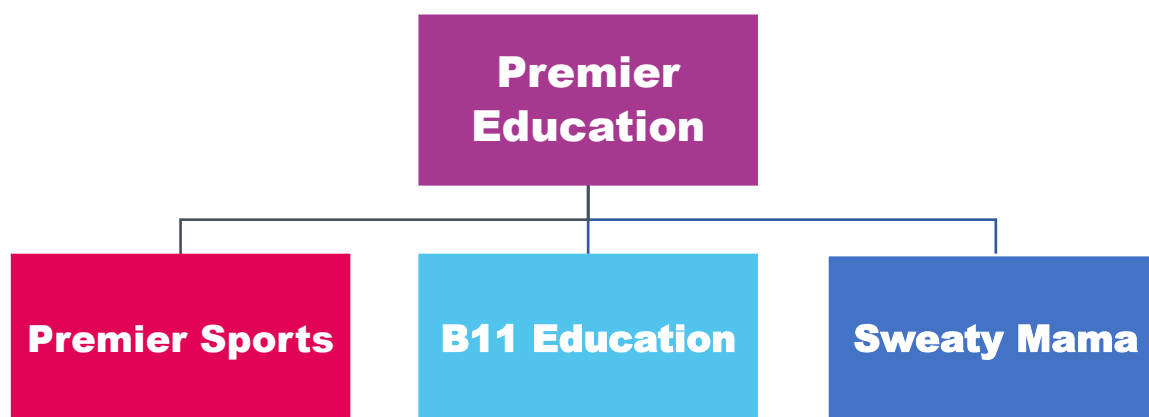


Safeguarding and Promoting the Welfare of Children and Young People	
Version No	1.1. SPWCYP v1.31
Operational from	September 2023
Policy prepared by	Mark Allison/Lorna Ponambalum
Policy approved by	Premier Education Group Board
Policy approved	2023
Review date	August 2023 then annually

Group Context

Premier Education Group Limited (PEG) comprises three companies all driven by a common set of core values and a mission to educate and activate the world. Premier Education is the parent company within PEG¹.

Organisational structure of Premier Education Group



Premier Sports is the UK's leading deliverer of sports, arts and personal development activities to primary schools. They deliver around 240,000 sessions a year to primary aged children in more than 2,000 schools using a franchise model.

¹ PEG is used in this document to refer to all companies within the group.

B11 Education is one of the UK's leading school improvement specialists, supporting schools, academies, colleges, local authorities and multi-academy trusts for over ten years. The team of independent consultants provides independent, external validation that is bespoke, transparent and insightful. In addition, B11 provides bespoke training for staff and governors that is designed to meet the specific requirements of the audience.

Sweaty Mama are pre- and post- natal fitness specialists and the fastest growing such franchise in the UK. They offer a range of ways for mums and mums to be to exercise with their baby or bump.

Purpose of policy

PEG recognises the responsibility it has regarding safeguarding and promoting the welfare of children and young people as set out in the following legislation and guidance.

- [The Children Act 1989](#) specifically Section 17 – provision of services for children in need – and Section 47 – local authority duty to investigate
- [Section 16, Sexual Offences Act 2003](#)
- [The Children Act 2004](#) – creation of Local Safeguarding Children Boards, Working Together and information sharing
- [The Equality Act 2010](#)
- [What to do if you're worried a child is being abused 2015](#)
- [Working Together to Safeguard Children 2023](#)
- [Keeping Children Safe in Education, 2023](#) (KCSIE, 2023)
- [The Data Protection Act, 2018](#)
- [The UK General Data Protection Regulations](#)
- [Child Protection in Sport Unit \(CPSU\) standards for safeguarding and protecting children in sport](#)

This policy and associated documents set out how the organisation will meet these responsibilities and give clear direction to staff, volunteers, visitors and parents about the expected behaviour and our legal responsibility to safeguard and promote the welfare of all children and young people at our organisation.

All staff have an important role to play in noticing indicators of possible abuse or neglect through their contact with children. It is important that all staff know what to do if they have any concerns. Staff will create and maintain an ethos where children are encouraged to talk and are listened to. They will have an awareness of the indicators of abuse and always take any concerns seriously.

