



Child Protection & Safeguarding

Policy

Alternative Provision & Outreach

	DOCUMENT REFERENCE	WIO-P-SG
	VERSION	Version 4.0
	EFFECTIVE DATE	01/09/2026
	APPROVED BY	Caine Wild
	REVIEW DATE	01/08/2027



OUR PURPOSE

We engage with young people, inspire positive change, support their development and encourage effort in everything we do.



HOME



EDUCATION



ADULTHOOD



RELATIONSHIPS



THRIVE



Child Protection and Safeguarding Policy

Version	Date	Owner	Summary
v1.0	17/11/2025	Managing Director	Safeguarding policy baseline.
v2.0	04/05/2026	Managing Director / DSL	Updated to reflect KCSIE 2025 and outreach delivery model.
v3.0	18/05/2026	Managing Director / DSL	Full structural rewrite: outreach operations, DDSL, systems, out-of-hours and community safeguarding clarified.
v4.0	25/08/2026	Managing Director / DSL	2026–27 controlled rebuild: KCSIE 2026 alignment; professional curiosity; attendance; AP oversight; AI/online risk; VAWG; information sharing; restrictive intervention; strengthened outreach procedures.

Read alongside the Staff Safeguarding Handbook, Staff Code of Conduct, Low-Level Concerns, Whistleblowing, Online Safety, Safer Recruitment, Attendance, Behaviour/Physical Intervention and Risk Assessment procedures.



Child Protection and Safeguarding Policy

Contents

- 1. Purpose, Scope and Safeguarding Principles**
- 2. Advice and Contact List**
- 3. Definitions and Acronyms**
- 4. Related Legislation and Guidance**
- 5. Introduction and Core Principles**
- 6. Roles and Responsibilities**
- 7. Child Protection Procedures**
- 8. Record Keeping, Systems and Information Transfer**
- 9. Complaints**
- 10. Family Help and Early Help**
- 11. Specific Safeguarding Concerns**
- 12. Supporting Young People with Additional Vulnerabilities**
- 13. Opportunities to Teach Safeguarding**
- 14. Online Safety and Filtering and Monitoring**
- 15. Safeguarding Training and Induction**
- 16. Reasonable Force and Restrictive Interventions**
- 17. Safer Recruitment and Staff Vetting**
- 18. Allegations, Low-Level Concerns and Whistleblowing**
- 19. Use of Premises, Contractors and External Providers**
- 20. Site, Community, Transport and Operational Safety**
- 21. Volunteers, Visitors, Agency Staff and Contractors**
- 22. Outreach Delivery, Off-site Activities and Residential Educational Visits**
- 23. Out-of-Hours and Community-Based Safeguarding**
- 24. Policy Review**

Appendices

- 1. Categories of Abuse, Neglect and Exploitation**
- 2. Responding to Concerns**
- 3. Visitor Safeguarding Information**
- 4. Unsafe Collection or Handover**



Child Protection and Safeguarding Policy

1. Purpose, Scope and Safeguarding Principles

Wild Intervention is committed to safeguarding and promoting the welfare, safety, physical health, emotional wellbeing and development of every Young Person engaged within its Alternative Provision, outreach and community-based services.

Wild Intervention delivers flexible provision including 1:1 support, key work, education and engagement activity, transport, home and community-based sessions, off-site activity and partnership work with schools, Local Authorities and other agencies. Safeguarding therefore applies wherever delivery takes place and is not limited to a fixed education site.

Wild Intervention is a non-school Alternative Provision provider. The commissioning school or Local Authority retains its own statutory responsibilities for the Young Person; this does not reduce Wild Intervention's responsibility to maintain robust safeguarding arrangements, act on concerns and share relevant information promptly.

1.1 Core principles

- Safeguarding is everyone's responsibility.
- The best interests, voice, wishes and lived experience of the Young Person are central to decision-making.
- Staff maintain an attitude of "it could happen here".
- Professional curiosity is expected: small concerns, inconsistencies and changes may form part of a wider safeguarding picture.
- Staff do not need proof before reporting a safeguarding concern.
- Concerns are recognised, responded to, recorded and reported without delay.
- Attendance, engagement and unexplained absence are safeguarding considerations.
- Safeguarding extends to harm occurring at home, in the community, in peer groups, during transport and online.
- Information is shared lawfully and proportionately when necessary to safeguard a Young Person.
- Prevention and de-escalation are prioritised; restrictive intervention is a last resort.

