

Reach Support Services

Safeguarding Policy

1. Policy Statement

REACH Support Services Ltd is fully committed to safeguarding and promoting the welfare of all children and young people. We recognise our responsibility to protect children from harm and to respond appropriately to any concerns about their wellbeing. The safety and wellbeing of the children and young people we work with is our highest priority. We aim to create a safe and supportive environment through trauma-informed, child centred practice.

2. Purpose

This policy outlines our approach to safeguarding and protecting children and young people, including how we prevent, identify, and respond to safeguarding concerns. It applies to all staff, volunteers, contractors, and anyone working on behalf of REACH Support Services Ltd.

3. Legal Framework

This policy is based on and informed by the following legislation and guidance: Children's Act 1989 & 2004; Working Together to Safeguard Children (2018, updated 2023); Keeping Children Safe in Education (KCSIE, 2023); The Education Act 2002; Equality Act 2010; The Human Rights Act 1998; UK GDPR and Data Protection Act 2018

4. Definitions

Safeguarding: Protecting children from maltreatment, preventing impairment of health or development, and ensuring they grow up with safe and effective care.

Child Protection: Part of safeguarding; activities undertaken to protect children suffering, or likely to suffer, significant harm. Child: anyone under the age of 18.

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5. Designated Safeguarding Lead (DSL)

Jamie Tugby is the Designated Safeguarding Lead for REACH Support Services Ltd.

Deputy DSL: Michaela Tugby.

Responsibilities include: responding to safeguarding concerns; Liaising with external agencies; maintaining secure records and providing advice and support to staff.

6. Our Commitment

REACH Support Services Ltd will: prioritise children's safety and wellbeing in all decisions; maintain clear reporting procedures for concerns; ensure all staff are trained in safeguarding; promote a culture of openness, trust, and accountability; carry out enhanced DBS checks for all staff; maintain appropriate boundaries in all interactions; work in partnership, with schools, parents, carers, and external agencies.

7. Recognising Abuse

All staff are trained to recognise the four main categories of abuse: physical abuse, emotional abuse, sexual abuse and neglect. We also recognise additional risks such as: peer-on-peer abuse, online safety risks, mental health concerns, exposure to domestic abuse or substance misuse.

8. Reporting Concerns

All safeguarding concerns must be reported immediately to the DSL. Staff must: record factual, clear, and dated notes; share concerns without delay; avoid promises of confidentiality (explain that you may need to share concerns); follow up to ensure appropriate action is taken and if a child is in immediate danger, call 999.

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9. Confidentiality and Record-Keeping

All safeguarding information is treated with confidentiality and shared on a need-to-know basis only. Records will be: stored securely and separately from general records; dated; signed and factual and transferred safely if a child moves setting.

10. Safer Recruitment

We ensure safer recruitment by: conducting enhanced DBS checks; verifying references and qualifications; providing safeguarding induction and regular training; regular supervision and monitoring of staff.

11. Allegations Against Staff

Any allegations or concerns about a staff member's conduct must be reported immediately to the DSL. If the concern is about the DSL, contact LADO or appropriate safeguarding authority. We will follow guidance from the Local Authority Designated Officer (LADO) in such cases.

12. Training

All staff must complete safeguarding training: at induction and refreshed annually With updates on specific risks (e.g., exploitation, mental health).

13. Review and Monitoring

This policy will be reviewed annually or following any significant changes in legislation, guidance, or incidents.

Last reviewed: May 2025

Next review due: May 2026

Approved by: Jamie Tugby, DSL

Signed: