

Safeguarding Policies:

Genesis Block Financial Education.

Protecting our students from abuse or mistreatment.

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1. Purpose:

The purpose of the Genesis Block Financial Education Safeguarding Policy is to:

- Protect all students that our organisation comes into contact with. This includes children and adults.
- Identify and raise awareness of the safeguarding responsibilities our volunteer teachers have for their students.
- Enable our volunteer teachers to work safely and responsibly and to maintain high professional standards.
- Identify clear procedures to use when reporting safety concerns.

2. Introduction and Ethos

Genesis Block Financial Education recognise our statutory responsibility to safeguard and promote the welfare of all children. Safeguarding is everybody's responsibility and all those directly connected (volunteers, teachers, trustees, parents, families and students) are an important part of the wider safeguarding system for children and have an essential role to play in making sure that everyone is safe. Key Safeguarding Contacts can be found on the organisation's website.

Genesis Block Financial Education believes that the best interests of the children we teach always comes first. All children have equal rights to protection.

Staff and volunteers working for Genesis Block Financial Education will maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child, staff will always act in the best interests of the child and if any member of the organisation has a safeguarding concern about any child or adult, they should act immediately.

Genesis Block Financial Education recognises the importance of providing an ethos and environment within the classroom that will help students to be safe and to feel safe. In our classrooms, students are respected and are encouraged to speak openly. We will ensure children's wishes and feelings are taken into account when determining what safeguarding action to take and what services to provide.

3. Core Safeguarding Principals.

Prevention: Positive, supportive and safe culture. A curriculum that invites open discussion. Safe recruitment procedures.

Protection: Following agreed procedures, ensuring all staff and volunteers are trained and supported appropriately and sensitively regarding safeguarding concerns.

Support: For all students that undertake the diploma, parents, staff, volunteers and, where appropriate, specific interventions for anyone at risk of harm.

Collaboration: With the schools that our teaching volunteers operate within, the parents and families of the students we teach, and other interested agencies and third parties.

This includes timely and appropriate communications and actions are undertaken when safeguarding concerns arise.

4. Policy Context:

- This policy has been written by William Darwin, the Designated Safeguarding Lead and Trustee of Genesis Block Financial Education. This document has been written building on the guidance from the Charities Commission, the template from Kent County Council and with advice from the Designated Safeguarding Leads at Wilmington Grammar School for Boys.
- The policy primarily takes into account the DfE statutory guidance 'Keeping Children Safe in Education' 2024, and 'Working Together to Safeguard Children' 2023.
- Genesis Block Financial Education operates in schools and community centres and libraries that will have their own safeguarding policies that should align with Section 175 of the Education Act 2002.

5. Definition of Safeguarding

In line with KCSIE 2024, safeguarding and promoting welfare of children is defined for the purposes of this policy as:

- A. Protecting children from maltreatment.
- B. Preventing Impairment of children's mental and physical health and development
- C. Ensuring that children grow up in circumstances consistent with the provision of safe and effective care, and
- D. Taking action to enable all children to have the best outcomes.

Genesis Block Financial Education acknowledge that this policy recognises a specific range of safeguarding issues including (but not limited to):

- Abuse and neglect
- Bullying including cyber-bullying
- Child-on-child abuse
- Children with family members in prison
- Children Missing Education (CME)
- Children Absent from Education
- Children missing from home or care
- Child Sexual Exploitation
- Contextual Safeguarding Risks (outside the family home)
- County lines and gangs
- Domestic Abuse
- Drug and alcohol misuse
- Fabricated or induced illness
- Faith abuse
- Gender based abuse
- Hate
- Homelessness
- Human trafficking
- Mental Health
- Nude and semi-nude image sharing or 'sexting'
- Online safety
- Radicalisation and extremism
- Private fostering

- Relationship abuse
- Serious violence
- Sexual violence
- Harassment
- So-called 'honour-based' abuse including Female Genital Mutilation (FGM) and forced marriage
- Up-skirting

The procedures contained within this document apply to all staff and volunteers and trustees.

6. Related Safeguarding Policies

This policy is one in a series of Genesis Block Financial Education's integrated portfolio and should be read in conjunction with the policies listed below:

- Teacher Onboarding Process.
- Anti-Bullying
- Digital Safety, Data-Protection and Information Sharing
- Health & Safety
- Attendance
- Disciplinary Policy
- Code of Conduct
- Recruitment Policy
- Complaints Process
- Whistleblowing

7. Policy Compliance, Monitoring and Review.

Genesis Block Education's Trustees will review this policy at least once-a-year (at a minimum) at the Annual General Assembly.

