcomes; retained securely per data protection rules

5.8 Referral Template: Standard form with details of concern, evidence, and actions.

5.9 Multi-Agency Liaison: Protocols for sharing information with consent or under legal thresholds.

5.10 Examples: A student disclosing abuse triggers DSL referral to social services and internal support; signs of radicalisation (e.g., extremist views) lead to Channel assessment; a DBS check reveals concerns, preventing unsuitable hiring.

6. Responsibilities

- **6.1 All Staff, Students, and Visitors:** Be vigilant, report concerns promptly, and complete training.
- **6.2 Designated Safeguarding Lead (DSL):** Coordinate responses, maintain records, liaise with agencies, and provide advice.
- **6.3 Leadership:** Allocate resources, integrate safeguarding into governance, ensure compliance, and appoint DSLs.
- **6.4 Line Managers/Tutors:** Implement procedures in their areas, support reporting, and monitor risks.
- **6.5 Governing Body:** Oversee policy effectiveness and review reports;
- **6.6 External Partners:** Comply with academy standards in joint activities.

7. Monitoring and Review

7.1 Annual safeguarding report to the Governing Body, including case numbers, training rates, referral outcomes, and audit findings; conduct mock scenarios and staff surveys. Metrics include incident resolution times, training completion (target: 100%), and referral volumes. Policy reviewed every two years or following incidents/legislative changes, with input from staff, students, and external auditors.

8. Related Documents

- Student Support Policy
- Health and Safety Policy
- Complaints and Appeals Policy
- Data Protection Policy
- DBS Check Procedure
- Prevent Risk Assessment Guidance
- Staff Code of Conduct
- Equality, Diversity and Inclusion Policy