

Evolution Education

Safeguarding & Child Protection Policy (2026–2027)

1. Policy Statement

Evolution Education is committed to safeguarding and promoting the welfare of all children and young people. Safeguarding is a fundamental responsibility of all adults working within the provision and is central to our culture, daily practice, and decision-making.

This policy is fully aligned with the following statutory guidance and frameworks:

- Keeping Children Safe in Education (KCSIE) 2025
- Working Together to Safeguard Children (2024)
- Ofsted Alternative Provision Inspection Framework (2025)
- DfE Alternative Provision Guidance (2025)
- Education Act 2002 (Section 175)
- Equality Act 2010

Safeguarding at Evolution Education is proactive, preventative, and embedded into everyday practice. All staff, volunteers, contractors, and visitors share responsibility for safeguarding and must act immediately on any concern relating to a child's welfare.

2. Safeguarding Leadership and Accountability

Evolution Education operates a **hybrid safeguarding model**, consistent with statutory expectations for Alternative Provision.

Operational Safeguarding – Evolution Education

Designated Safeguarding Lead (DSL):

Eugene Dwaah – Chief Executive Officer

Deputy Designated Safeguarding Leads (DDSLs):

- Lloyd – Centre Manager
- Amy – Admin Lead (DSL trained)
- Sacha – DSL trained
- Lorelle – DSL trained

Evolution Education is responsible for **day-to-day safeguarding operations**, including:

- Identifying and responding to safeguarding concerns
- Recording and reviewing concerns
- Risk management and supervision
- Liaison with parents and carers
- Communication with parent schools and the local authority
- Implementing safeguarding decisions and control measures

Governance and Oversight – Mayesbrook Park School

For KS4 Alternative Provision placements, Mayesbrook Park School provides:

- Safeguarding oversight and accountability
- Policy audit and assurance
- Governance challenge and support

Local Authority Oversight – LBBD

The Local Authority monitors safeguarding effectiveness through:

- AP quality assurance visits
- Safeguarding audits
- Review of DSL training and practice

Parent School Responsibility

For all dual-rolled pupils, the parent school retains responsibility for:

- Statutory safeguarding oversight
- Attendance monitoring
- SEND and EHCP compliance
- Reintegration and placement decisions

3. Aims of This Policy

This policy ensures that Evolution Education:

- Maintains a safe and secure learning environment
- Protects children from abuse, neglect, exploitation, and harm
- Identifies safeguarding concerns at the earliest possible stage
- Responds promptly, proportionately, and appropriately
- Works effectively with families, schools, and external agencies
- Meets all statutory safeguarding duties for Alternative Provision

4. Scope

This policy applies to:

- All staff and volunteers
- Contractors and visitors
- Partner organisations
- All students attending Evolution Education, including KS3, KS4, Flexi Learning, Virtual Learning, off-site activities, and remote learning where applicable

5. Key Safeguarding Principles

- Safeguarding is everyone's responsibility
- Safeguarding is effective when it is consistently understood and applied
- All concerns, however small, must be recorded
- Students are taught how to keep themselves safe
- Leaders challenge unsafe practice
- Reasonable adjustments are made for SEND and SEMH needs
- Discriminatory or harmful behaviour is not tolerated

6. Types of Harm and Abuse

Staff are trained to recognise indicators of:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Peer-on-peer abuse, including sexual violence and harassment
- Criminal exploitation and county lines
- Child sexual exploitation
- Online abuse and grooming
- Bullying and cyberbullying
- Domestic abuse
- Self-harm and suicidal ideation
- Radicalisation and extremism (Prevent Duty)
- Honour-based abuse, including FGM

Safeguarding includes harm that occurs **outside of the provision**, including contextual and community-based risks.

7. Safeguarding Procedures

7.1 Responding to a Disclosure

All staff **must**:

- Listen calmly and without judgement
- Reassure the child without promising confidentiality
- Record the concern accurately and promptly on Bromcom
- Inform the DSL or DDSL immediately

7.2 Reporting a Concern

- All safeguarding concerns must be logged on Bromcom
- DSL or DDSL review takes place **the same working day**
- Parent schools are informed **the same day**
- Immediate escalation occurs where risk is significant

7.3 Escalation and Referral

- DSL escalates concerns to the parent school DSL
- Parent school DSL determines referral to MASH
- Evolution Education cooperates fully with all investigations and multi-agency processes

8. Safer Recruitment

Evolution Education follows KCSIE (2025) safer recruitment requirements, including:

- Enhanced DBS checks with barred list checks
- Identity and right-to-work verification
- Employment history and reference checks
- Maintenance and audit of the Single Central Record

9. Staff Training

All staff receive:

- Safeguarding induction prior to working with students
- Annual KCSIE updates
- Prevent Duty training
- Online safety and cyber-safeguarding training

Training compliance is monitored, recorded, and audited.

10. Site Safety, Risk Management and Communication of Risk

Informing Young People of Expectations and Risk

Evolution Education ensures all young people are informed of behavioural expectations, safeguarding arrangements, and relevant risks in an age-appropriate and accessible manner.

Students are **not provided with technical risk assessment documents**. Risks are communicated through:

- Structured induction on entry
- Verbal briefings and reminders from staff
- Clear expectations explained before activities
- Visual signage and environmental prompts
- Ongoing reinforcement through mentoring and daily routines

Fire safety procedures, evacuation routes, and assembly points are explained during induction and reinforced regularly.

Evidence is maintained through induction records, behaviour logs, mentoring notes, and incident records.

11. Multi-Agency Working

Evolution Education works collaboratively with:

- Parent schools
- Mayesbrook Park School
- LBBD safeguarding teams
- CAMHS and Early Help services
- Social Care and Police

All referrals, actions, and outcomes are recorded and reviewed.

12. Online Safety

- Student online activity is supervised
- Mobile phones are restricted in line with policy
- Online safety incidents are logged and escalated
- Staff receive regular cyber-safeguarding training

13. SEND, SEMH and Reasonable Adjustments

Safeguarding practice reflects the needs of students with SEND and SEMH, including:

- Key workers and mentoring support
- Emotional regulation strategies
- Modified supervision and search procedures where appropriate
- Enhanced communication with families and schools

All reasonable adjustments are documented, reviewed, and monitored.

14. Complaints and Safeguarding Concerns

Safeguarding concerns are **not managed through the complaints process**.

Immediate safeguarding concerns must be reported directly to the DSL.

Safeguarding-related complaints are escalated appropriately to:

- Parent schools
- Mayesbrook Park School
- LBBD

15. Monitoring and Review

- This policy is reviewed annually
- Audited through governance and local authority oversight
- Reviewed following safeguarding incidents or changes in statutory guidance

Last Reviewed: January 2026

Next Review Due: January 2027

16. Approval

Approved by:

Eugene Dwaah

Chief Executive Officer & Designated Safeguarding Lead

Evolution Education