1.2 Staff-facing safeguarding model

The operational expectation for all staff is: Recognise • Respond • Record • Report. This policy provides the strategic and procedural framework. The Wild Intervention Staff Safeguarding Handbook provides the concise staff-facing operational guide.



Child Protection and Safeguarding Policy

2. Advice and Contact List

This list must be made available to all staff and should be displayed where operationally appropriate. Emergency contact numbers must be available to staff delivering outreach, transport and offsite sessions.

Role / Agency	Purpose	Contact Details
Designated Safeguarding Lead (DSL)	Carla Doggett	Carla@wild-intervention.co.uk 01482 947 876
Deputy DSL	Leoni Bartle	leoni@wild-intervention.co.uk 01482 947 876
Managing Director	Caine Wild	Contact via internal emergency contact list
Outreach Operations Manager	Richard Leadbeater	richard@wild-intervention.co.uk 01482 947 876

Children's Social Care

Local Authority	Office Hours	Out of Hours
East Riding	01482 395500	01482 393939
Hull	01482 448879 option 4	01482 300304
North Yorkshire	0300 131 2 131	0300 131 2 131
North Lincolnshire	01724 296500	01724 296555
North East Lincolnshire	01472 326292 option 2, option 2	01472 326292 option 2

LADO – Allegations About Adults Working with Young People

Local Authority	Contact
East Riding	LADO@eastriding.gov.uk
Hull	01482 790933 · lado@hullcc.gov.uk
North Yorkshire	01609 798005 · lado@northyorks.gov.uk
North Lincolnshire	01724 298293 · lado@northlincs.gov.uk
North East Lincolnshire	01472 326118 · LADO@nelincs.gov.uk

Police

Local Authority	Contact
Police	999 emergency / 101 non-emergency
Prevent advice	0800 011 3764
NSPCC Whistleblowing Advice Line	0800 028 0285

3. Definitions and Acronyms

Acronym	Meaning
AI	Artificial Intelligence
CCE	Child Criminal Exploitation
CSE	Child Sexual Exploitation
DBS	Disclosure and Barring Service
DDSL	Deputy Designated Safeguarding Lead
DfE	Department for Education
DSL	Designated Safeguarding Lead
EHC Plan	Education, Health and Care Plan
FGM	Female Genital Mutilation
HBA	Honour-Based Abuse
KCSIE	Keeping Children Safe in Education
LA	Local Authority
LADO	Local Authority Designated Officer
LMC	Log My Care
RSHE	Relationships, Sex and Health Education
SCR	Single Central Record
SEND	Special Educational Needs and Disabilities
SLT	Senior Leadership Team
TRA	Teaching Regulation Agency
YP	Young Person
YPs	Young People

Key Definitions

Child / Children: Anyone under the age of 18. Within this policy, Wild Intervention uses Young Person (YP) where appropriate, while statutory language may still refer to child or children.

Safeguarding: Providing help and support as soon as problems emerge; protecting YPs from maltreatment, including online; preventing impairment of mental or physical health or development; ensuring safe and effective care; and taking action to enable the best outcomes.

Abuse: A form of maltreatment involving inflicting harm or failing to prevent harm. Abuse can take place in family, institutional, community or online settings, and can be committed by adults or other children.

Neglect: The persistent failure to meet a child's basic physical or psychological needs, likely to result in serious impairment of health or development.

Consent: Having the freedom and capacity to choose. Consent can be withdrawn at any time. Children under 13 can never consent to sexual activity. The legal age of consent is 16.

Sexual violence: Offences under the Sexual Offences Act 2003 including rape, assault by penetration, sexual assault and causing someone to engage in sexual activity without consent.

Sexual harassment: Unwanted conduct of a sexual nature that occurs online or offline, including comments, jokes, taunting, unwanted messages, sexualised bullying, upskirting, coercion or sharing sexual content.



Child Protection and Safeguarding Policy

Harmful sexual behaviour (HSB): Sexual behaviour displayed by Young People that is developmentally inappropriate, abusive, coercive, harmful or potentially harmful to themselves or others, considered in context of age, development and circumstances.