The Policy will be updated as needed, so that it is kept up-to-date with safeguarding issues as they emerge and evolve, including the lessons learnt. The Policy will also be revised following any national updates, significant new information or changes to our procedures.

All staff and volunteers will be provided with a copy of this policy and 'Keeping Children Safe in Education'. This will be found in the shared Google Drive under 'Safeguarding Documents'.

Parents, carers and host institutions can obtain copies of the Policy on request.

William Darwin, the Designated Safeguarding Lead, will report by email to the other Trustees on any safeguarding concerns in a monthly update. The Trustees will not receive details of individual learner situations or identifying features of families as part of their oversight responsibility.

8. Key Responsibilities

8.1 Governance and Leadership

The Trustees have the strategic responsibility for our safeguarding arrangements and will comply with their duties under legislation.

The relevant section from our Scheme of Delegation explains where accountability sits in the organisation:

The Trustees will	The Designated Safeguarding Lead will	The Teacher will	The host institution (school/community centre)
Agree the charity's safeguarding policy and have ultimate responsibility for safeguarding across the charity.	Advise the Trustees in matters of safeguarding and act in accordance with the Terms set by the Trustees and reviewed annually.	Read and be familiar with the charity's Safeguarding Policy, - and KCSIE.	Provide teacher and GBFE with access to their Safeguarding Policies.
Appoint a Designated Safeguarding Lead for the charity.	Develop and propose safeguarding policy.	Engender a classroom culture rooted in mutual respect and to promote safeguarding, including by reporting any safeguarding incidents in a prompt manner.	Review GBFE's Safeguarding Policies to make sure that our organisation is compliant to operate.
Monitor reports from the DSL	Ensure that teachers and volunteers are familiar with the Safeguarding Policy and Procedures as determined by the Trustees.	Ensure compliance with both Genesis Block Financial Education and the host organisation's Safeguarding Policies.	
	Monitor safeguarding across the organisation for compliance and report to the Trustees.		

The Trustees will have regard to the KCSIE 2024 guidance at all times and will ensure our policies, procedures and training are effective and comply with the law at all times.

The Charitable Organisation has a nominated Designated Safeguarding Lead who is also a Trustee of the charity. The DSL will have oversight to ensure that the charity has an effective policy which interlinks with the other related policies, that agreed procedures are in place and being followed, and that the policies are reviewed annually and when required.

The Trustees will ensure that the DSL is supported in their role and is provided with sufficient time so they can provide appropriate support to staff and children regarding any safeguarding and welfare concerns.

The Designated Safeguarding lead will ensure that our child protection and safeguarding policies and procedures are understood by the Trustees and are understood and followed by teachers and volunteers.

8.2 Designated Safeguarding Lead (DSL)

One of the charity Trustees will be responsible as the DSL for the organisation.

The DSL has the overall responsibility for the day-to-day oversight of the safeguarding and child protection systems across the organisation.

The DSL will need to undergo appropriate and specific training to provide them with the knowledge and skills required to carry out their role. The DSL training will be updated formally every two years but their knowledge and skills will be updated through a variety of methods at regular intervals and at least annually.

Deputy DSLs are trained to the same standard as the DSL.

Whilst the activities of the DSL may be delegated to deputies the ultimate lead responsibility for safeguarding and child protection remains with the DSL and this responsibility may not be delegated.

It is the role of the DSL to:

Carry out their functions as identified in Annex C of KCSIE 2024. This includes but is not limited to:

- Acting as the central contact point for all staff to discuss any safeguarding concerns.
- Maintaining a confidential recording system for safeguarding and child protection concerns.
- Coordinating safeguarding action for individual children.
- Liaising with other agencies and professionals in line with KCSIE 2024.
- Ensuring that established procedures put in place are followed.
- Being available for volunteers and staff to discuss any safeguarding concerns.
- Helping to promote educational outcomes across the organisation.
- Ensuring staff and volunteers have access to appropriate training and are aware of the relevant updates in line with the recommendations of KCSIE 2024.
- Liaising with educational institutions, including Head Teachers or other responsible parties if there are any enquiries under section 47 of the Children Act 1989 and police investigations.

8.3 Members of Staff and Volunteers

All members of staff and volunteers have a responsibility to:

- Provide a safe environment in which children can learn.
- Be prepared to identify children that can benefit from early help.
- Consider wider environmental factors in a child's life that may be a threat to their safety and/or welfare.
- Understand the early help process and their role in it.
- Understand Genesis Block Financial Education's Safeguarding Policy and their role within it.
- Be familiar with KCSIE 2024.

- Know what to do if a child tells them that he or she is being abused.
- Know how to maintain the appropriate level of confidentiality.
- Be aware of the indicators of abuse and neglect so that they are able to identify cases of children who may be in need of help or protection.
- Reassure children who report concerns that they are being taken seriously and that they will be supported and kept safe.
- Act in line with the Teachers Standards 2012 which state that teachers should safeguard childrens' wellbeing and maintain public trust in the teaching profession as part of their professional duties.
- Staff and volunteers at Genesis Block Financial Education should recognise that children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected and/or they may not recognise their experiences as being abusive or harmful. This should not prevent staff and volunteers from having professional curiosity and speaking to the DSL if they have any concerns about a child.
- Staff and volunteers at Genesis Block Financial Education will determine how to best build trusted relationships with young people and parents/carers which facilitate appropriate professional communication in line with relevant policies, for example the Code of Conduct.

8.4 Children and Young People

Children and young people (pupils) have a right to:

- Feel safe, be listened to and have their wishes and feelings taken into account.
- Confidently report abuse, knowing their concerns will be treated seriously, and knowing they can safely express their views and give feedback.
- Receive help from a trusted adult (this should include GBFE volunteers).
- Learn how to keep themselves safe by recognising when they are themselves at risk and how to get help when they need it.

8.5 Parents and Carers

Parents/carers have a responsibility to:

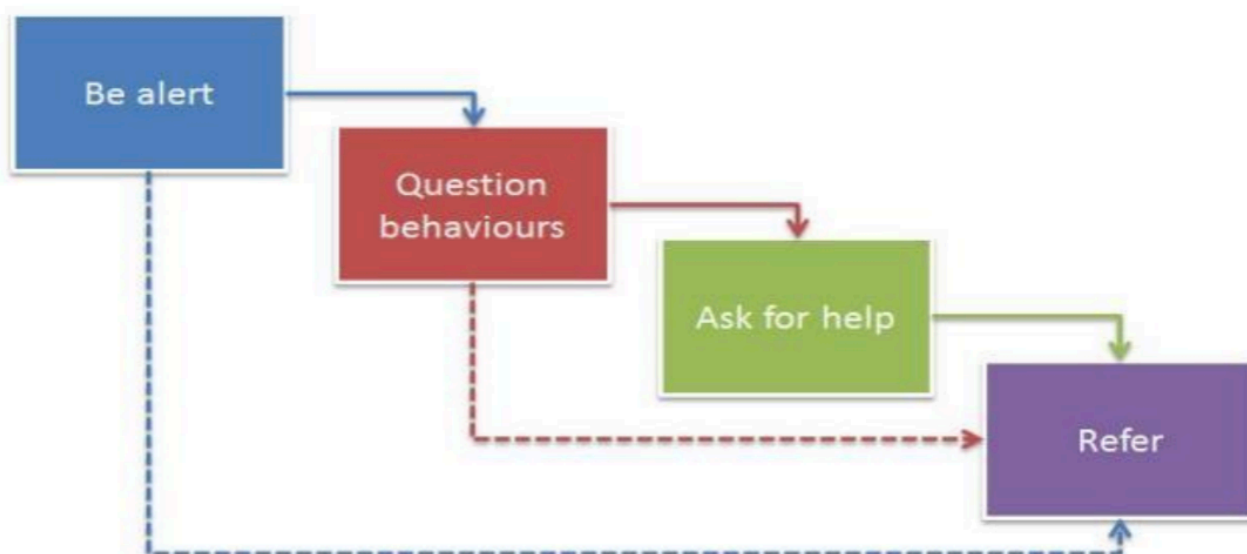
- Understand and adhere the relevant policies and procedures.
- Support GBFE in our safeguarding approach.
- Identify behaviours which could indicate their child is at risk of harm (including online harm)
- Seek help and support from staff and volunteers at GBFE.

9. Recognition and Types of Abuse and Neglect

- Staff and volunteers will maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child, staff will always act in the best interests of the child.
- All staff are made aware of the definitions and indicators of abuse and neglect as identified by Working Together to Safeguard Children (2023) and Keeping Children Safe in Education (2024).
- Genesis Block Financial Education recognise that when assessing whether a child may be suffering actual or potential harm there are four categories of abuse:
- Physical abuse, sexual abuse, emotional abuse, neglect.

