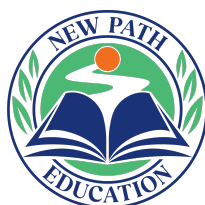




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# **New Path Education**

## Child Protection and Safeguarding Children Policy





## **Child Protection and Safeguarding Children Policy**

### **Background**

This comprehensive policy ensures that all aspects of safeguarding, including online safety, are addressed in compliance with the latest Keeping Children Safe in Education 2025 guidelines and informed by the key documents listed at the base of this document.

### **Safeguarding Policy**

Safeguarding at New Path Education is not limited to child protection but encompasses various other elements including health and safety, anti-bullying measures, and online safety. We recognise safeguarding issues such as Female Genital Mutilation (FGM), child-on-child abuse, upskirting, radicalisation (Channel programme), and the broader Prevent duty.

New Path Education is committed to ensuring the welfare of all children, young people, and vulnerable adults. Our staff and volunteers are trained to identify, respond to, and report concerns regarding neglect, physical, emotional, or sexual abuse. We uphold the following principles:

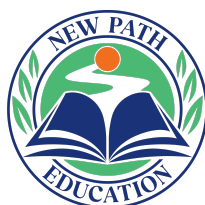
- Awareness and training: Staff and volunteers are trained to recognise signs of abuse and to follow appropriate procedures.
- Recruitment and safeguarding checks: Comprehensive DBS checks and references are part of our safer recruitment process.
- Reporting procedures: All staff have a duty to report concerns to the Designated Safeguarding Lead (DSL).

### **Arrangements and Procedures**

The DSL is responsible for overseeing safeguarding arrangements. All staff are trained in safeguarding procedures, and regular updates are provided to reflect current guidance and legislation.

### **Designated Safeguarding Lead (DSL):**

Natalie Taylor





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☎ 07833 850511  
✉ natalie@newpathed.co.uk

**Deputy Safeguarding Lead (DDSL):**

Laura Nevill  
☎ 07833 850511  
✉ laura@newpathed.co.uk

**Safer Recruitment of Staff and Volunteers**

New Path Education has a vetting and barring procedure and will not employ anyone in the provision of activities who has committed any offence listed in the document 'Convictions and Circumstances relating to employment.'

References must be obtained for all candidates before confirming an appointment, with one ideally from someone who has experience of the candidate working with children. It is essential that the referee is explicitly asked whether the candidate is suitable for the role and for working with young people. References should be obtained in writing, but notes from a phone or face-to-face conversation are acceptable.

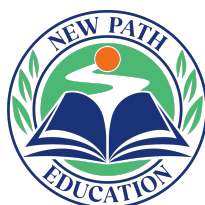
All staff and volunteers are subject to a DBS check (see below). All appointments are subject to a personal interview to explore attitudes, motivation, temperament, and personal qualities, as well as skills and experience. Candidates must provide proof of identity before appointment, and a copy must be retained on file.

All employment offers must be conditional on satisfactory references, checks, and DBS Disclosure.

If someone must start work before these are completed, a risk assessment must be undertaken, and they must be supervised by a DBS-checked member of staff while working with children and vulnerable adults.

**DBS Checks**

New Path Education operates safe recruitment practices and takes two references for all employees and associates. All staff working directly with, or having access to, children and young people are subject to enhanced DBS checks.





**New Path  
Education**  
Alternative Provision

DBS checks must be renewed every three years. It is accepted that the renewal process may take up to six months to complete, and therefore we will accept a DBS clearance certificate for up to three and a half years, after which the DBS certificate will be considered invalid.

It is a condition that all employees and volunteers at New Path Education have an ongoing obligation to promptly report any convictions, police cautions, or warnings to the Directors.

New Path Education maintains a database that records the status of DBS checks obtained for staff and volunteers.

### **Induction and Training**

New Path Education is committed to ensuring that all staff and volunteers are fully trained in safeguarding practices and understand their responsibilities. The safeguarding induction and training process is comprehensive and ongoing to maintain a high standard of care.

All new staff and volunteers will:

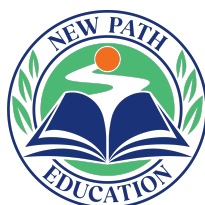
- Be given access to the safeguarding policy as part of their induction process.
- Understand and fulfil their responsibilities to safeguard young people and vulnerable adults.
- Receive safeguarding termly updates,, with refresher training every three years.
- Be adequately supervised, and their progress will be reviewed regularly.

The Designated Safeguarding Lead (DSL) will:

- Be trained to Level 3/4 safeguarding standards, with refresher training every three years.
- Undertake annual Continuous Professional Development (CPD) in safeguarding, which will be recorded in the central staff training record.

All staff and volunteers will:

- Know the signs and symptoms of abuse and how to respond to a young person who discloses abuse.
- Understand the steps to take if they have concerns about an individual's welfare.
- Attend a safeguarding induction, ideally on their first day but no later than their first week, followed by mandatory safeguarding training within the first three months.
- Complete the 'Workshop to Raise Awareness of Prevent' (WRAP) training, available online.





