

Working Alone with Young People Policy

At Stride 360, we prioritise the safety and wellbeing of both staff and students. The **Working Alone with Young People Policy** ensures that appropriate safeguarding measures are in place to protect young people and staff in situations. As we provide mentoring, our staff are often working alone with young people. This policy aligns with our commitment to safeguarding and ensures that all interactions are transparent, respectful, and safe.

Aims

- To protect young people from harm and ensure that interactions with staff are safe and appropriate.
- To protect staff by outlining clear procedures and expectations when working alone with young people.
- To maintain a culture of openness and transparency, where staff are supported and guided in maintaining professional boundaries.
- To ensure that Stride meets its safeguarding obligations by reducing risks associated with one-to-one working arrangements.

Principles

- **Safeguarding First:** The welfare of young people is paramount, and all staff must take steps to ensure that any one-to-one working situation is conducted safely.
- **Transparency:** All one-to-one meetings with young people must be conducted in a way that ensures transparency, and wherever possible, such meetings should be visible or audible to others.
- **Professional Boundaries:** Staff must always maintain professional boundaries and avoid situations where their behaviour may be misunderstood or called into question.

Definition

Working alone refers to any situation where a staff member is with a young person in a private space without another adult present.

Roles and Responsibilities

- **Staff:** All staff members must follow the guidelines outlined in this policy when working alone with young people. They are responsible for ensuring that their conduct remains professional, transparent, and aligned with safeguarding principles.
- **Designated Safeguarding Lead (DSL):** Monitors and oversees any concerns or incidents related to working alone with young people. The DSL is responsible for ensuring that staff are trained in safeguarding best practices.

Safeguarding and Reporting Concerns

- If a staff member feels uncomfortable in a one-to-one situation, or if a student discloses information that raises safeguarding concerns, the staff member must report the incident to the DSL immediately.

- Any inappropriate behaviour or boundary concerns during one-to-one interactions will be investigated thoroughly in line with the Stride's **Safeguarding and Child Protection Policy**.

Training

- All staff will receive training on working alone with young people, including strategies for maintaining professional boundaries and handling disclosures.
- Regular updates will be provided as part of the ongoing safeguarding training programme.

Links to Other Policies

This policy should be read in conjunction with:

- **Safeguarding and Child Protection Policy**
- **Staff Code of Conduct**
- **Whistleblowing Policy**

Legislation and Statutory Requirements

This policy complies with the relevant statutory guidance, including:

- **Keeping Children Safe in Education 2023**
- **Working Together to Safeguard Children 2018**
- **The Children Act 1989**

This policy was adopted by: Stride 360	Date: 25/10/24
To be reviewed: 25/10/26	Written by: Simone Lyons