- Genesis Block Financial Education recognise that concerns may arise in many different contexts and can vary greatly in terms of their nature and seriousness. The indicators of child abuse and neglect can vary from child to child. Children develop and mature at different rates so what may appear worrying for a younger child might be normal for an older child. Indicators of abuse and neglect do not automatically mean a child is being abused however all concerns should be taken seriously and will be explored by the DSL on a case-by-case basis.
- Genesis Block Financial Education staff and volunteers recognise abuse, neglect and safeguarding issues are rarely standalone events and cannot always be covered by one definition or one label alone. In many cases, multiple issues will overlap with one another, therefore staff and volunteers will always be vigilant and raise concerns with the DSL.
- Parental behaviours can indicate child abuse or neglect, so staff will be alert to parent-child interactions or concerning parental behaviours; this could include parents who are under the influence of drugs or alcohol or if there is a sudden change in their mental health.
- Children may report abuse happening to themselves, their peers or their family members. All reports made by children to staff will be taken seriously and will be responded to in line with this policy.
- Safeguarding incidents and/or behaviours can be associated with factors and risks outside Genesis Block Financial Education's classrooms. Children at risk of abuse or exploitation in situations outside their families; extra-familial harms take a variety of different forms and children can be vulnerable to multiple harms including but not limited to sexual exploitation, criminal exploitation, sexual abuse, serious youth violence and county lines.
- By understanding the indicators of abuse and neglect, we can respond to problems as early as possible and provide the right support and services for the child and their family.
- All members of staff and volunteers are expected to be aware of and follow this approach if they are concerned about a child:

What to do if you're worried a child is being abused (Department for Education, 2015)



- In all cases, if staff and volunteers are still unsure, they will always speak to the DSL.
- Genesis Block Financial Education recognise that technology can be a significant component in many safeguarding and wellbeing issues; children are at risk of abuse online from people they do not know; in many cases, abuse will take place concurrently via online channels and in daily life.
- Genesis Block Financial Education recognise that some children have additional or complex needs and may require access to intensive or specialist services to support them.

9.1 Responding to Child Protection Concerns

- If staff are made aware of a child protection concern, they are expected to:
 1. Listen carefully to the concern, making notes and reflecting back the concern to the child using the child's language.
 2. Be non-judgemental.
 3. Only use open questions to clarify information where necessary, e.g. who, what, where, when or Tell, Describe, Explain (TED).
 4. Not promise confidentiality as concerns will have to be shared later with the DSL.
 5. Be clear about how the report will be progressed.
 6. Record the concern in line with Genesis Block Financial Education's record keeping requirements.
 7. Inform the DSL as soon as practically possible.
- The DSL should always be available to discuss safeguarding concerns. If in exceptional circumstances or if the DSL is not available, this should not delay appropriate action being taken. Staff and volunteers should speak to a member of the host organisation's Leadership Team. If this action is taken, the DSL should be notified as soon as possible.
- Where a child is suffering or is likely to suffer harm, or is in immediate danger, staff and volunteers of Genesis Block Financial Education should immediately speak to the Police.

9.2 Recording Concerns

- All safeguarding concerns, discussions and decisions and reasons for those decisions, will be recorded on EduKey which will be passed without delay to the DSL.
- Records will be completed as soon as possible after the event / incident, using the child's words and will be recorded and dated by the teacher / volunteer. The records will record facts and not opinions.
- If there is an immediate concern, the staff member / volunteer will consult with the DSL before completing a form on EduKey.
- If there are any doubts or concerns about recording requirements, the volunteer / staff member should consult the DSL.
- Records will be kept confidential and will be stored securely.
- All records will be shared with the host school / institution.

10. Confidentiality and Information Sharing

- Genesis Block Financial Education recognises our duty to hold, use and share relevant information with appropriate agencies and matters related to child protection at the earliest convenience as outlined in KCSIE 2024.
- Genesis Block Education has an appropriately trained Data Protection Officer as required by the General Data Protection Regulations (GDPR) to ensure our organisation is compliant. The DPO is William Darwin.
- The Data Protection Act 2018 and the GDPR do not prevent the sharing of information for the purposes of keeping children safe (KCSIE 2024).
- The Trustees and DSL will disclose relevant safeguarding information about a learner with staff on a 'need to know' basis.
- All staff should be aware that whilst they have a duty to keep learner information confidential, this should not stand in the way of keeping children safe.
- All staff and volunteers are aware that whilst they have duties to keep information confidential they also have a responsibility to be proactive in disclosing concerns about the safety and welfare of children. All staff are aware that they cannot promise children that they will not tell anyone about the report of any form of abuse, as this may not be in the best interests of the child.