**New Path  
Education**  
Alternative Provision

Annual CPD training will be delivered by the DSL and recorded, with additional refresher training every three years. Staff will be updated on policy changes through emails, meetings, or other communications, and the DSL will be available for guidance on safeguarding matters.

Parents and carers will be informed of New Path Education's safeguarding responsibilities, ensuring transparency and collaboration in the protection of children and young people.

### **General Safeguarding Responsibilities and Training**

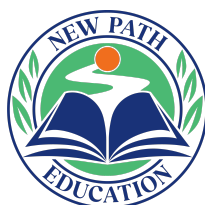
At New Path Education, all staff are responsible for recognising and reporting concerns. As part of their safeguarding training, staff will be made aware of the signs, symptoms, and response protocols for each of these issues. The DSL will provide regular safeguarding updates to ensure that staff are fully equipped to handle these safeguarding topics. In all cases, concerns must be reported following New Path Education's internal safeguarding procedures, with a focus on ensuring the safety and well-being of the child.

### **Female Genital Mutilation (FGM)**

Female Genital Mutilation (FGM) is illegal in the UK under the Female Genital Mutilation Act (2003) and is considered a form of child abuse and gender-based violence. Staff at New Path Education are trained to recognise potential indicators of FGM, such as girls discussing a special procedure or event, or returning from extended holidays in areas where FGM is prevalent. All professionals have a legal duty to report known cases of FGM in girls under 18 to the police. If staff suspect that a student is at risk of or has undergone FGM, they must immediately inform the Designated Safeguarding Lead (DSL) and follow the appropriate reporting procedures. Preventive measures, such as educating families and young people about the risks and illegality of FGM, will also be taken where necessary, and relevant external agencies will be engaged to support the safeguarding process.

### **Upskirting**

Upskirting, defined as taking a photograph or video under someone's clothing without their consent for sexual gratification or to cause humiliation, is illegal under the Voyeurism (Offences) Act 2019 and is treated as a form of sexual harassment. Staff at New Path Education are trained to recognise the signs of upskirting and understand that any incident involving this behaviour is a serious safeguarding concern. If upskirting is suspected or reported, staff must immediately inform the DSL, who will ensure the matter is handled





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Education**  
Alternative Provision

sensitively, with appropriate support provided to the victim and disciplinary action taken against the perpetrator. The incident will also be reported to the police where necessary. New Path Education takes a zero-tolerance approach to upskirting and promotes awareness among students regarding the legal and personal consequences of such behaviour.

### **Channel Programme and Prevent Duty**

New Path Education follows the government's Prevent strategy, which aims to safeguard individuals from being drawn into extremism or terrorism. The Channel programme provides support to those identified as being at risk of radicalisation. Staff are trained to recognise signs of radicalisation, such as significant changes in behaviour, withdrawal, expressing extremist views, or glorifying violence. If staff suspect that a student is at risk of radicalisation, they are required to report their concerns to the DSL, who will assess the situation and, if necessary, refer the individual to the local Channel panel. Prevent training is provided to all staff as part of their safeguarding responsibilities to ensure they are aware of their duty to protect young people from extremism and know how to respond appropriately. This policy supports our commitment to upholding the Prevent duty and ensuring a safe and inclusive environment for all students.

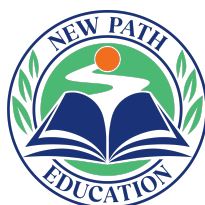
### **Early Help**

New Path Education recognises the importance of Early Help in safeguarding children and young people. Early Help is the process of identifying emerging needs and providing targeted support at the earliest opportunity, before concerns escalate into more serious safeguarding issues. All staff and volunteers are expected to remain alert to signs that a learner or family may benefit from additional support, such as changes in behaviour, attendance issues, emotional wellbeing concerns, or difficulties at home.

Where such needs are identified, staff must share concerns promptly with the Designated Safeguarding Lead (DSL). The DSL will work in partnership with the learner, their family, and external agencies (such as health, education, and social care) to coordinate appropriate support. By intervening early, New Path Education aims to reduce risk, build resilience, and promote positive outcomes for children and young people.

### **Mental Health and Safeguarding**

New Path Education recognises the close relationship between mental health and safeguarding. Staff are trained to identify signs of mental ill health that may indicate a safeguarding concern, such as anxiety, self-harm, eating disorders, or emotional distress.





**New Path  
Education**  
Alternative Provision

As set out in *Keeping Children Safe in Education (KCSIE) 2025*, safeguarding and promoting the welfare of children includes preventing the impairment of children's mental and physical health or development.

Mental health concerns do not always indicate abuse, but they may be a symptom of underlying issues. Staff should discuss concerns with the DSL, who will consider appropriate support, Early Help, or referral to external agencies.

### **Good Working Practice**

New Path Education maintains a friendly, relaxed atmosphere. However, staff should always conduct themselves to avoid compromising situations and to protect themselves against false allegations of abuse.

- Physical contact with young people should be avoided and only when critical for ensuring safety.
- Isolated situations with children should be avoided where possible.