Policy statement

PEG has a statutory responsibility to safeguard and promote the welfare of all children and young people. This is defined² as:

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

All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation has an equal right to protection from all types of harm or abuse. Types of abuse are explained in paragraphs 26-30 of [Part 1 of KCSIE 2023](#). Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues such as the long-term effects of the Covid-19 pandemic and the current cost of living crisis.

We recognise that safeguarding is the responsibility of everyone who works with children and that they are an important part of the wider safeguarding system. PEG has an essential role to play to make children and young people feel safe and secure.

PEG believes that everyone involved in working with children and vulnerable adults has a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues which may or may not be linked to a protected characteristic.

We will do this by:

- Ensuring all staff hold an up-to-date safeguarding qualification
- All staff have a full DBS check conducted through Premier head office
- Share all policies and procedures with all who work on behalf of the organisation
- Ensure all personnel have attended prevent training
- Reporting concerns to the authorities

² This definition is taken from Working Together to Safeguard Children 2018 and Keeping Children Safe in Education 2023.

- Carefully following procedures for recruitment and selection of staff
- Providing effective updates for all staff, ensuring training is renewed and refreshed as appropriate
- Appointing a nominated Designated Safeguarding Officer(s) to take lead responsibility for the successful implementation of this policy
- Ensuring children, young people, vulnerable adults and their families know about our safeguarding policy and what to do if they have a concern
- Building a safeguarding culture where staff, volunteers and children know how they are expected to behave and feel comfortable about sharing concerns.

Our ethos

PEG will establish and maintain an ethos where our children feel secure, are encouraged to talk, are listened to and are safe. Children will be able to talk freely to any member of staff, volunteer or regular visitor to our organisation if they are worried or concerned about something listened to and are safe. Children will be able to talk freely to any member of staff, volunteer or regular visitor to our organisation if they are worried or concerned about something.

All staff, volunteers and regular visitors will, either through training or induction, know how to recognise a disclosure from a child and will know how to manage this. We will not make promises to any child and we will not keep secrets.

Every child will know what the adult will do with whatever they have been told. We will provide activities and opportunities that will equip our children with the skills they need to stay safe.

At all times we will work in partnership and try to establish effective working relationships with parents, carers and colleagues from other agencies and organisations.

Key principles:

- Always see the child first
- Never do nothing
- Do with, not to, others
- Do the simple things better
- Have conversations, build relationships
- Outcomes not outputs

PEG will ensure an appropriate level of safeguarding training is available to its trustees, employees, volunteers and any relevant persons linked to the organisation who requires it (e.g. contractors).

For all employees who are working or volunteering with children, this requires them as a minimum to have awareness training that enables them to:

- Understand what safeguarding is and their role in safeguarding children.
- Recognise a child potentially in need of safeguarding and take action.
- Understand how to report a safeguarding alert.
- Understand dignity and respect when working with children.
- Have knowledge of the Safeguarding Children Policy.

Some organisations in England, Scotland and Wales have a duty, as a specified authority under section 26 of the Counterterrorism and Security Act 2015, to identify vulnerable children and young people and prevent them from being drawn into terrorism. This is known as the [Prevent duty](#). These organisations include:

- Schools
- Registered childcare providers
- Local authorities
- Police
- Prisons and probation services
- NHS trusts and foundations.
- Other organisations may also have Prevent duties if they perform delegated local authority functions.

Children can be exposed to different views and receive information from various sources. Some of these views may be considered radical or extreme.

Radicalisation is the process through which a person comes to support or be involved in extremist ideologies. It can result in a person becoming drawn into terrorism and is in itself a form of harm.

Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

There is free training provided by the Home Office

<https://www.elearning.prevent.homeoffice.gov.uk/edu/screen1.html>

Key risks

The ultimate key risk is that PEG fails in its duty to keep children and young people safe whilst they are in our care. Policies of subsidiary businesses are crucial in this regard.

The second key risk is that we do not effectively and efficiently respond to children and young people's safeguarding concerns and this policy aims to mitigate that risk.

PEG may miss opportunities to win contracts to deliver its services or to engage in strategic partnerships if it does not take adequate measures to safeguard the children and young people while in our care.

PEG's reputation may suffer if seen to be lacking in any aspect of safeguarding and protecting the welfare of young people.

