



Safeguarding Policy

Date: 10/02/2025

Version: 1

1. Introduction

Liberation Learning is committed to safeguarding and promoting the welfare of all children and vulnerable adults (referred to as "learners" in this policy) who engage with our services, including at-home tutoring. We recognise that safeguarding is everyone's responsibility, and we strive to create a safe and supportive learning environment for all. This policy applies to all employees, tutors, contractors, volunteers, and anyone else working on behalf of Liberation Learning.

2. Principles

- The welfare of the learner is paramount.
- All learners have the right to be safe and protected from harm.
- All safeguarding concerns will be taken seriously and acted upon promptly.
- We will work in partnership with parents/guardians, learners, and relevant agencies to ensure learners' safety and well-being.
- We will promote a culture of openness and transparency in relation to safeguarding.

3. Policy Aims

- To provide a framework for safeguarding learners from abuse, neglect, and other forms of harm.
- To ensure all staff are aware of their safeguarding responsibilities and receive appropriate training.
- To establish clear procedures for reporting and responding to safeguarding concerns.
- To promote the well-being of learners through a safe and supportive learning environment.

4. Definitions

Child: Anyone under the age of 18.

Vulnerable Adult: An individual aged 18 or over who is or may need community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or to protect him or herself against significant harm or exploitation.

Abuse: Includes physical, emotional, sexual abuse, neglect, and financial abuse.

Harm: Any physical, emotional, or psychological injury or damage.

Designated Safeguarding Lead (DSL): **Angela Taghizadeh** the person responsible for overseeing all safeguarding matters within Liberation Learning.

Deputy Designated Safeguarding Lead (DDSL): **[Name and Contact Details]** Supports the DSL and acts in their absence.

5. Recruitment & Training

- All staff will undergo appropriate background checks (e.g., DBS checks) before commencing employment.
- All staff will receive mandatory safeguarding training, including:
 - Recognising signs and symptoms of abuse and neglect.
 - Understanding their responsibilities under this policy.
 - Reporting procedures for safeguarding concerns.
 - Confidentiality and information sharing.
- Refresher training will be provided regularly.

6. Reporting Procedures

- Any staff member who has a concern about a learner's welfare must report it immediately to the DSL or DDSL.
- The DSL/DDSL will assess the information and take appropriate action, which may include:
 - Recording the concern in writing.
 - Discussing the concern with the learner and/or their parents/guardians.
 - Consulting with relevant agencies (e.g., social services, police).
 - Making a referral to the local authority's children's or adult's social care services.

- All reports will be treated confidentially, except where there is a legal obligation to disclose information (e.g., to protect a child from significant harm). Any staff member who has a concern about a learner's welfare must report it immediately to the DSL or DDSL.
- The DSL/DDSL will assess the information and take appropriate action, which may include:
 - Recording the concern in writing.
 - Discussing the concern with the learner and/or their parents/guardians.
 - Consulting with relevant agencies (e.g., social services, police).
 - Making a referral to the local authority's children's or adult's social care services.
- All reports will be treated confidentially, except where there is a legal obligation to disclose information (e.g., to protect a child from significant harm).

7. Confidentiality & Information Sharing

- Information about learners will be kept confidential and shared only on a need-to-know basis.
- We will comply with data protection legislation (GDPR) when handling personal information.
- We will only share information with other agencies with the consent of the learner and/or their parents/guardians, unless there is a legal obligation to do so.

8. Online Safety

- We recognise the importance of online safety and will provide guidance to learners and staff on how to stay safe online.
- We will have appropriate measures in place to prevent and respond to online abuse, including:
 - Acceptable use policies for online communication.
 - Monitoring of online activity where appropriate.
 - Procedures for reporting online abuse.

9. Allegations Against Staff

- Any allegation of abuse or misconduct against a staff member will be taken seriously and investigated thoroughly.
- We will follow appropriate disciplinary procedures in cases where allegations are substantiated.
- We will cooperate fully with any investigations by external agencies.

10. Policy Review

This policy will be reviewed and updated annually or more frequently as required by legislation or best practice.

11. Contact Information

Designated Safeguarding Lead (DSL): Angela Taghizadeh, 07595230499

Deputy Designated Safeguarding Lead (DDSL): [\[Name and Contact Details\]](#)

Local Authority Children's Social Care: [\[Contact Details\]](#)

Local Authority Adult Social Care: [\[Contact Details\]](#)

NSPCC Helpline: 0808 800 5000

Childline: 0800 1111