Develop My Child Limited

Keeping Children Safe in Education (KCSiE) Compliance Policy

Document Control

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2. **Document Details**

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3. **Document Revision and Approval History**

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Policy

1. Introduction Develop My Child Ltd is committed to safeguarding and promoting the welfare of children in line with the statutory guidance outlined in **Keeping Children Safe in Education (KCSiE) 2026.** This document details how our organization complies with the KCSiE requirements and ensures a robust safeguarding framework.

2. Safeguarding Policies and Procedures

- Our **Safeguarding and Child Protection Policy** is regularly reviewed and aligns with KCSiE and local safeguarding arrangements.
- All employees and subcontractors must read and understand Part 1 of KCSiE 2026.
- A **Designated Safeguarding Lead (DSL)** and **Deputy DSLs** are appointed and available to staff and clients for concerns regarding child welfare.
- Our safeguarding policies cover child-on-child abuse, online safety, mental health concerns, and early intervention procedures.

3. Safer Recruitment

- We follow stringent **safer recruitment** procedures, including enhanced DBS checks for all employees and contractors.
- All new staff undergo rigorous **pre-appointment vetting checks** as per KCSiE guidelines.
- Recruitment processes incorporate checks for disqualification by association, right to work, and professional misconduct.
- Staff members are required to provide references that specifically address suitability to work with children.

4. Staff Training and Awareness

- All staff receive **mandatory safeguarding training** at induction and refresher training at least annually.
- Ongoing updates on safeguarding practices, legal obligations, and best practices are communicated regularly.
- Our training includes **online safety, Prevent Duty, child exploitation awareness, and mental health support**.
- Employees are trained on **reporting procedures** and how to recognize signs of abuse, neglect, and exploitation.

5. Managing Safeguarding Concerns

- Any safeguarding concerns must be reported to the **DSL immediately**.
- Staff are trained on the **internal referral process** and when to escalate concerns to **external safeguarding authorities (Children's Services, LADO, and the Police)**.
- We follow strict **confidentiality policies** while ensuring timely sharing of critical information with relevant agencies.
- Allegations against staff are handled in accordance with Part 4 of KCSiE, ensuring due process and child welfare prioritization.
- **Hampshire Local Authority Safeguarding Procedures**: All staff are made aware of the **Multi-Agency Safeguarding Hub (MASH)** and the **Inter-Agency Referral Form (IARF)**. Staff are trained on how to make referrals when there are concerns about a child's welfare, ensuring timely intervention by Hampshire Children's Services. The IARF is the standard mechanism for referring children at risk of harm and is submitted through Hampshire's **Children's Reception Team**.

6. Online Safety and Data Protection

- We ensure **online safety** for children accessing therapy or educational services remotely.
- Our IT systems incorporate **Microsoft Defender for Office 365** to protect against cyber threats.
- We implement **strict access controls, encryption policies, and multi-factor authentication** to secure sensitive child data.
- Employees undergo regular training on **handling digital communications securely** and preventing online abuse.

7. Child-on-Child Abuse and Safeguarding in Therapy Settings

- Our policies address **child-on-child abuse, including sexual harassment and peer-on-peer violence**.
- Clients, parents, and staff are educated on recognizing and reporting incidents of **peer exploitation, bullying, and harmful sexual behaviors**.

- We conduct **risk assessments** for therapy sessions, especially those delivered remotely or one-on-one.

8. Prevent Duty Compliance

- We comply with the **Prevent Duty** by training staff to identify and report concerns about radicalization.
- Our safeguarding policies include measures to address **extremism and online radicalization risks**.
- Any concerns about a child being drawn into extremism are reported to the **local Prevent team**.

9. Mental Health and Wellbeing

- We recognize the importance of **mental health support** in safeguarding and ensure staff can identify signs of distress.
- Our staff are trained to signpost children and families to appropriate **mental health services and support networks**.
- The organization maintains links with **educational psychologists and social care professionals** to provide comprehensive care.

10. Record Keeping and Data Sharing

- We maintain detailed records of all **safeguarding concerns, referrals, and actions taken**.
- Information is stored securely on **Splose and Office 365**, following GDPR and **UK Data Protection Act 2018** regulations.
- We share safeguarding information with other agencies only when **legally required and in the best interests of the child**.

11. Whistleblowing and Low-Level Concerns

- Staff are encouraged to **report any concerns** about colleagues or safeguarding practices through our **whistleblowing policy**.

- A **low-level concerns policy** is in place to address behaviors that do not meet the harm threshold but require monitoring.

12. Review and Compliance Monitoring

- Our safeguarding policies and procedures are **reviewed annually** and updated to reflect any changes in KCSiE.
- We conduct **regular audits** to ensure compliance with safeguarding legislation and best practices.
- Feedback from staff, parents, and external safeguarding partners informs continuous improvement in our approach.

For any safeguarding concerns or further information on our compliance with KCSiE 2026, please contact our **Designated Safeguarding Lead (DSL)** at Develop My Child Ltd.

This policy is approved and authorised by:

Grainne Yeatman

Signed: *G Yeatman*

Date: September 2026