### Definitions of Child Abuse

All employees of New Path Education must recognise and accept that children have a fundamental right to be protected from harm. In upholding this fundamental right, we recognise that there are four definitions of child abuse, including neglect, as defined in Chapter 4 of the London Child Protection Procedures (<http://www.londonscb.gov.uk/>) and as précised in this policy below. The four categories of child abuse are as follows:

### **Neglect**

The persistent neglect of a child or the failure to protect a child from exposure to any kind of danger including cold, lack of food, or failure to carry out important aspects of care, resulting in significant impairment of the child's health or development including non-organic failure to thrive.

### **Physical**





**New Path  
Education**  
Alternative Provision

Actual or likely physical injury to a child or a failure to prevent physical injury (or suffering) to a child including deliberate poisoning, suffocation, or Munchausen Syndrome by proxy.

### **Emotional**

Actual or likely severe adverse effect on the emotional and behavioural development of a child caused by persistent or severe emotional ill treatment (this category also includes bullying).

### **Sexual**

Actual or likely sexual exploitation of a child, including exposure to sexually explicit material, sexual harassment, as well as all forms of physical sexual contact.

### **Other types of abuse**

#### **Child Criminal Exploitation (CCE) and Child Sexual Exploitation (CSE)**

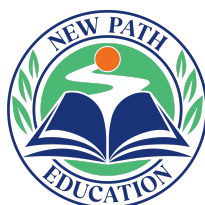
New Path Education recognises that children and young people in Alternative Provision may be at increased risk of exploitation. Staff and volunteers must remain vigilant to the signs of Child Criminal Exploitation (CCE) and Child Sexual Exploitation (CSE) and take immediate safeguarding action where concerns arise.

#### **Child Criminal Exploitation (CCE)**

CCE occurs when a child or young person is manipulated, coerced, or forced into criminal activity for the benefit of others. This can include:

- County Lines drug trafficking
- Shoplifting or theft under pressure
- Carrying or storing weapons
- Money laundering or financial exploitation

Children exploited in this way may believe they are making choices but are in fact victims of abuse.





## **Child Sexual Exploitation (CSE)**

CSE is a form of child sexual abuse where a child or young person is groomed, manipulated, or coerced into sexual activity. This often occurs in exchange for things such as attention, affection, money, drugs, alcohol, or gifts. Exploitation may occur online or in person.

CSE always involves a power imbalance, with the perpetrator exploiting the child's vulnerability. Victims may not recognise that they are being abused.

## **Child-on-Child Abuse repeated from above**

New Path Education recognises that abuse can be perpetrated not only by adults but also by children and young people. This is referred to as child-on-child abuse (or peer-on-peer abuse). We are committed to creating an environment where such concerns are taken seriously, reported promptly, and addressed in line with safeguarding procedures.

### Forms of Child-on-Child Abuse

Child-on-child abuse can take many forms, including but not limited to:

- Bullying (including cyberbullying and prejudice-based bullying)
- Physical abuse (hitting, kicking, shaking, biting, hair pulling, etc.)
- Sexual violence and sexual harassment (in person or online)
- Upskirting (a criminal offence in the UK)
- Initiation/hazing-type violence and rituals
- Abuse in intimate relationships between peers

### Recognising Child-on-Child Abuse

Staff should be alert to:

- Unexplained injuries or frequent reports of "accidents"
- Sudden withdrawal, anxiety, or changes in behaviour
- Reluctance to attend sessions or engage with peers
- Reports of intimidation, threats, or humiliation
- Sexualised behaviour that is inappropriate for age or stage of development





## **Additional Information**

Child abuse is often difficult to recognise unless the child makes a disclosure. Injuries may not be conclusive. There must always be concern if the parent or carer shows no anxiety about the child's condition or coldly blames the child. Suspicion is raised when:

1. There is a delay in seeking treatment.
2. Inadequate explanations are given, or the child has injuries of different ages, or there is a history of injury.
3. There is evidence of a failure to thrive.

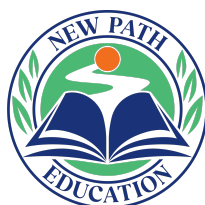
## **Recognising Child Abuse**

Recognising the signs of child abuse is a first step in protecting children. Below are some signs, though not exhaustive, which may give rise for concern:

- Unexplained bruising, injuries, burns, or illnesses
- Changes in behaviour/character (e.g., becoming very withdrawn)
- Sexually explicit language, behaviour, or mode of dress
- Being left outside the home for long periods of time without food or drink
- Showing uncharacteristic aggressive behaviour
- Showing unexpected fear of an adult
- Refusing to attend school, or other school-related issues
- Low self-esteem
- Depression and/or self-harm, which may lead to suicide
- Developmental delay – mentally, physically, or emotionally
- Reluctance to go home
- Reluctance to disclose personal details i.e., contact details
- Too much money or many new possessions

It's important to remember that changes in behaviour or other signs may not necessarily mean a child is being abused. There could be other issues such as bullying or domestic problems. It is not your responsibility to decide if it is abuse – it is your responsibility to act on concerns.