Indecent imagery: Nude or semi-nude sexual posing, sexual activity involving a child, child sexual abuse imagery, or indecent pseudo-images created or manipulated using computer software or AI.

Child-on-child abuse: Abuse by one Young Person against another, occurring in person or online, inside or outside provision.

Contextual safeguarding: Recognising and responding to risk arising outside the family home, including peer groups, community locations, online spaces, exploitation, criminal networks and public environments.

Professional curiosity: The expectation that staff notice, question and escalate patterns, inconsistencies or concerns rather than accepting information at face value where safeguarding risk may exist.

4. Related Legislation and Guidance

This policy has due regard to relevant legislation and statutory/non-statutory guidance including, but not limited to:

Legislation

- Children Act 1989 & Children Act 2004
- Education Act 2002 & Education and Inspections Act 2006, where applicable to commissioning education settings.
- Sexual Offences Act 2003, Female Genital Mutilation Act 2003
- Safeguarding Vulnerable Groups Act 2006
- Equality Act 2010 & Human Rights Act 1998
- Anti-social Behaviour, Crime and Policing Act 2014
- Counter-Terrorism and Security Act 2015
- Data Protection Act 2018 & UK General Data Protection Regulation (UK GDPR)
- Voyeurism (Offences) Act 2019
- Domestic Abuse Act 2021
- Marriage and Civil Partnership (Minimum Age) Act 2022

Statutory and Government Guidance

- DfE - Keeping Children Safe in Education 2026
- DfE - Working Together to Safeguard Children 2026
- DfE - Working Together to Improve School Attendance
- DfE - Information Sharing Advice for Safeguarding Practitioners 2024
- DfE - Searching, Screening and Confiscation guidance
- DfE - Restrictive interventions, including the use of reasonable force, in schools 2026
- DfE digital technology, filtering and monitoring, cyber security and generative AI guidance relevant to education settings.
- DfE – Alternative Provision: Statutory Guidance (updated 2025)
- Non-school alternative provision: voluntary national standards (2025).
- Home Office - Prevent Duty Guidance
- HM Government - Multi-agency statutory guidance on FGM
- HM Government - Channel Duty Guidance
- Home Office and FCDO - Multi-agency statutory guidance for dealing with forced marriage
- UKCIS / DfE - Sharing nudes and semi-nudes guidance
- DfE - Meeting digital and technology standards in schools and colleges

5. Introduction and Core Principles

Safeguarding within Alternative Provision and outreach requires a **dynamic, contextual and Young Person-centred approach**. Delivery may take place across community settings, transport, public spaces, activity centres, family homes, outdoor environments, online spaces and partnership settings. Safeguarding responsibilities therefore apply wherever Wild Intervention is working with or on behalf of a Young Person.



Child Protection and Safeguarding Policy

Safeguarding is everybody's responsibility. All staff, volunteers, agency workers, contractors and commissioned professionals must maintain an attitude of **"it could happen here"**, remain professionally curious and act without delay where they have a concern about a Young Person's safety or welfare.

Staff should recognise that safeguarding concerns are not always disclosed directly or immediately. Changes in behaviour, presentation, attendance, engagement, relationships or circumstances — including information that appears minor in isolation — may form part of a wider safeguarding picture.

The Young Person's **voice, wishes, feelings and lived experience** should inform safeguarding practice and decision-making. Staff do not need proof or certainty before reporting a concern.

5.1 Core Safeguarding Principles

Prevention: Creating safe environments through positive relationships, consistent professional boundaries, key work, enrichment, online safety education, safer recruitment, early identification of need and a strong safeguarding culture.

Protection: Maintaining clear safeguarding procedures, appropriately trained staff, effective recording and reporting systems, professional curiosity, timely referrals and proportionate information sharing.

Support: Providing trauma-informed, relationship-based and individualised support to Young People, particularly where vulnerability, SEND, exploitation, mental health needs, disrupted education or safeguarding concerns are identified.

Collaboration: Working effectively with Young People, parents and carers, commissioning schools and Local Authorities, Children's Social Care, police, health, Youth Justice and other professionals to identify risk, share relevant information and coordinate support.

