



Academy XP

Safeguarding & Child Protection Policy

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1. Introduction

Academy XP recognises its statutory duty to safeguard and promote the welfare of all learners in its care. This Safeguarding & Child Protection Policy has been developed in accordance with the statutory guidance set out in *Keeping Children Safe in Education* (Department for Education, updated September 2025) and *Working Together to Safeguard Children* (HM Government). It reflects the responsibilities imposed by the Children Acts 1989 and 2004, and relevant equality and human rights legislation that places the welfare of the child at the centre of all safeguarding practice.

Academy XP is committed to providing a secure, safe and nurturing online learning environment where learners are protected from harm and supported to achieve their full potential. Our approach is proactive, preventative and responsive, underpinned by robust systems, trained staff and clear processes. Safeguarding and child protection are core to Academy XP's culture and are embedded across all aspects of our provision.

This policy applies to all staff, volunteers, contractors and anyone with access to Academy XP learners, whether in live lessons, asynchronous interactions, communications, or any other digital environment.

2. Principles and Definitions

Academy XP recognises that safeguarding is defined as protecting children from maltreatment, preventing impairment of children's health or development, ensuring children grow up in circumstances consistent with the provision of safe and effective care, and taking action to enable all children to have the best outcomes. This definition reflects the statutory guidance in *Working Together to Safeguard Children* and *KCSIE* and applies equally to online contexts.

The welfare of the learner is paramount. All adults within Academy XP, including temporary staff and volunteers, share a responsibility to safeguard children and must act with professional curiosity when concerns arise. This policy is to be read alongside other relevant policies including Online Safety & Acceptable Use, Behaviour, Anti-Bullying, Data Protection, and Staff Code of Conduct.

3. Safeguarding Culture and Accountability

Academy XP fosters a safeguarding culture characterised by shared values of respect, inclusion and vigilance. Leaders ensure that safeguarding is integral to the ethos, curriculum, pastoral support and operational procedures of the organisation. Safeguarding arrangements are subject to regular leadership review and quality assurance. Senior leaders, including the Designated Safeguarding Lead (DSL), oversee the implementation, training, monitoring and review of all safeguarding practice.

Every member of staff understands that safeguarding responsibilities are not optional. Staff receive induction and ongoing training that equips them to recognise indicators of

abuse, neglect, exploitation, online harms and other wellbeing concerns, and to respond in line with this policy.

4. Roles and Responsibilities

The Designated Safeguarding Lead (DSL) holds strategic oversight for safeguarding and child protection, ensuring that all concerns are recorded, assessed and escalated appropriately. The DSL supports staff in fulfilling their responsibilities, liaises with external agencies (including local authority children's services, health and police), and ensures that records are managed securely and confidentially.

All staff members have a responsibility to identify children who may require early help or protection, and to act on concerns immediately in accordance with Academy XP procedures. Learners and families are provided with clear information about reporting routes for concerns relating to safety and wellbeing.

5. Recognising Harm and Indicators of Abuse

Academy XP recognises that learners may be subject to harm both within and outside of the provision. Abuse can take many forms: physical, emotional, sexual, neglect, exploitation, radicalisation, online harms, bullying and other forms of maltreatment. Academy XP staff are trained to recognise indicators of harm, to consider contextual factors, and to respond appropriately.

The DSL ensures that all staff are aware of risk factors associated with online learning such as cyberbullying, unsafe contact, exposure to harmful content and conduct risks, and that these are considered alongside offline risks. Academy XP adopts an "it could happen here" approach, acknowledging that safeguarding issues can arise in any context.

6. Reporting and Responding to Concerns

Any staff member who suspects or receives a disclosure of harm must notify the DSL immediately. Concerns are logged on the Academy XP safeguarding system the same day and clearly documented with factual detail. The DSL takes responsibility for assessing risk, determining next steps, and initiating appropriate action, which may include contacting local authority children's services, the police, or initiating early help support.

Academy XP works collaboratively with multi-agency partners to protect learners and will share information appropriately to safeguard a child, always explaining this to the family unless doing so would place the learner at additional risk.

7. Online and Remote Safeguarding

Academy XP's online learning model presents specific safeguarding considerations. Live lessons are delivered via Google Meet, recorded and retained securely to support

safeguarding review, accountability and quality assurance. Chat logs and electronic records are similarly archived in accordance with the Online Safety & Acceptable Use Policy.

Staff actively supervise live interactions and are trained to identify indicators of distress, risk or inappropriate conduct in online forums. Procedures for reporting concerns that arise during or after sessions are clearly communicated to staff, learners and parents/carers.

Academy XP recognises that personal devices and home networks are outside its control; however, expectations of conduct and reporting mechanisms apply equally regardless of the device used.

8. Specific Safeguarding Issues

Academy XP ensures that staff understand how to respond to specific safeguarding concerns including, but not limited to, child sexual exploitation, domestic abuse, fabricated or induced illness, female genital mutilation, gang involvement, mental health issues, peer-on-peer abuse, and radicalisation. Appropriate guidance, resources and referral pathways are provided as part of staff training and safeguarding resources.

Staff understand that online harms such as cyberbullying, sexting, grooming and exposure to harmful or extremist content are taken as seriously as offline harms, and that allegations or disclosures involving online platforms are subject to the same reporting and escalation expectations.

9. Confidentiality and Information Sharing

Academy XP recognises the importance of confidentiality in safeguarding matters, while acknowledging that safeguarding and promoting the welfare of children always overrides concerns about privacy. Personal information is shared on a need-to-know basis with relevant agencies and professionals in accordance with *Working Together to Safeguard Children* and data protection legislation. Appropriate consent is sought where possible; however, information may be shared without consent if a child is at risk of harm.

10. Training and Induction

All staff, including new and temporary personnel, receive safeguarding induction training that includes child protection procedures, signs of harm, reporting mechanisms and online safety issues. Academy XP provides regular updates, safeguarding briefings and role-specific training to ensure that staff are aware of current guidance and responsibilities. The DSL undertakes advanced safeguarding training and maintains oversight of the wider safeguarding training programme.

11. Safer Recruitment and Allegations Against Staff

Academy XP follows safer recruitment practices to ensure that staff appointed to work with learners are appropriate and vetted. These procedures include enhanced background checks, identity verification, reference checks and verification of qualifications. Allegations concerning the behaviour of any adult working with learners are managed in line with statutory guidance and internal procedures for managing allegations, ensuring that learners are safeguarded and that due process is followed.

12. Record Retention, Review and Audit

All safeguarding records are managed confidentially, stored securely, and reviewed regularly by the DSL and senior leaders. Records of concerns, referrals, meetings, actions and reviews form part of Academy XP's quality assurance and governance processes. Patterns and trends are analysed to inform policy review, training needs and improvements to practice.

13. Governance and Leadership Oversight

Board/CEO leadership and senior leaders maintain strategic oversight of safeguarding arrangements. Governance includes evaluation of safeguarding data, audit of practice, staff training compliance and review of safeguarding policies. Leadership ensures that safeguarding arrangements meet statutory requirements and best practice expectations.

13. Policy Review

This Safeguarding & Child Protection Policy is reviewed at least annually and whenever there are changes to statutory guidance, organisational structure, delivery platforms or safeguarding best practice. Reviews ensure that the policy remains compliant, effective and tailored to Academy XP's online context.

Key References

This policy is implemented with regard to:

- *Keeping Children Safe in Education* (DfE statutory guidance, effective September 2025)
- *Working Together to Safeguard Children* (HM Government)
- Relevant education and child protection legislation

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