## **Responding to Concerns**





If a child discloses abuse:

- Listen carefully and take them seriously.
- Reassure the child without making promises.
- Report immediately to the DSL, without pressing the child for more information.
- Record the disclosure accurately and follow procedures for reporting.
- Receive
- Take seriously whatever the child tells you.
- • Just listen and be supportive.
- • Do not ask detailed or leading questions or press the child for more information than they want to give you; instead, ask, 'Do you want to tell me more?'

Report to the DSL as soon as possible. Be very careful that you have not led the child in any way, as this can have legal implications.

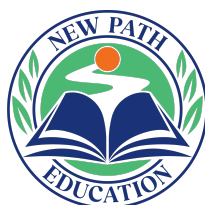
Reassure

- Reassure the child that it is not their fault.
- Do not make judgments or say anything about the alleged abuser.
- Do not promise to keep secrets. Be honest about your own position, and if possible, name the person you will talk to about this matter.
- Do not ask the child to repeat the disclosure to anyone else.
- Do not display shock or disapproval when the child is making the disclosure.
- Keep the child informed of any action you are going to take.

Respond

- Inform the Directors as soon as possible.
- Make a written record of everything as soon as possible. The record must state exactly what the child said, with no additions or assumptions. Sign and date the record and give it to the designated person who must keep it in a secure, locked place.
- Do not destroy any evidence.
- Initial disclosure, even if retracted, may still be referred to.
- Take care of yourself – ensure you have the opportunity to discuss your feelings (in confidence) with a fellow professional.

### **Suspicion of Abuse or Inappropriate Behaviour**





**New Path  
Education**  
Alternative Provision

If any member of staff suspects abuse or inappropriate behaviour towards a child by anyone (including New Path Education staff), they must report their concerns to the DSL. The DSL will investigate and record all facts concerning the incident and decide upon appropriate action.

In the case of suspected abuse while a child is in the care of New Path Education, the following details will be recorded:

- The child's name, address, sex, date of birth
- Parent(s) or guardian(s) names and contact point
- The name of the staff member making the referral
- Details of the incident or allegation, action taken (including dates and times)

Staff involved are advised to keep an independent record of this information. The DSL will inform the relevant Local Authorities Children's Social Care Services. It may be necessary to suspend, without prejudice, any New Path Education staff member against whom an allegation is made until further investigation takes place. In cases of a child disclosing information about their welfare or safety (including abuse), staff should report this to the DSL. New Path Education staff should explain to the young person that they are unable to maintain confidentiality.

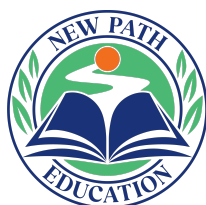
### **Whistleblowing Procedures**

All staff should be aware of their duty to raise concerns about the management of child protection, including the attitude or actions of colleagues. Any concerns for a child's welfare arising from suspected abuse or harassment by a member of staff or volunteer should be reported to the DSL immediately.

### **Responding to Allegations or Suspicions against staff**

It is not the responsibility of any staff member or volunteer to determine whether abuse has taken place. However, all concerns must be acted upon and reported immediately to the DSL or, where appropriate, to statutory authorities.

New Path Education will support and protect anyone who raises concerns in good faith.





**New Path  
Education**  
Alternative Provision

## **Investigations**

Allegations against staff may lead to:

The outcome of police or child protection investigations may inform disciplinary decisions.

- Receiving a Disclosure
- When a child discloses information:
- Listen carefully and take factual notes.
- Do not give personal opinions or make promises.
- Report immediately to the DSL in line with safeguarding procedures.
- Do not share information with anyone else.

## **Reporting Concerns**

Poor practice: If concerns relate to poor practice, they will be managed as a misconduct issue by the Directors.

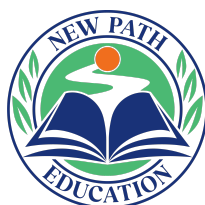
Suspected abuse: Allegations of abuse by staff or volunteers must be reported to the DSL, who will refer the case to the Local Authority Designated Officer (LADO) and, if necessary, involve the police.

If advised by the Local Authority Designated Officer (LADO), New Path Education will make a referral to the Disclosure and Barring Service (DBS) and/or the Teaching Regulation Agency (Teachers' Services) to consider potential prohibition from teaching.

If the DSL is the subject of the allegation, concerns must be reported directly to a Director or Social Services.

## **Confidentiality**

Information must be shared on a strict need-to-know basis (DSL, parents, social care, police, person making the report). Records will be stored securely using New Path Education's safeguarding system and in line with data protection law.





**New Path  
Education**  
Alternative Provision

## **Internal Actions**

The DSL and Directors may decide to suspend staff or volunteers pending investigation. The Disciplinary Committee will determine next steps, always prioritising the welfare of the child.

## **Support**

Support will be offered to children, families, and staff affected by abuse, including access to external counselling or helplines. Support will also be considered for those subject to allegations.