5.2 Our Safeguarding Commitment

Wild Intervention will:

- establish and maintain a culture in which Young People feel safe, respected, listened to and able to raise concerns;
- ensure Young People know which adults they can approach if they are worried, unsafe or need support;
- help Young People develop the knowledge and skills to recognise and respond to abuse, exploitation, unsafe relationships, community risks and online harm;
- recognise **attendance, engagement, unexplained absence and changes in presentation as potential safeguarding indicators**, rather than treating them solely as operational or educational matters;
- identify, challenge and respond to child-on-child abuse, sexual violence, sexual harassment, harmful sexual behaviour, discrimination, misogyny, hate incidents and online harm;
- maintain effective safeguarding relationships with parents/carers, commissioners, schools, Local Authorities, Children's Social Care, Youth Justice, police, health and other relevant professionals;
- operate robust safer recruitment arrangements and ensure appropriate checks are completed before adults undertake regulated or otherwise relevant work with Young People; and
- provide staff with appropriate safeguarding induction, guidance, training, supervision and access to the DSL/DDSL.

5.3 Safeguarding Issues Requiring Vigilance

Safeguarding concerns may arise **within families, peer groups, intimate relationships, community locations, education settings, during transport or activities, and online**. Harm may be caused by adults or other Young People and may occur across several environments simultaneously.



Child Protection and Safeguarding Policy

Staff must remain professionally curious and alert to emerging need and child protection concerns, including:

- abuse, neglect and exploitation;
- child-on-child abuse, bullying and harmful sexual behaviour;
- child sexual exploitation (CSE), child criminal exploitation (CCE) and county lines;
- modern slavery and trafficking;
- female genital mutilation (FGM), forced marriage and honour-based abuse;
- radicalisation and extremism;
- serious violence, weapons and youth violence;
- domestic abuse;
- mental health and emotional wellbeing concerns where these may indicate or increase safeguarding risk;
- private fostering and other potentially vulnerable care arrangements;
- persistent or unexplained absence, missing episodes, disengagement or unknown whereabouts;
- unsafe peer groups, adults, locations or community associations;
- online grooming, coercion, sextortion and exploitation;
- sharing of nude or semi-nude images; and
- AI-enabled harm, including deepfakes, manipulated imagery and AI-generated sexual imagery.
- This list is not exhaustive. Where something does not feel right, however small the concern may appear, staff must record and report it in accordance with Wild Intervention's safeguarding procedures.

5.4 Multi-Agency Safeguarding Arrangements

Wild Intervention recognises that effective safeguarding within Alternative Provision depends upon clear communication, information sharing and coordinated action between the provider, commissioner and safeguarding partners.

The commissioning school or Local Authority retains its own statutory responsibilities for the Young Person. This does not reduce Wild Intervention's responsibility to identify and act upon safeguarding concerns arising during its provision.

Wild Intervention will cooperate with safeguarding partners, Local Authorities, commissioning education settings and other professionals and, where appropriate, contribute to Family Help/Early Help arrangements, Team Around the Family (TAF) meetings, child protection conferences, core groups, strategy discussions, placement reviews and other multi-agency planning.

Relevant information concerning attendance, engagement, presentation, significant incidents, emerging risks and safeguarding concerns will be shared with commissioners and safeguarding partners where necessary and proportionate. Information sharing with a commissioner does not replace a direct referral to Children's Social Care, police or another safeguarding agency where the circumstances require one.

Where a Young Person is detained, questioned or interviewed by police, the DSL or senior manager will consider the Young Person's safeguarding needs and whether an Appropriate Adult is required in accordance with PACE Code C and the circumstances of the case.

6. Roles and Responsibilities

Safeguarding is everybody's responsibility. Clear organisational accountability is nevertheless essential to ensure concerns are recognised, acted upon, recorded and escalated appropriately.



Child Protection and Safeguarding Policy

All staff must understand their individual responsibilities and must not assume that safeguarding action is solely the responsibility of the DSL or senior leaders.

