

Endeavour Safeguarding Policy

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Policy Lead:	Edward Thatcher
Authorised by:	Jane Haywood
Role:	Safeguarding Lead, Board of Trustees
Authorised:	September 2025

Ed Thatcher

CEO



September 2025

Dave Poulsom

Chair of Trustees



September 2025

Endeavour Safeguarding Policy

1. Policy Statement

Endeavour is committed to safeguarding and promoting the welfare of all children, young people, and vulnerable adults with whom we work. We recognise that this is everyone's responsibility. Endeavour should be a safe and supportive environment where young people feel respected, valued, and listened to.

2. Scope

This policy applies to:

- All Endeavour staff, volunteers, trustees, students on placement, and contractors.
 - All children and young people engaged in Endeavour activities, both on and off site, including during residential and outdoor activities.
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3. Legal Framework

This policy is underpinned by:

- Children Act 1989 and 2004
- Working Together to Safeguard Children 2023
- Keeping Children Safe in Education 2025
- Education Act 2002
- Sexual Offences Act 2003
- Counter-Terrorism and Security Act 2015 (Prevent Duty)
- Data Protection Act 2018 and UK GDPR
- Human Rights Act 1998

This policy will be reviewed annually and updated in line with *Keeping Children Safe in Education*

4. Definitions

- **Safeguarding:** Protecting children from maltreatment, preventing impairment of health or development, ensuring safe and effective care, and enabling them to achieve the best outcomes.
 - **Child Protection:** Specific activity undertaken to protect children who are suffering or at risk of suffering significant harm.
 - **Child:** Anyone under 18 years old.
 - **Vulnerable Adult:** A person aged 18+ who is or may be in need of care and support due to disability, age, or illness, and unable to protect themselves from harm or exploitation.
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5. Roles and Responsibilities

5.1 Trustees

- Ensure safeguarding policies and procedures are in place and effective.

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- Monitor compliance with legislation and this policy.

5.2 Designated Safeguarding Lead (DSL)

- Overall responsibility for safeguarding within Endeavour.
- Provides support and guidance to staff.
- Ensures appropriate referrals are made to statutory services;
 - Suspected abuse and neglect to local authority children's social care
 - Suspected radicalisation to the Channel programme
 - Dismissals or staff leaving due to risk/harm to a child to the Disclosure and Barring Service
 - Suspected criminal activity to the Police
- Keeps detailed, secure, and confidential records of concerns and disclosures, decisions made, and actions taken.

5.3 Deputy Designated Safeguarding Lead (DDSL)

- Supports the DSL and acts in their absence, ensuring that there is always an available member of the safeguarding team to discuss safeguarding concerns.

5.4 All Staff and Volunteers

- Have a duty to identify and report safeguarding concerns around children and vulnerable adults immediately to the DSL or DDSL..
- Undertake regular safeguarding training, including reading Part One of the current *Keeping Children Safe in Education* statutory guidance published by the Department for Education .

6. Recognising Abuse

All staff should be alert to the indicators of:

- **Physical abuse** (e.g. physical harm)
- **Emotional abuse** (e.g. emotional harm such as rejection)
- **Sexual abuse** (e.g. child sexual exploitation)
- **Neglect** (e.g. lack of food)

Signs may include unexplained injuries, changes in behaviour, disclosure, or poor hygiene.

Abuse can be perpetrated by other children as well as adults; this is covered in more detail in the **anti-bullying policy**.

Child criminal exploitation (CCE) involves either physical or emotional abuse from individuals that coerce or manipulate a child to take part in criminal activity; this is covered in more detail in the **child criminal exploitation policy**.

There is a specific legal duty for teaching staff to report known instances of female genital mutilation (FGM) personally to the Police, as well as to through the safeguarding processes at Endeavour; this is covered in more detail in the **female genital mutilation policy**.

Staff should consider risks outside the family home, and in online (virtual) contexts as well as the real world.

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Children missing from education may be at an increased risk of exploitation, especially those who have other risk factors such as looked after children. Persistent absences or incidents of absconding will be treated as safeguarding concerns and will be reported as such; this is covered in more detail in the **child missing / absconding policy**.