## **Historical Allegations**

Any allegations of past abuse will be taken seriously and reported to social services or the police, as other children may still be at risk. Individuals with previous convictions for offences against children are barred from working with them.

## **Online Safety and E-Safety**

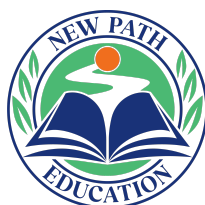
New Path Education recognises the importance of online safety and the responsibility to protect young people when using digital technologies. Staff are trained to monitor digital activity and support young people in using the internet safely, responsibly, and respectfully.

### **E-Safety**

We understand the requirement to ensure that young people are able to use the internet and related technologies appropriately and safely. This forms part of our wider duty of care to ensure that young people are safe and protected from potential harm, both within and outside New Path Education.

New Path Education uses **Securus Software**, a specialist safeguarding, monitoring, and filtering system, to help protect students online. This system monitors digital activity across the network, alerts staff to potential safeguarding concerns, and filters inappropriate or harmful content to support a safe learning environment.

Staff will be made aware of the 2025 guidance on online harms, including disinformation, misinformation, and conspiracy theories, and will:





- Have an up-to-date awareness of online safety matters and of the New Path Education Online Safety Policy and practices.
- Report any suspected misuse or safeguarding concern to the directors for investigation and appropriate action.
- Ensure that all digital communications with students, parents, and carers are conducted professionally and through approved channels.
- Support young people in understanding and following the Online Safety Policy and Acceptable Use Policies.
- Monitor the use of digital technologies, mobile devices, cameras, and online platforms during planned sessions and other activities.
- Use the Securus monitoring and filtering system to support the identification of safeguarding risks and ensure harmful or inappropriate material is blocked or flagged.
- Guide young people to websites that have been checked and deemed suitable for their use and ensure that procedures are in place to respond to unsuitable material encountered during internet searches.

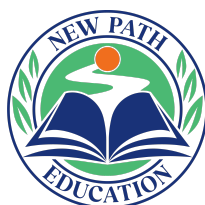
Staff will also remain aware of the potential for serious safeguarding and child protection issues to arise from online activity, including:

- Sharing of personal data
- Access to illegal or inappropriate materials
- Inappropriate online contact with adults or strangers
- Potential or actual incidents of grooming
- Online bullying or harassment

Inform young people about the importance of reporting abuse, misuse, or access to inappropriate materials and know how to do so.

### **Online Risks (KCSIE 2025)**

New Path Education recognises the four key areas of online risk:





**New Path  
Education**  
Alternative Provision

- **Content:** Being exposed to illegal, inappropriate, or harmful content, such as pornography, fake news, or extremist material.
- **Contact:** Being subjected to harmful online interaction with other users, including cyberbullying or exploitation.
- **Conduct:** Engaging in online behaviour that increases the likelihood of, or causes, harm — for example, sharing personal data or posting harmful content.
- **Commerce:** Being exposed to risks such as online gambling, inappropriate advertising, phishing, or financial scams.

Our E-Safety approach includes education, monitoring, and support to reduce these risks and help learners build digital resilience.

### **E-Learning and Online Delivery**

E-safety will be embedded into all teaching and learning so that learners know how to stay safe online. All learners will receive a safeguarding induction at the beginning of each course providing information on safeguarding processes for the project. The email or personal website addresses of children or vulnerable adults should not be disclosed by staff under any circumstances and are not to be used to make contact with those individuals except for approved professional purposes.

### **Filtering and Monitoring**

We recognise that access to technology is an essential part of learning but also brings safeguarding risks. As a provider of education to children and young people, we have a duty to ensure that all devices and online activity are monitored and filtered appropriately in line with statutory guidance, including Keeping Children Safe in Education.

New Path Education uses a combination of network-level filtering and specialist safeguarding monitoring to ensure that online activity is appropriately managed and that potential safeguarding risks are identified and addressed promptly.

### **Monitoring System**

Our setting uses BT Business Content Controls, a safety feature available to BT Business Broadband customers, to manage and filter access to digital content across our network. This system enables us to block or restrict access to harmful or inappropriate websites for all users connected to the organisation's Wi-Fi network.





**New Path  
Education**  
Alternative Provision

The BT Business Content Controls are configured with customised restrictions to support our safeguarding responsibilities. These settings are managed through the BT Business Hub Manager to ensure consistent filtering across all connected devices.

In addition to network filtering, New Path Education uses **Securus Software**, a specialist safeguarding monitoring system used widely in education settings. This system monitors digital activity and provides alerts where language, behaviour, or activity may indicate potential safeguarding concerns, allowing staff to respond quickly and appropriately.

### **Review of Monitoring**

Access restrictions, filtering settings, and monitoring systems are regularly reviewed by staff with safeguarding responsibilities to ensure they remain effective, proportionate, and appropriate.

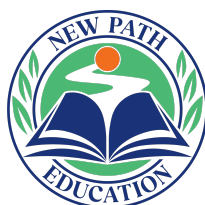
Where the monitoring system identifies attempts to access blocked or harmful content, or where patterns of concern are detected—such as repeated attempts to bypass filtering or access unsuitable material—these are reviewed and acted upon promptly.

