

Cultural Fusion Safeguarding Policy

Approved by: Owen Thomas & Karen Thomas

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Important Contacts

Role/Organization	Name	Contact Details
Designated Safeguarding Lead (DSL)	Owen Thomas	owen@culturalfusion.co.uk / 07897773998
Deputy DSL	Karen Thoms	Karen@culturalfusion.co.uk /
Channel Helpline	-	020 7340 7264

1. Aims

Cultural Fusion is committed to:

- Acting promptly to safeguard and promote the welfare of learners.

- Ensuring staff awareness of statutory safeguarding responsibilities.
 - Properly training staff to recognize and report safeguarding issues.
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2. Legislation and Statutory Guidance

This policy aligns with the Department for Education’s *Keeping Children Safe in Education* (2021) and *Working Together to Safeguard Children* (2018), as well as relevant legislative acts, including the Children Act 1989, the Education Act 2002, and the Counter-Terrorism and Security Act 2015.

3. Definitions

- **Safeguarding:** Protecting children from abuse, ensuring safe care, and enabling best outcomes.
 - **Child Protection:** Activities to prevent children from suffering or likely to suffer harm.
 - **Abuse:** Inflicting harm or failing to prevent harm; forms include physical, emotional, sexual, and neglect.
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4. Equality Statement

Cultural Fusion prioritizes anti-discriminatory practices, ensuring protection for all children, particularly those who may face additional barriers to safety due to SEN, disability, or vulnerable home situations.

5. Roles and Responsibilities

Role	Responsibilities
All Staff	Review safeguarding guidance annually; understand and adhere to reporting procedures.
Designated Safeguarding Lead (DSL)	Leads safeguarding initiatives, ensures staff support, liaises with agencies, and monitors cases.
Directors	Ensure safeguarding policies are in place, staff are trained, and serve as case managers for allegations against staff.

6. Confidentiality

Cultural Fusion’s Privacy Policy governs data sharing, emphasizing the necessity of timely information sharing to promote child welfare. Information should be shared only for

safeguarding, and confidentiality must be maintained except when disclosure is essential to child safety.

7. Recognizing Abuse and Taking Action

All staff must act if there is a risk of harm. Key actions include:

- **Immediate Danger:** Refer to local social care or police.
 - **Disclosure by a Child:** Listen calmly, don't promise confidentiality, and refer to the DSL immediately.
 - **Specific Safeguarding Issues:** For issues like FGM, forced marriage, and extremism, follow local protocols and refer to the DSL for guidance.
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8. Online Safety and Mobile Technology

Cultural Fusion is committed to educating learners on responsible digital behavior and enforcing strict policies regarding mobile technology and internet safety. Key measures include:

- **Content Filtering:** Robust filtering systems.
 - **Education:** Training for students and staff on online safety and appropriate use of mobile technology.
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9. Notifying Parents or Carers

Parents or carers will be informed of concerns unless doing so increases the child's risk. Information is shared following consultation with relevant agencies.

10. Learners with Special Educational Needs, Disabilities, or Health Issues

Special provisions are in place to safeguard learners with SEN or disabilities, acknowledging the additional barriers they may face in recognizing or reporting abuse.

11. Learners with a Social Worker

Staff will collaborate with social workers to support children with a history of adversity or trauma, prioritizing their safety and educational outcomes.

12. Looked-After and Previously Looked-After Children

The DSL and appointed teacher, Alec Dean, oversee the welfare of looked-after children, ensuring staff are informed of their specific needs and collaborating with social services.

13. Complaints and Concerns About Provision Safeguarding Policies

Cultural Fusion maintains clear procedures for addressing complaints:

- **Against Staff:** Handled in line with child protection policies.
 - **Whistle-Blowing:** Staff are encouraged to report concerns confidentially, with support as outlined in the whistle-blowing policy.
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14. Record-Keeping

Safeguarding concerns must be documented, including detailed accounts of any actions taken. Records are securely stored and accessible only by the DSL or designated staff, in accordance with data protection laws.

15. Training

All staff undergo safeguarding training on induction, including:

- **Annual Refresher:** Focused on updates in safeguarding, Prevent awareness, and online safety.
 - **DSL and Deputy Training:** Biennial child protection training, with ongoing updates.
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16. Monitoring Arrangements

Annual reviews of safeguarding policies and procedures are conducted by the Directors to ensure compliance and effectiveness.

17. Links with Other Policies

This safeguarding policy intersects with policies on:

- Behaviour and anti-bullying
- Staff conduct
- Health and safety

- Whistle-blowing
 - Privacy notices
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Appendices

- **Appendix 1:** Types of Abuse
- **Appendix 2:** Safer Recruitment and DBS Checks
- **Appendix 3:** Allegations of Abuse Against Staff
- **Appendix 4:** Specific Safeguarding Issues (e.g., child exploitation, domestic abuse, FGM, forced marriage, and preventing radicalization)

Each appendix provides comprehensive guidance on procedures, prevention strategies, and agency collaboration.

This policy ensures Cultural Fusion is committed to safeguarding, transparency, and continuous improvement in protecting learner welfare.