11. Complaints

- All members of the Genesis Block Financial Education Organisation should feel able to raise a report about any concerns about children's safety or potential failures in the organisations safeguarding regime. The organisation has a complaints procedure available to parents, learners, staff, volunteers and host institutions who wish to report a complaint. This can be found on our website.
- Whilst we encourage interested parties to report complaints and concerns, this is not always possible. Children, young people and adults who have experienced abuse can contact the NSPCC 'Report Abuse in Education' helpline on 0800 136 663 or via email help@nspcc.org.uk
- Staff and volunteers can use the same whistleblowing helpline if they feel they are not able to make a report to the DSL.
- The Trustees of Genesis Block Financial Education will take concerns reported seriously and will respond to these in line with the appropriate process.
- The **Complaints Procedure** can be found on the website.
- Any complaints that constitute allegations against a member of staff or volunteer will be dealt with under the **Disciplinary Policy**.

12 Specific Safeguarding Issues

12.1 Child-on-child Abuse

All members of staff and volunteers at Genesis Block Financial Education recognise that children can abuse other children and that this can happen both inside and outside of the classroom as well as online.

Child-on-child abuse takes many forms, including but not limited to:

- Bullying including cyber-bullying, prejudice-based and discriminatory bullying.
- Abuse in intimate personal relationships between children.

- Physical abuse.
- Sexual violence.
- Sharing of nudes and semi-nudes.
- Causing someone to engage in sexual activity without consent.
- Upskirting.
- Initiation rituals / hazing.

Genesis Block Financial Education believes that abuse is abuse and that our staff and volunteers should never tolerate or dismiss this as 'just banter' or 'just having a laugh'.

All concerns of child-on-child abuse should be reported to the DSL.

Alleged victims, perpetrators and other individuals affected by child-on-child abuse will be supported by:

- Taking reports seriously and listening carefully
- Avoiding victim blaming
- Providing appropriate pastoral support
- Working with the host institution / organisation
- Working with parents / carers
- Reviewing policies
- Where necessary and appropriate, informing the police.

12.2 Child-on-child Sexual Violence or Harassment

When responding to concerns relating to child-on-child sexual violence or harassment, Genesis Block Financial Education staff and volunteers will follow the guidance in Part Five of KCSIE 2024.

Genesis Block Financial Education recognise that sexual violence and sexual abuse can happen anywhere, and all staff and volunteers will maintain an attitude of 'it could happen here'. Genesis Block Financial Education recognise that sexual violence can occur between two children of any age and sex. It can occur through a group of children sexually assaulting or sexually harassing a single child or a group of children and can occur online and face-to-face (both physically and verbally). Sexual violence and sexual harassment is never acceptable.

All victims of sexual violence will be reassured that they are being taken seriously and are being supported and kept safe. A victim will never be given the impression that they are creating a problem by reporting sexual violence or made to feel ashamed.

Abuse that occurs online will not be dismissed or downplayed if a report is made to Genesis Block Financial Education staff and volunteers and will be treated equally seriously with the relevant policies and procedures followed and the DSL informed.

Genesis Block Financial Education recognise that the law is in place to protect rather than criminalise young people. This will be explained to young people to avoid alarming or distressing them.

Genesis Block Financial Education recognise that an initial disclosure to a trusted adult may only be the first incident reported, rather than representative of a singular incident

and that trauma can affect memory, so children may not be able to recall all details or a timeline of abuse. All staff and volunteers will be aware that certain children may face additional barriers to telling someone, for example because of their vulnerability, disability, sex, ethnicity and/or sexual orientation.

The DSL is likely to have a complete safeguarding picture and will be the most appropriate person to advise on the initial response.

The DSL will make an immediate risk and needs assessment which will be considered on a case-by-case basis which explores how best to support the victim, in line with Part Five of KCSIE.

The risk and needs assessment will be recorded and kept under review by the DSL and the Trustees.

If at any stage the DSL is unsure how to proceed, advice will be sought from the Education Safeguarding Service.

12.3 Nude and/or Semi-Nude Image Sharing by Children

The term 'sharing nudes and semi-nudes' is used to mean sending or posting of nude and semi-nude images, videos or live streams of/by young people under the age of 18. Creating and sharing nudes and semi-nudes of under 18s (including those shared with consent) is illegal which makes responding to incidents complex.

The UKCIS Sharing Nudes and Semi-Nudes: Advice for Education Settings Working with Children and Young People Guidance outlines how education providers should respond to all incidents of consensual and non-consensual image sharing, and should be read and understood by the DSL.

