



# **StrongRootzProject Child Protection and Safeguarding Policy**

**Policy Date:** September 2025

**Next Review Date:** September 2026

## **1. Introduction**

**StrongRootzProject** is committed to safeguarding and promoting the welfare of all children and young people we work with. This policy applies to all staff, mentors, volunteers, and contractors.

Safeguarding is everyone's responsibility. All children, regardless of age, ability, culture, race, gender, language, religion, or sexual identity, have the right to be protected from harm. This policy reflects the guidance in **Keeping**

# **Children Safe in Education (KCSIE 2025)**

and the

# **Ofsted Education Inspection Framework.**

## **2. Policy Objectives**

- Protect children from abuse, neglect, and exploitation.
- Ensure all staff understand their safeguarding responsibilities.
- Create a safe, supportive environment for children and young people.
- Respond appropriately to any safeguarding concerns.
- Comply with legislation, statutory guidance, and Ofsted requirements.

## **3. Scope**

This policy applies to:

- All KS2, KS3, and KS4 students engaged with StrongRootzProject.
- All staff, mentors, volunteers, and contractors.
- All activities, both on-site and off-site.

## **4. Legal and Guidance Framework**

This policy reflects the following legislation and guidance:

- Children Act 1989 & 2004
- Working Together to Safeguard Children 2018
- Keeping Children Safe in Education (KCSIE 2025)
- Children and Social Work Act 2017
- Education Inspection Framework (Ofsted, 2019)
- Data Protection Act 2018 & UK GDPR
- Prevent Duty Guidance (Counter-Terrorism and Security Act 2015)

## **5. Definitions**

- **Safeguarding:** Protecting children from maltreatment, preventing impairment of health and development, ensuring safe environments, and taking action to enable them to grow and thrive.
- **Child Protection:** Specific measures to protect

children suffering, or likely to suffer, significant harm.

- **Abuse:** Includes physical, emotional, sexual abuse, neglect, and exploitation.

## **6. Roles and Responsibilities**

### **6.1 Safeguarding Lead**

StrongRootzProject has a **Safeguarding Lead** responsible

for coordinating all safeguarding matters:

- Acting as the point of contact for any concerns about a child.
- Referring concerns to local authority children's social care or other statutory agencies.
- Maintaining detailed safeguarding records.
- Supporting staff and mentors in understanding safeguarding responsibilities.

**Safeguarding Lead Name:** James Johnston

**Contact Information:** 07982760339

**enquiries.strongrootzproject@gmail.com**

## **6.2 Staff and Mentor Responsibilities**

All staff and volunteers must:

- Understand and follow this policy.

- Report any safeguarding concerns immediately to the Safeguarding Lead.
- Maintain professional boundaries with children.
- Complete mandatory safeguarding training.

## **6.3 Management Responsibilities**

The management team will:

- Ensure this policy is implemented and reviewed annually.
- Support the Safeguarding Lead in fulfilling their duties.
- Ensure safer recruitment practices are followed.

## **7. Safer Recruitment**

All staff, mentors, and volunteers undergo:

- DBS (Disclosure & Barring Service) checks.
- Identity and reference verification.
- Induction training on safeguarding and child

protection.

Safer recruitment follows KCSIE 2025 guidance.

## **8. Recognising and Responding to Abuse**

Staff must be alert to signs of:

- **Physical abuse:** Unexplained injuries, bruising, burns.

- **Emotional abuse:** Low self-esteem, withdrawal, anxiety.

- **Sexual abuse:** Inappropriate sexual behaviour, online grooming.

- **Neglect:** Poor hygiene, malnutrition, persistent absence.

- **Exploitation:** Criminal activity, county lines, radicalisation.

### **8.1 Reporting Procedure**

1. Record the concern clearly and factually.
2. Inform the **Safeguarding Lead** immediately.

3. The Safeguarding Lead will decide on next steps, including referral to Children's Social Care or other statutory agencies.

4. Maintain confidentiality; share information only with those who need to know.

### **Emergency Contacts:**

- Children's Social Care: [Insert Local Authority Contact]

- Police (emergency): 999

- NSPCC Helpline: 0808 800 5000

### **9. Online Safety**

- Staff and mentors must adhere to the service's **ICT and Online Safety Policy**.

- Children receive guidance on safe online behaviour.

- All devices, platforms, and communications comply with safeguarding standards.

### **10. Behaviour and Anti-Bullying**

- Positive behaviour strategies are promoted.

- Bullying (physical, verbal, cyber) is taken seriously and recorded.
- All incidents are investigated promptly with appropriate action taken.

## **11. Confidentiality and Information Sharing**

- Children's safety is paramount; information may be shared with statutory agencies.
- Staff must maintain confidentiality but are obligated to share safeguarding concerns.
- Records are stored securely in line with GDPR requirements.

## **12. Training and Awareness**

- All staff and mentors complete safeguarding induction and annual refresher training.
- The Safeguarding Lead completes advanced safeguarding training and keeps up to date with

changes in guidance.

- Staff are aware of local safeguarding procedures and contacts.

## **13. Whistleblowing**

- Staff can report concerns about colleagues' behaviour confidentially.
- Concerns about poor practice or misconduct will be investigated according to service procedures.

## **14. Monitoring and Review**

- This policy is reviewed annually or sooner if legislation or guidance changes.
- **Next review date: September 2026**
- Staff and mentors will be informed of any amendments.

## **15. Related Policies**

- Behaviour Policy
- Online Safety Policy
- Recruitment and Selection Policy
- Health and Safety Policy

**Policy Approved**  
**By:** J Johnston, Founder & Director.

**Date:** September 2025