6.1 All Staff Responsibilities

- All staff, volunteers, agency workers and other adults working on behalf of Wild Intervention must:
- act at all times in the best interests of the Young Person;
- maintain an attitude of **“it could happen here”** and remain professionally curious;
- provide safe, supportive and respectful environments in which Young People can engage, learn and receive support, including during onsite sessions, transport, home-based work, community activities and off-site delivery;
- recognise that changes in attendance, engagement, behaviour, presentation, relationships or circumstances may form part of a wider safeguarding picture;
- identify Young People who may benefit from Family Help/Early Help or additional safeguarding support;
- understand Wild Intervention’s safeguarding systems, reporting and escalation routes, online safety expectations, whistleblowing arrangements and Staff Code of Conduct;
- know the identity and role of the DSL and DDSL;
- complete required safeguarding training, including appropriate online safety and filtering and monitoring awareness;
- read and understand **Part One of KCSIE 2026**, as appropriate to their role;
- recognise, respond to, record and report safeguarding concerns, disclosures, incidents or allegations without delay;
- report safeguarding concerns immediately to the DSL/DDSL and record them through the approved safeguarding system;
- contact Children’s Social Care and/or police directly where there is an immediate risk of serious harm and waiting for the DSL would delay necessary action;
- never promise confidentiality to a Young Person and share safeguarding information only with those who need it for safeguarding purposes;
- avoid victim-blaming and professionally challenge inappropriate, discriminatory, misogynistic or harmful attitudes and language;
- remain alert to abuse, neglect, exploitation, contextual risk, online harm, child-on-child abuse and emerging patterns of concern;
- personally report known cases of FGM involving a person under 18 to the police where the statutory mandatory reporting duty applies; and
- understand that safeguarding responsibilities apply wherever Wild Intervention works with a Young Person, including during transport, outreach, community activities, home-based sessions, online interactions and off-site provision.

Staff do not need proof or certainty before raising a safeguarding concern. If something does not feel right, it must be reported.

6.2 Managing Director Responsibilities

The Managing Director holds overall strategic accountability for safeguarding within Wild Intervention and will:

- promote and maintain a strong, open and Young Person-centred safeguarding culture;
- ensure appropriate safeguarding policies, procedures, systems and governance arrangements are established, implemented and reviewed;
- ensure sufficient staffing, resources and operational capacity are available to support safe practice;
- ensure robust safer recruitment and pre-employment checking arrangements are maintained;



Child Protection and Safeguarding Policy

- ensure clear procedures exist for allegations, harm-threshold concerns, low-level concerns and whistleblowing;
- ensure the DSL has sufficient **status, authority, time, resources and training** to discharge the role effectively;
- ensure safeguarding is embedded within organisational planning, risk management, commissioning and service delivery;
- ensure safeguarding requirements are considered within partnership, venue, contractor and external-provider arrangements where relevant;
- ensure appropriate organisational oversight and quality assurance of safeguarding practice; and
- maintain a culture in which staff are expected and supported to professionally challenge and escalate concerns, including concerns relating to senior leaders or organisational practice.

6.3 Outreach Operations Manager Responsibilities

The Outreach Operations Manager supports the operational implementation of safeguarding across Alternative Provision and outreach delivery and will:

- ensure safeguarding procedures are consistently implemented across outreach, transport, home-based, community and off-site delivery;
- ensure outreach staff understand safeguarding expectations, reporting routes, escalation procedures and recording requirements;
- provide operational support where safeguarding concerns arise during sessions, transport, home visits or community activities;
- monitor safeguarding-related operational indicators including repeated absence, disengagement, missing episodes, unsafe peer or adult associations, transport concerns, venue risks and lone-working concerns;
- ensure safeguarding concerns are escalated promptly to the DSL/DDSL and that urgent action is not delayed;
- support appropriate communication with parents/carers, commissioning schools, Local Authorities and other professionals;
- ensure safeguarding considerations inform **staffing, rotas, matching decisions, risk assessments, session planning, transport arrangements and community-based delivery**;
- identify operational patterns or emerging risks and bring these to the attention of the DSL and senior leadership; and
- escalate concerns to the DSL/DDSL, Managing Director or external safeguarding agencies where required.

6.4 Senior Leadership Team Responsibilities

The Senior Leadership Team will:

- support consistent implementation of safeguarding procedures across the organisation;
- ensure staff complete required safeguarding training and understand their responsibilities;
- promote an open and professionally curious safeguarding culture;
- monitor safeguarding compliance, operational consistency and staff practice;
- support safeguarding quality assurance, policy implementation and organisational learning;
- ensure staff understand escalation and whistleblowing procedures;
- provide appropriate support to staff following safeguarding disclosures, incidents or critical events;
- ensure appropriate online safety, filtering and monitoring arrangements are implemented where applicable; and
- ensure Young People have appropriate opportunities to develop their understanding of safeguarding, healthy relationships, consent, online safety, exploitation and risk through formal and informal learning.