Records of monitoring reviews and any follow-up actions are stored securely and retained only for as long as necessary in line with safeguarding and data protection requirements.

### **Escalation of Concerns**

Where online activity indicates a potential risk of harm to a child or young person, concerns will be managed in accordance with our safeguarding procedures. This may include:

- Speaking with the learner to understand the context of the activity
- Informing parents or carers where appropriate
- Recording the concern through internal safeguarding procedures
- Making a referral to children's social care or other relevant agencies if required





**New Path  
Education**  
Alternative Provision

## **Compliance and Review**

Our filtering and monitoring arrangements form part of our wider safeguarding approach and are designed to meet the expectations set out in Keeping Children Safe in Education and relevant digital safeguarding guidance.

This system and related procedures will be reviewed annually, or sooner if technology changes or statutory guidance is updated. New Path Education is committed to ensuring that the educational benefits of digital technology are balanced with robust safeguarding measures that protect all children and young people in our care.

## **Roles and Responsibilities**

The Online Safety Lead (OSL) is responsible for reviewing monitoring data and acting on any concerns.

The OSL will ensure that filtering systems are maintained and effective.

All staff are trained to recognise and respond to any safeguarding concerns that arise from online activity.

We review our filtering and monitoring provision regularly to ensure it remains effective and in line with the latest guidance and technological developments.

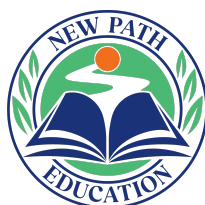
Online Safety Lead (OSL): Laura Nevill

Phone number: 07833 850511

Email: [laura@newpathed.co.uk](mailto:laura@newpathed.co.uk)

## **Epidemic or Pandemic**

In situations, for example caused by Coronavirus (COVID-19), New Path Education will follow government guidelines, understanding that these guidelines are subject to change. Unless classified as an essential service, New Path Education will remain closed until instructed otherwise, to ensure that staff, volunteers, and young people remain safe. If staff or





**New Path  
Education**  
Alternative Provision

volunteers were working remotely during an outbreak, as experienced with COVID-19, they will:

- Continue to process and store personal information in line with our Data Protection policies.
- Not use personal devices to communicate with young people, store personal information on personal devices, or download and use apps on work or personal devices (phones/laptops/ tablet computers) without express authorisation from senior staff.

In the case of blended delivery, New Path Education will ensure that government advice in relation to COVID-19 safety is followed and that the appropriate signage, hygiene and cleaning protocols, and social distancing measures are adhered to.

## **Prevent**

The Government published the Prevent Strategy in 2010, raising awareness of the need to safeguard young people from extremism and radicalisation. At New Path Education, we understand that our Prevent policy is to keep young people safe and within the law. Staff will respond to suspicions by making a referral to the relevant borough's Prevent Duty.

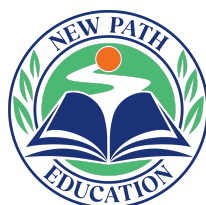
Our Health & Safety policy, set out in a separate document, reflects the consideration we give to the protection of young people both physically within New Path Education, including internet use and Prevent, as well as during off-site activities.

## **Health & Safety**

We follow strict health and safety policies to ensure a safe environment for young people.

Emergency procedures, including evacuation and fire safety, are detailed in our Health & Safety policy.

## **Evacuation**





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Education**  
Alternative Provision

New Path Education's evacuation procedure is outlined in detail in our Health and Safety and Fire Safety policy documents, which are available on request.

Safeguarding Lead

Designated Safeguarding Lead (DSL): Natalie Taylor

◦ Telephone: 07833 850511

◦ Email: [natalie@newpathed.co.uk](mailto:natalie@newpathed.co.uk)

### **Specific Safeguarding Issues (KCSIE 2025 Compliance Section)**

New Path Education recognises that safeguarding concerns can take many forms. Staff must be aware of the following specific safeguarding issues, understand the indicators, and know how to respond in line with this policy.

All concerns must be reported to the Designated Safeguarding Lead (DSL) immediately.

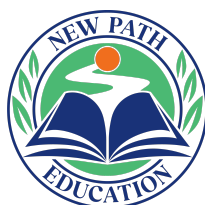
#### **Mental Health**

We recognise that mental health problems can be an indicator of abuse, neglect, or exploitation.

Staff will:

- Be alert to signs such as anxiety, self-harm, depression, or withdrawal
- Understand that mental health concerns may require safeguarding action
- Report concerns to the DSL, who will consider Early Help or specialist referral

#### **Child Abduction & Community Safety Incidents**





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Education**  
Alternative Provision

Child abduction and community safety incidents (including suspicious approaches or exploitation risks) are taken seriously.

Staff must:

- Report concerns immediately to the DSL
- Support awareness through education and preventative guidance

### **Children in the Court System**

We recognise that children involved in the court system may be vulnerable.