Genesis Block Financial Education recognises that consensual and non-consensual sharing of nudes is a safeguarding issue and concerns will be reported to the DSL

When made aware of concerns involving consensual and non-consensual sharing of nudes and semi-nudes by children, staff and volunteers are advised to:

- Report any concerns to the DSL and host institution immediately.
- Never view, copy, print or share the images. If viewed by accident this should be reported to the DSL.
- Not delete the image or ask the child to delete it.
- Not say or do anything to blame or shame the children involved.
- Explain to the child(ren) involved that they will report the issue to the DSL and reassure them that they will receive the appropriate support and help.
- Not ask the child or children involved in the incident to disclose information regarding to the imagery and not share information about the incident with anyone other than the appropriate DSL.

The DSL will respond to concerns as set out in UKCIS Sharing Nudes and Semi-Nudes: Advice for Education Settings Working with Children and Young People Guidance.

When made aware of a concern, the DSL will:

- Hold an initial review meeting to explore the context and ensure appropriate and proportionate safeguarding action is taken in the best interests of any child involved. This may mean speaking with relevant staff, host institutions and children involved as appropriate.
- Parents and carers will be informed at an early stage to be involved in the process to best support children, unless there is a good reason to believe that involving them would put a child at risk of harm.
- All decisions and action taken will be recorded in line with our child protection procedures.
- A referral will be made to ICS and/or police immediately if:

The incident involves an adult.

There is a reason to believe that a child has been coerced, blackmailed, groomed, or there are concerns about their capacity to consent for example if they have special educational needs.

The image/videos involve sexual acts and a child under the age of 13, depict sexual acts unusual for the Child's age or are violent.

A child is at immediate risk of harm owing to sharing of the nudes.

- The DSL may choose to involve other agencies at any time.
- If the DSL is unsure how to proceed, advice will be sought from the Education Safeguarding Service.

12.4 Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE)

- Genesis Block Financial Education recognises that CSE and CCE are forms of abuse that occur where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into taking part in sexual or criminal activity, in exchange for something that the victim needs or wants and/or for the financial advantage or increased status of the perpetrator or facilitator and/or through violence or the threat of violence. CSE and CCE can affect children, both male and female and can include children that have been moved for the purpose of exploitation.
- Genesis Block Financial Education recognises that children can become trapped in CCE as perpetrators can threaten victims and their families with violence or entrap and coerce them into debt. Children involved in criminal exploitation often commit crimes themselves which can mean their vulnerability as victims is not always recognised (particularly by other children) and that are not treated as victims, despite the harm they have experienced. Children that have been criminally exploited may be at higher risks of CSE.
- Genesis Block Financial Education recognise that CSE can occur over time or be a one-off occurrence and may happen without a child's immediate knowledge, for example through others sharing videos or images of them on social media. CSE can affect any child who has been coerced into engaging in sexual activities and includes 16 and 17 year olds who can legally consent to have sex. Some children may not realise that they are being exploited, for example they may believe they are in a genuine romantic relationship.
- If staff or volunteers are concerned that a child may be at risk of CSE or CCE, immediate action should be taken by speaking to the DSL and the host institution.

12.5 Serious Violence

- All staff and volunteers are made aware of the indicators which may signal children are at risk from or involved in serious violent crime. These may include unexplained gifts or new possessions, increased absence from school, a change in friendships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries.
- Any concerns regarding serious violence will be reported and responded to in line with other child protection concerns, by reporting to the DSL.

12.6 So-called 'Honour Based' Abuse

- So called 'honour' based abuse (HBA) encompasses incidents or crimes which have been committed to protect or defend the honour of the family and/or community, including female genital mutilation (FGM), forced marriage, and practises such as breast ironing.
- All forms of HBA are abuse (regardless of motivation) and should be reported in line with section 7 of this policy. Staff and volunteers should report concerns to the DSL and the host institution. If there is an immediate concern, the police should be contacted.
- It is now a crime to carry out any conduct that causes a child to marry before their 18th birthday even if violence or threats are not used.
- If a teacher volunteer discovers that an act of FGM has been carried out on a girl then this must be reported to the police.

12.7 Preventing Radicalisation

- Genesis Block Financial Education are aware of our duty under section 26 of the Counter-Terrorism and Security Act 2015 (CTSA) to have 'due regard to the need to prevent people from being drawn into terrorism', also known as the Prevent duty and the specific obligations placed upon our teachers and volunteers as an education provider.
- Genesis Block Financial Education recognise that children are vulnerable to extremist ideology and radicalisation and volunteers will be alert to changes in children's behaviour which could indicate that they may be in need of help or protection.
- Staff and volunteers will report any concerns to the DSL. If there is an immediate threat the police will be contacted on 999.

