



EDUCATION MY LIFE MATTERS

Safeguarding Statement

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Education My Life Matters (EMLM) is committed to safeguarding and promoting the welfare of children within its family of schools. It expects all staff and volunteers to share this commitment.

Safeguarding and promoting the welfare of children is defined for the purposes of this policy statement as:

Protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes.

Children include everyone under the age of 18.

Where a child is suffering significant harm, or is likely to do so, action should be taken to protect that child. Such action might be taken under Section 47 and Section 44 of the Children Act 1989. Action should also be taken to promote the welfare of a child in need of additional support, even if they are not suffering harm or are at immediate risk. Such action might be taken under Section 17 of the Children Act 1989.

Underlying Principles

EMLM believes that all staff have a moral and statutory responsibility for safeguarding and promoting the welfare of all pupils and that everyone who works at EMLM with our young people must share this commitment.

- EMLM recognises that safeguarding risks continue to evolve, including those linked to online safety, artificial intelligence (AI), deepfakes, exploitation, harmful online influences, serious violence, misogyny, coercive behaviours and extra-familial harm
- All staff are expected to maintain professional curiosity, exercise vigilance and adopt a culture of "it could happen here" at all times
- EMLM is committed to creating inclusive, safe and anti-discriminatory environments where all young people feel heard, protected and supported
- Safeguarding practice across EMLM is proactive rather than reactive, with early identification, intervention and multi-agency working central to protecting our young people and promoting welfare
- All staff must follow the agreed model child protection policy and all other wider safeguarding policies; Failure to ensure that all policies related to the protection of children are followed could result in dismissal
- All staff must pay due regard to the priorities, advice and guidance of its Local Safeguarding Board (LSB) and the Local Authority Designated Officer (LADO)
- Safeguarding is everybody's responsibility
- All Staff ensure their approach is wholly child-centred and at all times, they consider what is in the best interest of the young person.

EMLM has a layered approach to ensure someone from the Senior Leadership Team is available at all times to support the DSL team with safeguarding as well as holding regular meetings to talk through new initiatives, strategy, training opportunities and sharing good practice.

Reporting Concerns about a Child

If you are concerned about the welfare of a young person, contact the relevant Designated Safeguarding Officer. Details can be found on our school website.

Reporting Concerns about an Adult Working or Volunteering in Our Schools

If you are concerned about an adult working or volunteering in EMLM, contact the Head of School or if it is a concern against the Head of School then the Proprietor should be notified.

Responsibilities of all staff

- The Teachers' Standards 2012 state that teachers, including Headteachers, should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties
- All school staff have a responsibility to provide a safe environment in which young people can learn
- All staff should understand that safeguarding incidents and behaviours can occur both inside and outside of school, including online, and should be aware of the indicators of abuse, exploitation, harmful sexual behaviour, serious violence, coercion, radicalisation and technology-assisted harm
- All staff should understand the risks associated with AI-generated content, online manipulation, deepfake imagery and emerging technologies and report concerns in line with safeguarding procedures
- All staff must demonstrate professional curiosity and maintain, clear, accurate and timely safeguarding records
- All staff should recognise the importance of early help and understand their role in identifying emerging concerns before they escalate
- All staff are responsible for maintaining appropriate professional boundaries and modelling safe, respectful and professional conduct at all times
- All school staff have a responsibility to identify any young person who may be in need of extra help or who are suffering, or are likely to suffer, significant harm
- All staff understand the barriers to attendance are wide-ranging and complex, both within and beyond the school gates and adopt a 'support first' approach with parents/carers
- All staff then have a responsibility to take appropriate action, working with other services as needed
- In addition to working with their Designated Safeguarding Lead (DSL) and wider Safeguarding Team, staff may be asked to support social workers to take decisions about individual children when appropriate

- All staff are required to read at least **Part 1 of the Keeping Children Safe in Education** statutory guidance and the Safeguarding policy for the school they work in annually. New members of staff will do this as part of their induction process
- A rigorous induction process will take place in each school, outlining expectations around using CPOMs, how to raise concerns around pupils and staff, conduct and whistleblowing
- All staff members should also receive appropriate child protection training, which is regularly updated
- All school staff should be aware of the signs of abuse and neglect, so that they are able to identify cases of children who may be in need of help or protection
- All staff members should maintain an attitude of '*it could happen here*' where safeguarding is concerned.
- When concerned about the welfare of a child, staff members should always act in the interests of the child
- All staff should know that a child going missing from education or being absent from education is a potential indicator of abuse or neglect and should act in line with the policy.

The shared expertise of the Safeguarding team and DSLs, as well as our shared culture of safeguarding, ensures we provide the necessary support and intervention for our learners in order to secure the best access and opportunities for their education.

Training & Audits

All staff and volunteers are required to undertake relevant safeguarding training. At EMLM this training takes the form of:

- Safeguarding training for all staff at the beginning of each academic year
- Mandatory specialised Designated Safeguarding Lead (DSL) and Deputy Designated Safeguarding Lead (DDSL) every 2 years
- Regular safeguarding updates relating to the contextual issues faced led by the DSL
- Online training for the Board Members throughout the year
- Robust audit checklists to ensure safeguarding systems and processes are working
- Safeguarding training will reflect emerging national and local safeguarding priorities, including online safety, filtering and monitoring, AI-related safeguarding risks, contextual safeguarding and extra-familial harm
- Regular safeguarding audits and quality assurance activities will evaluate not only compliance, but also the effectiveness of safeguarding culture, staff vigilance, record keeping, professional curiosity and pupil voice across the Trust.
- Annual Safeguarding audits by external providers.

Safer Recruitment

EMLM recognises that safeguarding is dynamic and continually evolving. EMLM remains committed to responding proactively to emerging safeguarding risks, national statutory

guidance and local safeguarding priorities to ensure that all pupils are protected, supported and able to thrive within a safe learning environment.

All applicants for employment at EMLM will be fully vetted in accordance with DfE Guidelines Safeguarding Children: Safer Recruitment and Selection in Education Settings.