LIMITLESS ALTERNATIVE PROVISION • STATUTORY POLICY

SAFEGUARDING AND CHILD PROTECTION POLICY

VERSION / ADOPTED	REVIEW DATE	DSL	DEPUTY DSL	PROPRIETOR LEAD
1.0 • Feb 2026	Feb 2027 (Annually)	Harriet Ann Fry	Dwayne Paul	Dwayne Paul

1. POLICY STATEMENT & 2. SCOPE

Limitless Alternative Provision (LAP) is fully committed to safeguarding and promoting the welfare of all children and young people under *Keeping Children Safe in Education*, *Working Together to Safeguard Children*, *Children Act 1989 & 2004*, *Education Act 2002*, and *Equality Act 2010*.

Safeguarding is everyone's responsibility. All staff, volunteers, contractors and visitors share an equal duty to act immediately on any concern. Operating within a gym environment, we recognise additional safeguarding risks relating to physical contact, changing areas, injuries, supervision, external adults on site, and off-site physical activity.

2. Scope: Applies to all teaching/support staff, volunteers, mentors, agency staff, contractors, visitors, and proprietors at all times when students are on-site at the gym, in off-site activities, on educational visits, or engaging in online/remote learning.

3. SAFEGUARDING PRINCIPLES & 4. DEFINITIONS

Principles: Provide a safe, respectful, inclusive environment; identify children needing early help; take action to secure support; work in partnership with parents, carers, LAs, and external agencies; maintain a strong safeguarding culture. AP pupils may be at increased risk due to exclusion history, SEMH needs, trauma/ACEs, criminal exploitation or gang involvement, poor attendance, and SEND.

4. Definitions: Protecting children from maltreatment; preventing impairment of health or development; ensuring safe and effective care; enabling best outcomes. **Abuse types:** Physical, Emotional, Sexual, Neglect. **Additional concerns:** CSE, CCE, County lines, serious youth violence, domestic abuse, online abuse, radicalisation (Prevent duty), peer-on-peer abuse, harmful sexual behaviour, FGM, forced marriage, and honour-based abuse.

5. ROLES AND RESPONSIBILITIES

5.1 Proprietor / Governance

- Safer recruitment procedures followed & Single Central Record (SCR) maintained.
- Staff receive regular safeguarding training.
- DSL appointed and appropriately trained.
- Policies reviewed annually & Ofsted compliant.

5.2 Designated Safeguarding Lead (DSL)

- Trained (refreshed every 2 years minimum); Deputy DSL(s) trained to same standard.
- Manage referrals to Children's Social Care & liaise with LADO on allegations.
- Maintain confidential records, advise staff, attend conferences, promote early help.

5.3 Staff Responsibilities

- Read Part 1 of KCSIE annually & receive induction/annual training.
- Report concerns immediately to DSL; record factually and promptly.
- Maintain professional boundaries & never promise confidentiality to a child.

6. SAFER RECRUITMENT

- Enhanced DBS checks (with barred list where appropriate) & identity verification.
- Two references (one from most recent employer) & employment history scrutiny.
- Right to work, prohibition & online presence checks (as per KCSIE).
- Compliant Single Central Record (SCR). No regulated activity without checks.

7. MANAGING CONCERNS & 8. RECORDS

Immediate Risk: Call 999 and inform DSL immediately.

Reporting: Identify concern → record on safeguarding form (same day) → submit to DSL immediately → DSL assesses risk and decides on Early Help, Monitoring, Children's Social Care referral, or Police referral. All decisions recorded.

8. Records: Factual, dated, signed; stored securely separate from main file; transferred securely.

9. PEER-ON-PEER ABUSE

Children can abuse other children, including:

- Bullying (including cyberbullying)
- Sexual violence and harassment
- Physical abuse
- Initiation/hazing & upskirting

All incidents taken seriously; victims supported and perpetrators managed. Never dismissed as "banter."

10. GYM-SPECIFIC MEASURES

- **10.1 Supervision:** Ratios risk assessed; students supervised at all times; no unsupervised equipment access.
- **10.2 Physical Contact:** Guidance only where necessary/appropriate; clear explanation first; avoid 1:1 isolated spaces.
- **10.3 Changing:** Clear supervision protocol; no staff enter unless safeguarding risk; separate facilities where possible.
- **10.4 H&S:** Equipment risk assessed; first aiders on site; accident reporting.

11. ONLINE SAFETY & 12. PREVENT

11. Online Safety: Filtered/monitored internet; acceptable use policy; education on social media safety, online exploitation, sexting, grooming, and cyberbullying. Concerns reported to DSL.

12. Prevent Duty (Counter-Terrorism and Security Act 2015): Staff trained to recognise radicalisation signs, refer concerns to DSL, and understand the Channel referral process.

13. ATTENDANCE & 14. ALLEGATIONS

13. Missing Students: Daily attendance monitored; first-day calling; persistent absence investigated; risk-assessed home visits; CME considered vulnerable.

14. Allegations Against Staff: Reported immediately to DSL (or Proprietor if against DSL); referred to LADO within 1 working day where appropriate. Whistleblowing procedures in place.

15. STAFF CONDUCT, 16. EARLY HELP & 17. MENTAL HEALTH

15. Boundaries: Maintain professional boundaries; no personal social media contact or personal contact details; no transporting students alone unless risk assessed and authorised; avoid favouritism.

16. Early Help & 17. Mental Health: DSL may initiate Early Help Assessment, liaise with LA services, and coordinate support plans. Staff identify mental health warning signs, refer to DSL, and liaise with CAMHS where appropriate.

18. CONFIDENTIALITY, 19. TRAINING & 20. REVIEW

18. Confidentiality: Shared on a need-to-know basis only; never promise confidentiality or withhold safeguarding info from appropriate agencies.

19. Training: DSL updated every 2 years minimum; annual staff safeguarding & Prevent training; safer recruitment training; regular updates.

20. Review: Reviewed annually, in line with legislation, and after serious incidents; approved by Proprietor.

CONCLUSION