7. Reporting and Recording Concerns

Any concern, disclosure must be reported immediately to the DSL/DDSL. It is important that staff follow the reporting procedures set out in the **safeguarding handbook**. To summarise:

- Record only factual information (not supposition or opinion) in a written format as soon as possible after any disclosure, using the exact words of the young person.
- Do not investigate or ask leading questions, and use Tell, Explain, Describe questions to clarify meaning.
- Never promise confidentiality; explain you may need to share the information.

DSL/DDSL will decide next steps, including referrals to Children's Social Care, the Channel programme, or the Police where necessary.

8. Allegations Against Staff

Any allegation (either from young people, Endeavour staff, or an external complaint) that a staff member or volunteer has

- behaved in a way that has harmed a child or may have harmed a child
- possibly committed a criminal offence against them
- behaved in a way that indicates they may pose a risk to children or vulnerable adults
- Behaved in a way that indicates they may not be suitable to work with children (including incidents outside of work, e.g., in family or social settings)

8.1 Immediate Actions

- Do not investigate yourself.
- Report immediately to the Designated Safeguarding Lead (DSL) or, if the allegation concerns the DSL, to the CEO or Safeguarding Trustee.
- The DSL will refer the matter to the **Local Authority Designated Officer (LADO)** within **1 working day**.
- If a child is at **immediate risk**, contact the police or social care **without delay**.

8.2 Support

- Support will be offered to both the child and the staff member involved (including access to counselling if needed).
- Endeavour will provide an appropriate **named contact** for the staff member if suspended.

8.3 Whistleblowing

This is covered in more detail in the **whistleblowing policy**. To summarise, Endeavour encourages staff to raise safeguarding concerns or allegations through:

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- Their line manager
- The DSL
- Ofsted
- NSPCC Whistleblowing Helpline (0800 028 0285)

Endeavour is committed to good practice and high standards and to being supportive to staff who raise genuine concerns, even if they turn out to be mistaken.

9. Safer Recruitment

Endeavour operates safer recruitment procedures, including:

- Enhanced DBS checks for all staff and volunteers working with children or vulnerable adults.
- Verification of identity, qualifications, and references.
- Adherence to Endeavour's Recruitment Policy and induction process.

This is covered in more detail in the [safer recruitment policy](#).

10. Training and awareness

- All staff and volunteers are required to read and understand Part One of *Keeping Children Safe in Education* as part of annual safeguarding training.
 - All staff will complete safeguarding and child protection training at induction, updated annually.
 - DSL and DDSL will undertake advanced safeguarding training annually and regular interim updates.
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11. Confidentiality and Information Sharing

- Information about safeguarding concerns will be shared only with relevant people in line with the Data Protection Act (DPA) and General Data Protection Regulation (GDPR).
- Staff must understand their legal duty to share information to protect children from harm.

For the avoidance of doubt, the DPA and GDPR do not prevent the sharing of safeguarding concerns to keep children safe and promote their welfare.

12. Online Safety

Endeavour recognises the importance of safeguarding in digital environments.

- Facilities that young people access will have effective filtering and monitoring of the internet
- Concerns around online safety are reported to the DSL/DDSL;
 - instances of online child-on-child abuse

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- concerns around content accessed (e.g. pornography)
- contact through online interactions (e.g. grooming)
- risky behaviour online (e.g. sending nude images)
- e-commerce (e.g. gambling or financial exploitation)

This is covered in more detail in the **mobile phone use** section of the behaviour policy, **anti-bullying**, and **online safety** policies.

13. Prevent Duty

Staff have a duty to identify and refer concerns relating to radicalisation or extremism. The DSL is the Prevent Lead and will coordinate referrals to the Channel programme if needed.

14. Policy Review

This policy will be reviewed annually to ensure it remains effective, compliant with statutory guidance, and reflective of best safeguarding practice.

15. Contact Details

- Designated Safeguarding Lead: Ed Thatcher – ed.thatcher@endeavour.org.uk, 07912 477937
- Deputy DSL: Hannah Shaw, hannah.shaw@endeavour.org.uk, 07813 937253; Will Hopkins, will.hopkins@endeavour.org.uk, 07960 180384
- Local Authority Designated Officer (LADO): via Sheffield Safeguarding Hub (sheffieldsafeguardinghub@sheffield.gov.uk, 0114 2734855)
- Children's Social Care: Sheffield Safeguarding Hub (sheffieldsafeguardinghub@sheffield.gov.uk, 0114 2734855)
- Police (non-emergency): 101 / Emergency: 999