The DSL will:

- Liaise with relevant professionals
- Ensure appropriate support is in place

### **Children Missing from Education (CME)**

Children missing education are at increased risk of harm.

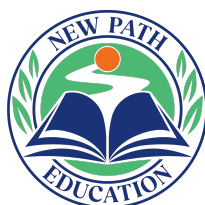
New Path will:

- Monitor attendance closely
- Report concerns in line with local authority procedures
- Work with agencies to safeguard affected learners

### **Children with Family Members in Prison**

These children may face emotional and safeguarding challenges.

Staff will:





- Be sensitive to stigma and emotional impact
- Report concerns and offer appropriate support

### **Child Criminal Exploitation (CCE)**

CCE occurs when children are manipulated into criminal activity.

Indicators include:

- Unexplained money or possessions
- Association with gangs
- Missing episodes

All concerns must be reported to the DSL.

### **Child Sexual Exploitation (CSE)**

CSE is a form of abuse involving coercion or manipulation into sexual activity.

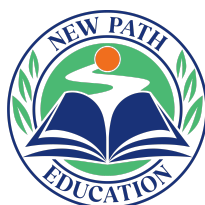
Staff must be alert to:

- Grooming behaviours
- Sudden behavioural changes
- Unexplained gifts or relationships

### **County Lines / Drug & Substance Misuse**

County lines involves criminal exploitation linked to drug distribution.

Staff should be aware of:





- Frequent travel
- Possession of multiple phones
- Links to gangs

Substance misuse may also indicate safeguarding concerns.

### **Serious Violence**

Indicators may include:

- Increased aggression
- Carrying weapons
- Association with violent groups

Concerns must be escalated immediately.

### **Domestic Abuse**

Exposure to domestic abuse can significantly impact children.

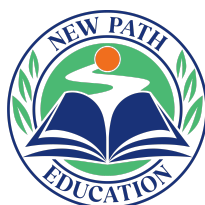
Staff will:

- Recognise signs such as anxiety, fear, or behavioural change
- Report concerns to the DSL

### **Homelessness**

Being homeless or at risk of homelessness increases vulnerability.

The DSL will:





- Work with housing services and external agencies
- Provide appropriate safeguarding support

### **So-called 'Honour-Based' Abuse (HBA)**

Includes:

- Female Genital Mutilation (FGM)
- Forced marriage
- FGM (Mandatory Reporting Duty)

FGM is illegal and a form of abuse.

All staff must:

- Report known cases of FGM in under 18s directly to the police
- Inform the DSL immediately

Failure to report is a disciplinary matter.

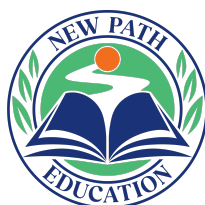
### **Forced Marriage**

Forced marriage is illegal.

Indicators may include:

- Sudden travel plans abroad
- Withdrawal from education

Concerns must be reported to the DSL immediately.





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Alternative Provision

## **Preventing Radicalisation**

Radicalisation refers to the process by which individuals are drawn into extremism.

Staff must:

- Be aware of signs such as extremist views or isolation
- Report concerns to the DSL

## **The Prevent Duty & Channel Programme**

New Path complies with the Prevent Duty.

The DSL will:

- Make referrals to the Channel programme where appropriate
- Work with external partners to support individuals at risk

## **Sexual Harassment & Sexual Violence**

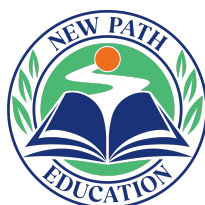
We recognise sexual violence and harassment can occur between children.

This includes:

- Sexual comments
- Assault
- Online harassment

All incidents will:

- Be taken seriously
- Be recorded and risk assessed
- Be managed in line with safeguarding procedures





## **Child-on-Child Abuse**

Includes:

- Bullying
- Physical abuse
- Sexual violence
- Online abuse

We maintain a zero-tolerance approach.

## **Vulnerable Groups (Including SEND)**

Some children may be more vulnerable due to:

- Special Educational Needs and Disabilities (SEND)
- Mental health needs
- Social or economic factors

We ensure:

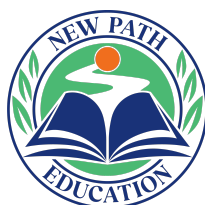
- Equal protection
- Additional support where needed

## **Private Fostering**

Private fostering occurs when a child lives with someone who is not a close relative for 28+ days.

Staff must report any such arrangement to the DSL

## **Looked After & Previously Looked After Children**





**New Path  
Education**  
Alternative Provision

These children may have additional safeguarding needs.

The DSL will:

- Work with local authorities and carers
- Ensure appropriate support is in place

### **Work Experience**

We ensure safeguarding during work placements by:

- Risk assessing placements
- Ensuring appropriate supervision
- Confirming safeguarding arrangements with providers

### **Children Staying with Host Families**

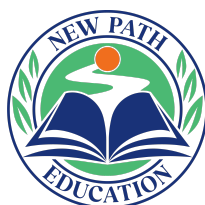
Where applicable, safeguarding checks will be carried out on host families.

