

## Learn and Bloom Ltd Safeguarding Policy

This policy applies to anyone working for or on behalf of Learn and Bloom Ltd offering private/small group tuition services both online and face to face.

### The purpose of this policy to:

- Protect anyone who comes into contact with Learn and Bloom Ltd from harm or abuse.
- Act as a guiding principle for anyone tutoring through Learn and Bloom Ltd in relation to safeguarding
- Ensure that, as an organisation, we operate in line with our values and within the law

**Learn and Bloom Ltd is committed to the welfare of children and young people.** We believe that they have a right to feel safe and be protected from neglect or abuse of any kind: neglect, emotional, sexual or physical. We also feel that safeguards need to be in place to ensure they are kept safe at all times.

### We recognise that:

The welfare of the child or young person is paramount as enshrined in the Children Act 1989, Children Act 2004 and relevant government guidance- [Working Together to Safeguard Children 2018](#) and [The Prevent Duty Guidance](#)

- All children and young people irrespective of age, race, gender, sexual orientation or identity, disability or religious beliefs have a right to equal protection from harm and abuse.
- Some children and young people may be more vulnerable than others because of their previous experiences or other specific needs.
- Working in partnership with the individual, the parent or carer(s) and other agencies is essential in safeguarding the welfare of children and young people

### Learn and Bloom Ltd will seek to keep children and young people safe by:

- Valuing, respecting and hearing what the individual says.
- Working within this policy and those of any organisation that we have a contract with (Tuition in local schools)
- Supporting, monitoring and evaluating anyone tutoring with Learn and Bloom
- Ensuring Learn and Bloom tutors are suitably qualified, insured and have undergone the relevant checks ensuring the appropriate criminal record and reference checks are undertaken.
- Ensuring Learn and Bloom tutors have had safeguarding training to a minimum of Safeguarding level 1 standard or equivalent child protection training and understand their role and responsibilities regarding safeguarding matters. Ensuring Learn and Bloom tutors regularly update their certified training
- When working in an educational setting all Learn and Bloom tutors will have read Keeping Children Safe in Education for: for schools and college staff (Part 1).
- Ensuring personal information about the adults and children involved with Learn and Bloom is held securely and shared only as appropriate.
- Constantly reviewing our safeguarding procedures in line with national guidance

## Working Together to Safeguard Children 2020 Part 1

- All Learn and Bloom tutors will share any concerns promptly with the relevant person locally in their private practice or in the partner organisation; including the child and parents if appropriate.
- All Learn and Bloom tutors discuss any concerns related to safeguarding as an ongoing aspect of their tuition practise with information and safeguarding logs being recorded on a secure Learn and Bloom Database, which is shared with and reviewed by the Designated Safeguarding Lead (DSL).
- Ensuring confidentiality and the limits to it are clearly explained to those involved.
- Work within the terms of the service level agreement with the partner organisation.
- Maintain safe working practice when working with students online and be aware of safer working guidelines
- Learn and Bloom tutors have access to DSL during hours of work that enable any safeguarding concerns to be reported from any session – both face to face or online.

All concerns and allegations of abuse will be taken seriously, responded to appropriately and referred on as necessary.

### **Learn and Bloom Ltd Designated Safeguarding Lead is:**

Caroline Anderson and Liane Moyser.

This policy was ratified on 11<sup>th</sup> April 2023 and will be reviewed annually.

**Designated Safeguarding Lead:** Caroline Anderson

**Date:** 11<sup>th</sup> April 2023

If anyone has any questions or concerns around safeguarding, please send an email, for the attention of Caroline Anderson, to [hello@learnandbloom.co.uk](mailto:hello@learnandbloom.co.uk). All matters will be dealt with in the strictest of confidence at all times.