Genuine **Futures** CIC – Keeping Children Safe in Education (KCSIE) Policy

PREVENTION OVER PUNISHMENT: BUILDING SAFER FUTURES TOGETHER

Version: 1.0 Approved by Board: 01 Nov 2025 Next Review: 01 Nov 2026

1. Policy Statement

Genuine **Futures** CIC is committed to fulfilling the safeguarding duties set out in Keeping Children Safe in Education (KCSIE) 2025. We recognise our moral and statutory responsibility to safeguard and promote the welfare of children, young people, and adults at risk who engage with our services, learning environments, or community programmes. All staff, volunteers, and trustees share this responsibility and must maintain the highest standards of professional conduct, vigilance, and accountability.

2. Legislative Framework

This policy operates within and complements:• Keeping Children Safe in Education (KCSIE) 2025• Working Together to Safeguard Children (2023)• Children Acts 1989 & 2004• Care Act 2014 (Adults at Risk)• Education Act 2002 s.175• Prevent Duty Guidance (2023)• Equality Act 2010• Data Protection Act 2018 and UK GDPR• Human Rights Act 1998

3. Scope and Purpose

This policy applies to every member of staff, trustee, volunteer, contractor, and partner working on behalf of Genuine **Futures** CIC. It establishes a consistent framework for safeguarding practice, ensuring that the principles of KCSIE 2025 are fully embedded in all aspects of organisational activity—onsite, offsite, and online.

4. Safeguarding Responsibilities

Board of Directors – ensures effective safeguarding governance, reviews incidents, and allocates adequate resources. Designated Safeguarding Lead (DSL): Mike Alleyne– holds overall responsibility for safeguarding coordination, referrals, and training. Deputy DSL: Charlotte Hamblet – supports and deputises for the DSL. Managers and Supervisors – embed safeguarding within day-to-day operations and supervise staff compliance.All Staff and Volunteers – must know how to recognise, respond to, record, and report concerns without delay.

5. Safer Recruitment

Genuine **Futures** CIC follows Part 3 of KCSIE 2025 to ensure the suitability of all adults working with or near children:• Clear role descriptions and safeguarding statements in advertisements.• Verification of identity and right to work.• Minimum of two references, taken up before appointment.• DBS checks (Standard / Enhanced / Enhanced with Barred Lists) as appropriate.• Documented decision-making and secure record storage.Recruitment panels include at least one trained member in Safer Recruitment.

6. Training and Induction

• All staff and volunteers receive safeguarding induction before engaging in any activity.• Annual refresher training is mandatory and logged by the DSL.• The DSL and Deputy DSL undertake advanced inter-agency training every two years.• Specialist modules include online safety, Prevent Duty awareness, and managing low-level concerns.

7. Managing Safeguarding Concerns

Concerns must be reported immediately to the DSL using the organisation's safeguarding report form. If the DSL is unavailable or implicated, contact the Deputy DSL or Chair of the Board. The DSL will determine whether the matter requires referral to the Local Authority Designated Officer (LADO), children's social care, or the police. All actions and outcomes will be recorded within 24 hours in the secure safeguarding log.

8. Low-Level Concerns and Whistleblowing

Genuine Futures CIC encourages early reporting of behaviour that may breach professional boundaries but does not meet the threshold of an allegation. All low-level concerns are recorded by the DSL and reviewed to identify potential patterns. The Whistleblowing Policy provides protection for anyone who raises genuine safeguarding concerns in good faith.

9. Online Safety and Digital Safeguarding

In accordance with Part 2 of KCSIE 2025, the organisation:• Implements secure, moderated online environments.• Trains staff and volunteers in digital safeguarding and responsible use of AI or emerging technologies.• Monitors organisational social-media channels and prohibits private messaging with children or adults at risk.• Responds to cyberbullying, exploitation, or inappropriate content through the Online Safety Policy.

10. Record Keeping and Confidentiality

All safeguarding records are factual, dated, and signed. Records are stored securely in compliance with the Data Protection Act 2018 and UK GDPR. Information is shared only on a "need-to-know" basis. Retention periods align with statutory guidance (normally 25 years from the date of birth for child records).

11. Children Missing from Education or at Risk

Any child or young person known to be missing from education or showing unexplained absence must be reported immediately to the DSL. The DSL will liaise with local authority services and, where appropriate, the police. Persistent non-attendance, sudden withdrawal, or patterns of disengagement must trigger a welfare review.

12. Prevent Duty

Under section 26 of the Counter-Terrorism and Security Act 2015, **Genuine Futures CIC** has due regard to prevent people from being drawn into terrorism. Staff and volunteers will:• Complete Prevent awareness training.• Report concerns regarding radicalisation to the DSL.• The DSL will assess risk and, where necessary, make a Channel Referral.

13. Policy Implementation and Monitoring

This policy is implemented through the organisation's induction, training, and supervision frameworks. The DSL maintains oversight of all safeguarding activity and reports to the Board quarterly. An annual audit will review compliance with KCSIE 2025 and Working Together 2023.

14. Linked Policies

• Safeguarding & Child Protection Policy• Managing Allegations Against Staff and Volunteers Policy• Online Safety Policy• Data Protection & Privacy Policy• Equality, Diversity & Inclusion Policy• Anti-Bullying Policy• Volunteer Policy

Appendix – KCSIE 2025 Key Safeguarding Principles

1. Safeguarding is everyone's responsibility – every adult has a duty to act on concerns.2. Early help and prevention – issues should be identified and addressed before they escalate.3. Child-centred practice – decisions and actions must prioritise the voice and welfare of the child.4. Information sharing and multi-agency working – effective

cooperation underpins protection.5. Safe recruitment and professional culture – vigilance, transparency, and accountability maintain trust and safety.