### **Cybercrime & Online Safety**

We recognise risks including:

- Grooming
- Cyberbullying
- Exposure to harmful content
- Cybercrime activity

We use:





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Education**  
Alternative Provision

- Filtering and monitoring systems
- Education and staff training

## **Modern Slavery & National Referral Mechanism (NRM)**

Modern slavery includes trafficking and exploitation.

Staff must:

- Be alert to indicators such as control, fear, or exploitation
- Report concerns to the DSL

The DSL may refer cases to the National Referral Mechanism (NRM)

## **Key documents that underpin New Path Education safeguarding policies and procedures**

Keeping Children Safe in Education (KCSiE)

• Publisher: Department for Education (DfE)

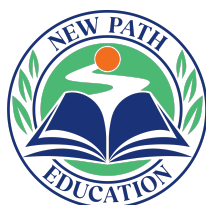
• Latest Version: September 2025

• Description: This statutory guidance outlines the responsibilities of schools and colleges to safeguard and promote the welfare of children. It includes guidance on recognising abuse, handling disclosures, safer recruitment practices, and working with multi-agency safeguarding partners.

Working Together to Safeguard Children

• Publisher: HM Government

• Latest Version: Updated February 2019





**New Path  
Education**  
Alternative Provision

- Description: This statutory guidance applies to all organisations and agencies that work with children. It outlines how agencies should work together to protect children and details the roles and responsibilities of professionals in safeguarding.

The Children Act 1989 and 2004

- Publisher: HM Government

- Description: These Acts form the legislative framework for child protection in the UK. The 1989 Act sets out the duties of local authorities and the 2004 Act introduces key reforms to child protection services, focusing on children's welfare and rights.

- Description of Content: These Acts highlight the duty of care that organisations have to protect children from harm and to work together with local authorities.

The Education Act 2002

- Publisher: HM Government

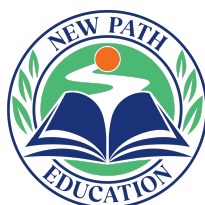
- Description: Section 175 of this Act places a duty on schools and local education authorities to ensure that their functions are exercised with a view to safeguarding and promoting the welfare of children. This Act also mandates that all schools have arrangements in place for child protection.

The Prevent Duty (Counter-Terrorism and Security Act 2015)

- Publisher: HM Government

- Description: The Prevent Duty is part of the government's strategy to prevent individuals from being drawn into terrorism. The duty applies to a range of organisations, including schools, and requires them to have due regard to the need to prevent people from being radicalised.

The Female Genital Mutilation Act 2003





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Education**  
Alternative Provision

- Publisher: HM Government

- Description: This Act makes it illegal to perform FGM in the UK or assist someone in carrying out FGM abroad. It includes mandatory reporting for professionals, who must report known cases of FGM in under-18s directly to the police.

### What to Do if You're Worried a Child is Being Abused

- Publisher: Department for Education (DfE)

- Latest Version: Updated March 2015

- Description: This advice is for practitioners and explains how to recognise the signs of abuse, what actions to take if they suspect abuse, and how to refer concerns to children's social care.

### Disqualification Under the Childcare Act 2006

- Publisher: Department for Education (DfE)

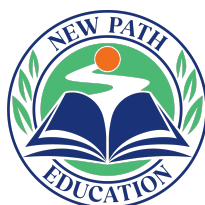
- Latest Version: Updated August 2018

- Description: This statutory guidance sets out the criteria under which an individual is disqualified from providing childcare, including convictions and cautions for certain offences. Schools and early years providers are required to comply with this guidance.

### Safeguarding Vulnerable Groups Act 2006

- Publisher: HM Government

- Description: This Act provides the framework for the vetting and barring scheme, which ensures that individuals working with children and vulnerable adults are suitably checked





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Education**  
Alternative Provision

(DBS checks) and monitored.

The Sexual Offences Act 2003

- Publisher: HM Government

- Description: This Act covers a range of offences, including child sexual abuse and exploitation. It criminalises activities such as grooming and defines the legal responsibilities of organisations working with children to protect them from sexual abuse.

The Voyeurism (Offences) Act 2019

- Publisher: HM Government

- Description: This Act criminalises upskirting (taking photos under someone's clothing without their consent). It's important for safeguarding policies to recognise this as a form of abuse and ensure that it is addressed.

Multi-Agency Statutory Guidance on Female Genital Mutilation (2016)

- Publisher: HM Government

- Description: This statutory guidance explains the responsibilities of professionals in various sectors, including education, to protect girls at risk of FGM and to report cases where FGM has been carried out

Child Sexual Exploitation: Definition and a Guide for Practitioners (2017)

- Publisher: Department for Education (DfE)

- Description: This non-statutory guidance helps professionals working with children to recognise and respond to child sexual exploitation (CSE). It explains what CSE is and provides advice on how to support and protect victims.





**New Path  
Education**  
Alternative Provision

Approved: September 2025

Updated: March 2026