Applicability

This policy applies to all PEG employees whether full- or part-time, on permanent or fixed-term contracts, and also to associated persons such as directors, contractors, secondees, agency staff and volunteers.

Subsidiary businesses that provide services requiring direct contact with children have their own safeguarding policies that should be read in conjunction with this one.

Franchises working under the Premier Education or Sweaty Mama brands are separate businesses with a responsibility to have their own policies, including for safeguarding. As part of PEG's quality assurance and compliance checks, franchise businesses are audited to ensure that this is the case.

Responsibilities

The board of PEG have the responsibility that safeguarding and promoting the welfare of children and young people is addressed at the very highest level and that our responsibility to meet good practice and legal obligations is addressed across all of our work.

This legislation and guidance includes, but is not limited to that listed above.

PEG has appointed multiple Designated Safeguarding Officers (DSOs) who are responsible for dealing with any concerns about the protection of children locally within their area of work. The Lead DSO is supported by an external safeguarding consultant who provides technical advice and guidance to ensure that PEG is meeting all statutory obligations and follows good practice.

The Lead DSO chairs the PEG Safeguarding Committee which comprises representatives from across the organisation including subsidiary businesses and corporate service departments. The safeguarding committee is responsible for reviewing and evaluating current safeguarding practice across the organisation and ensuring that the ethos/culture of safeguarding is fully embedded across PEG. The external consultant attends the monthly meetings to provide updates and advice on technical matters.

References

PEG has a range of policies that are linked to this one. These include, but are not limited to:

- PEG employee recruitment policy
- DBS policy
- Inductions Policy
- IT acceptable use policy (including use of social media and telephones)
- Whistleblowing policy
- B11 safeguarding children policy

The procedures guiding the implementation of this policy are included in:

- PEG safeguarding procedures
- PEG safer recruitment procedures
- Safeguarding committee terms of reference
- Safeguarding procedures of subsidiary businesses

Useful contacts

Role	Name	Contact details
PEG Lead Designated Safeguarding Officer	Mark Allison	01953 499040 mallison@premier-education.com
Head of HR and Facilities PEG Designated Safeguarding Officer	Amy Burdett	01953 499040 aburdett@premier-education.com
Premier Sports Designated Safeguarding Officer	Kate Fraser	01953 499040 kfraser@premier-education.com
Premier Sports Deputy Designated Safeguarding Officer	Liam Anderson	01953 499040 landerson@premier-education.com

External agencies		
NSPCC Helpline	0808 800 5000	
Children's Services (24 hours)	0344 800 8021	
Children's Advice and Duty Service	Norfolk Safeguarding Children Board (NSCB)	www.norfolkscb.org

Local Authority Safeguarding contact		01603 223473
Local Authority Designated Officers (LADO)	Safer Programme	01603 228966
Police contact details	Norfolk Police 101	
Norfolk and Waveney CCG	01603 595857 nwccg.complaintsservice@nhs.net	

History

Date	Version No	Reason for change	Author
30/07/21	1.0	Approved by PEG board	
16/11/21	1.1	Updated links to KCSIE 2021 and change of staff leads	Mark Allison
08/09/22	1.2	Updated references to KCSIE 2022 and UK GDPR	Mark Allison/ Lorna Ponambalum
18/08/23	1.3	Amended references to KCSIE 2023	Mark Allison / Lorna Ponambalum
16/01/24	1.31	Amended reference to Working Together to Safeguard Children 2023	Mark Allison

Annex 1: Role of the designated safeguarding officer

The role of the designated safeguarding officer is to:

- Know which outside child protection agency to contact in the event of a child protection concern coming to the notice of Premier Education Group
- Provide information and advice on child protection within Premier Education Group
- Ensure that appropriate information is available at the time of referral and that the referral is confirmed in writing under confidential cover
- Liaise with local social services and other agencies as appropriate
- Keep relevant people within Premier Education Group informed about any action taken and any further action required; for example, disciplinary action against a member of staff
- Ensure that a proper record is kept of any referral and action taken, and that this is kept safely and in confidence
- Advise Premier Education Group of child protection training needs
- Liaise with the National Society for the Prevention of Cruelty to Children (NSPCC) to review the operation of the Child Protection Policy regularly to ensure the procedures are working and that it complies with current best practice.