12.8 Cybercrime

- Genesis Block Financial Education recognise that children with particular skill and interest in computing may inadvertently stray into 'cyber-enabled' or 'cyber-dependant' crimes.
- If staff or volunteers are concerned that a child may be at risk of becoming involved in cyber-dependant cybercrime, the DSL and host institution will be informed.

12.9 Domestic Abuse

- Genesis Block Financial Education recognise that domestic abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. The

abuse can be and is not limited to psychological, sexual, financial or emotional abuse. Children can be victims and may see or hear the effects of abuse at home. This abuse can have detrimental impacts on children's health and wellbeing.

- If staff are concerned that a child may be at risk of seeing, hearing or experiencing domestic abuse in their home immediate action should be taken by speaking to the DSL.

12.10 Mental Health

- All staff and volunteers recognise that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.
- Staff and volunteers are aware that children's experiences, for example Adverse Childhood Experiences (ACE), can impact their mental health, behaviour, and education.
- Staff and volunteers are well placed to observe children day-to-day and identify whose behaviour suggests that they may be experiencing a mental health problem or be at risk of one.
- If staff or volunteers have a concern, they should report to the DSL.

13. Supporting Children Potentially at Greater Risk of Harm

13.1 Safeguarding Children with Special Education Needs or Disabilities (SEND)

- Genesis Block Financial Education acknowledges that children with special educational needs or disabilities (SEND) or certain health conditions can face additional safeguarding challenges and barriers for recognising abuse or neglect.
- Genesis Block Financial Education recognises that children with SEND may face additional communication barriers to reporting abuse and neglect. Children with SEND will be appropriately supported to communicate so as to ensure their voice is heard and acted upon.
- All staff and volunteers will be encouraged to explore possible indicators of abuse such as behaviour, mood changes or injuries and to not assume that they are related to the child's disability. Staff and volunteers will be mindful that children with SEND or certain medical conditions may be disproportionately impacted by behaviours such as bullying, without outwardly showing any signs.
- Staff and volunteers are encouraged to be aware that children with SEND can be disproportionately impacted by safeguarding concerns, such as exploitation, peer group isolation or bullying including prejudice-based bullying.

13.2 Children Requiring Mental Health Support

- All staff and volunteers will be made aware that mental health problems can, in some cases be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.
- All staff and volunteers are aware that these experiences can impact mental health, behaviour and education.
- Staff and volunteers are well placed to observe children day-to-day and identify whose behaviour suggests that they may be experiencing mental health problems or be at risk of developing one.
- Staff and volunteers that have a concern should take action by speaking to the DSL.

13.3 Children Missing from Education and Absent from Education

- Children missing from education is a vital warning sign to a range of safeguarding issues and a robust response will support identification of such abuse and may help prevent the risk of children going missing in the future.
- Where staff and volunteers have a concern they should speak to the DSL in the host institution and also Genesis Block Financial Education's DSL.

13.4 Looked after children, previously looked after children and care leavers.

- Genesis Block Financial Education recognise that a common reason for children becoming looked after is a result of neglect or abuse and these children remain vulnerable.
- Staff and volunteers should be aware of the looked after children in their class and raise any concerns with both the host institution's DSL and GBFE DSL.

13.5 Children who are LGBT

- Genesis Block Financial Education recognise that whilst a child or young person being LGBT is not in itself an inherent risk factor for harm, these children are more at risk to be targeted by other children and that these risks are compounded where children that are LGBT do not have a trusted adult with whom they can be open.
- Staff and volunteers should be mindful that LGBT children may not have a trusted adult to support them in their host institution and should consult with the DSL if they have concerns.

14. Staff Induction, Awareness and Training

- All staff and volunteers are provided with a digital PDF copy of Part One of 'Keeping Children Safe in Education' which covers safeguarding information.
- Trustees and the DSL will read KCSIE in its entirety.
- All staff and volunteers must confirm that they have read and understood the guidance shared with them, which is stored on a central record.
- The DSL will ensure that all new staff and volunteers receive safeguarding and child protection training, including information to ensure that they are aware of Genesis Block Financial Education's internal safeguarding processes as part of their induction.
- As well as initial training, all staff and volunteers will receive email updates and reminders every 3 months.
- The DSL will complete an annual report to share with Trustees and maintain a register of who has been trained.

15. Safer Working Practise

- All staff and volunteers are required to work within clear guidelines on Safer Working Practise as outlined in Genesis Financial Education's Code of Conduct.
- Staff and volunteers should be aware that any physical interventions with students should be in line with the DfE guidelines on the use of reasonable force 2013. Any incident where physical interventions are used should occur in the presence of another adult and be written up immediately and shared with the host institution and the DSL.

