



# Child Protection and Safeguarding Policy

**Future Human School**

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## **Policy Statement**

At Future Human School, the safety, dignity, and wellbeing of all students is our highest priority. This policy provides clear guidance for staff on protecting students from harm, identifying risks, and responding appropriately to safeguarding concerns.

We believe every young person has the right to feel safe, supported, and respected—at all times.

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## **Aims**

- To create a safe and supportive learning environment for all students
  - To equip staff with clear procedures and responsibilities around safeguarding
  - To promote a culture of trust, vigilance, and accountability
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## **Scope**

This policy applies to all staff, facilitators, volunteers, and visitors working with students at Future Human Project.

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## Key Definitions

- **Child Abuse:** Physical, emotional, or sexual abuse, as well as neglect.
  - **Safeguarding:** Protecting young people from harm while supporting their overall wellbeing and development.
  - **DSL (Designated Safeguarding Lead):** The staff member responsible for managing all safeguarding matters.
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## Roles & Responsibilities

### All Staff

- Know and follow this policy
- Stay alert to any signs of harm or distress
- Report any concerns immediately to the DSL

### Designated Safeguarding Lead (DSL)

- Oversee all safeguarding practices at the school
  - Maintain secure, confidential records of concerns and actions
  - Liaise with families, staff, and outside agencies when necessary
  - Provide training and guidance to staff
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## Signs of Concern

Staff must be alert to indicators such as:

- Unexplained injuries or recurring patterns of harm
- Sudden changes in behaviour, mood, or engagement

- Withdrawal, fear, or reluctance to go home
  - Disclosures of harm or unsafe situations
  - Poor hygiene, malnutrition, or unusual absence
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## **Safeguarding Procedure**

### **Step 1: Recognise**

Stay attentive to emotional, behavioural, or physical signs that may suggest a problem.

### **Step 2: Respond**

If a student shares a concern:

- Stay calm and listen actively
- Reassure them they've done the right thing
- Don't ask leading questions or make promises you can't keep

### **Step 3: Report**

- Record the concern using the Safeguarding Incident Form
- Report directly to the DSL as soon as possible

### **Step 4: Record**

- All records must be factual, dated, and securely stored
  - Only the DSL and relevant authorities should access this information
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## **Preventative Measures**

- **Staff Training:** All staff complete annual safeguarding training
- **Safe Recruitment:** All team members are background-checked and referenced

- **Open Culture:** We encourage open communication, and students are regularly reminded who they can talk to if something feels wrong
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## Confidentiality & Information Sharing

Safeguarding information is shared strictly on a **need-to-know basis** and only in the best interests of the child. All records are stored securely and handled with sensitivity.

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## Allegations Against Staff or Volunteers

- All allegations must be reported to the DSL immediately
  - The DSL will investigate or escalate to relevant authorities where needed
  - Staff may be suspended during investigation depending on the situation
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## Policy Review

This policy is reviewed annually by school leadership and updated as needed, or sooner if there are changes in legal requirements or best practice guidelines.

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## Instructions for Staff

- **Know the Policy:** All staff must be familiar with this document
  - **Be Proactive:** Watch for signs of harm or distress
  - **Follow the Process:** If you're unsure, speak to the DSL
  - **Work Together:** Create a culture of openness, care, and safety
  - **Be a Role Model:** Students learn as much from how we act as what we say
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## Contact Information

- **Designated Safeguarding Lead (DSL):** Jak Boston
- **Deputy DSL:** Randy Reyes