- All staff and volunteers will be made aware of the professional risks associated with the use of social media and electronic communication.

16. Staff Supervision and Support

- Any member of staff or volunteer affected by concerns for a child's welfare or safety can seek support from the DSL.
- The induction process will include a familiarisation with the procedures to be followed if members of staff or volunteers have concerns about a child's safety or welfare.
- The DSL will also put staff and volunteers in touch with outside agencies to offer professional support, if they wish.

17. Safer recruitment and Allegations against Staff and Volunteers.

- Genesis Block Financial Education are committed to developing a safe culture and that steps are taken to recruit staff and volunteers who are safe to work with our students and staff.
- Genesis Block Financial Education are responsible for maintaining a Single Central Record in line with statutory guidance.
- The Trustees will ensure that there is at least one person who conducts an interview that has completed safer recruitment training.
- Genesis Block Financial Education is committed to supporting the statutory guidance from the Department of Education on the application of the Childcare (Disqualification) Regulations 2009 and related obligations under the Childcare Act 2006 in schools.
- We advise all staff and volunteers to disclose any reason that may affect their suitability to work with children including convictions, cautions, court orders, reprimands and warnings.
- Genesis Block Financial Education will flood relevant guidance in Keeping Children Safe in Education 2024 (Part Three 'Safer Recruitment') and from The Disclosure and Barring Service (DBS).

18. Allegations/concerns raised in relation to teachers, including volunteers.

- Any concerns or allegations about staff will be recorded and dealt with appropriately in line with the national arrangements (Part Four of KCSIE).
- Concerns will be dealt with quickly and appropriately to ensure that staff and volunteers are protected against potential false allegations or misunderstandings.
- Where the DSL is unsure on how to respond, advice will be sought from the Education Safeguarding Service.
- In all cases where allegations are made against staff or volunteers, once proceedings have been concluded, the DSL will consider the facts and determine whether any lessons have been learned and what improvements can be made.

18.1 Concerns that meet the 'harm threshold'

- Genesis Block Financial Education recognise that it is possible for members of staff, volunteers, DSL, trustees and third parties to behave in a way that indicates a person would pose a risk of harm if they continue to work in their present position, or in any capacity with children in a school, college or other institution. This includes when someone has;
 - Behaved in a way that has harmed a child, or may have harmed a child and/or

- Possibly committed a criminal offence against or related to a child and/or
- Behaved towards a child or children in a way that indicated he or she may pose a risk or harm to children and/or
- Behaved in a way that indicates they may not be suitable to work with children.
- Allegations against staff that meet this threshold will be referred to the DSL and the Trustees who will contact the host institution and the Local Authority Designated Officer.

18.2 Concerns that *do not* meet the ‘harm threshold’

- Genesis Block Financial Education may also need to take action on ‘low-level’ concerns about staff and volunteers. Additional information regarding low-level concerns is contained within our Code of Conduct, this includes the definition of a low-level concern, the importance of sharing them and the confidential procedure to follow when sharing them.
- Genesis Block Financial Education has an open and transparent culture in which concerns are dealt with promptly and appropriately. This enables us to identify inappropriate, problematic or concerning behaviour early and minimise risk.
- A ‘low-level’ concern does not mean it is insignificant.
- Low level concerns may arise from suspicion, complaint or allegation. They may also arise as a result of vetting checks.
- Low-level concerns are recorded by the DSL and shared with the Trustees.
- Records are kept confidential and reviewed so that patterns of concerning behaviour can be identified.

18.3 Safe Culture

- All staff and volunteers should feel able to raise concerns about poor or unsafe practice and potential failures in the organisation’s safeguarding regime. All concerns will be taken seriously by the DSL and Trustees.
- All staff and volunteers are made aware of the Genesis Block Financial Education Whistleblowing Procedures. It is a disciplinary offence not to report concerns about the conduct of a colleague that would place a child at risk.
- Staff and volunteers can access the NSPCC whistleblowing helpline if they do not feel able to raise concerns regarding child protection failures internally. The NSPCC is available on 0800 028 0285 or help@nspcc.org.uk
- Genesis Financial Education has a legal duty to refer to the Disclosure Barring Service anyone that has harmed, or poses a risk of harm, to a child, or if there is a reason to believe the member of staff or volunteer has committed one of a number of listed offences and who has been removed from working in regulated activity or would have been removed had they not left. The DBS will consider whether to bar the person.