6.5 Designated Safeguarding Lead Responsibilities

The DSL takes lead responsibility for safeguarding and child protection within Wild Intervention, including appropriate oversight of online safety and filtering and monitoring.

The DSL will:

- act as the principal point of contact for safeguarding concerns and referrals;
- provide safeguarding advice, guidance and support to staff;
- assess concerns and determine appropriate safeguarding action;
- make or coordinate referrals to Children's Social Care, police, Channel, LADO, DBS and other relevant agencies where appropriate;
- participate in strategy discussions, child protection conferences, core groups and other multi-agency safeguarding arrangements;
- support staff responding to disclosures, incidents and safeguarding referrals;
- maintain accurate, confidential and secure safeguarding records;
- ensure concerns, decisions, actions and outcomes are appropriately recorded;
- ensure relevant safeguarding information is shared lawfully, proportionately and without unnecessary delay;
- promote appropriate engagement with parents/carers where it is safe and appropriate to do so;
- work with operational leaders to identify patterns, themes and emerging safeguarding risks, including those relating to attendance, exploitation, peer relationships and community-based delivery;
- ensure safeguarding information is transferred securely and promptly when placements change or end, where appropriate;
- promote a culture in which Young People feel safe, listened to and supported;
- understand and apply relevant information-sharing and data-protection requirements; and
- undertake DSL training and updates in accordance with statutory guidance and relevant local safeguarding arrangements.

6.6 Deputy DSL Responsibilities

The DDSL will:

- support the DSL in carrying out safeguarding and child protection responsibilities;
- undertake delegated DSL functions and act in the DSL's absence;
- receive, assess and respond to safeguarding concerns;
- support referrals, safeguarding records and information sharing;
- provide safeguarding advice and support to staff where appropriate;
- participate in safeguarding meetings and multi-agency processes where required; and
- undertake training appropriate to the DDSL role and sufficient to undertake DSL functions when required.



Child Protection and Safeguarding Policy

- **The DSL retains lead responsibility for safeguarding. Delegation of individual functions does not transfer that lead responsibility.**

6.7 Young People

Wild Intervention will support Young People to:

- feel safe, respected, listened to and taken seriously;
- understand how and where to raise a concern, including where the concern relates to a member of staff;
- identify trusted adults they can approach if they feel worried, unsafe or need support;
- access support during onsite sessions, transport, home-based work, off-site activities and community delivery;
- develop age and needs-appropriate knowledge and skills to keep themselves and others safer, including online;
- develop their understanding of healthy relationships, boundaries, consent, exploitation and respectful behaviour; and
- contribute their wishes, feelings and lived experience to decisions affecting their safeguarding and support.

A Young Person's reluctance or inability to report a concern **must never be interpreted as evidence that they are safe**. Staff retain responsibility for recognising and acting upon safeguarding indicators.

6.8 Parents and Carers

Wild Intervention seeks to work openly and constructively with parents and carers wherever it is appropriate and safe to do so.

Parents and carers are encouraged to:

- share relevant welfare, health, risk or safeguarding information promptly;
- inform Wild Intervention of significant changes in circumstances that may affect safe delivery;
- support safe attendance, engagement and online behaviour;
- participate in Family Help/Early Help, safeguarding or statutory processes where appropriate; and
- work collaboratively with Wild Intervention, commissioners and other professionals to support the Young Person.

Safeguarding information will ordinarily be discussed with parents/carers where appropriate. However, Wild Intervention may seek advice, share information or make a referral to Children's Social Care, police or another safeguarding agency without parental consent or prior notification where this is necessary and proportionate to safeguard a Young Person.

This may include circumstances where informing a parent/carer could increase risk, place another person at risk, compromise an investigation, lead to evidence being lost or cause unnecessary delay in protective action.



Child Protection and Safeguarding Policy

7. Child Protection Procedures

Safeguarding concerns can arise in many different ways. A concern may result from something a Young Person says, something a member of staff observes, information received from another person, a change in attendance, engagement, behaviour or presentation, or information that simply does not feel right.

Staff do not need proof or certainty before raising a safeguarding concern.

7.1 Identifying Concerns

Wild Intervention staff are well placed to observe changes in a Young Person's presentation, behaviour, relationships, engagement, attendance and wellbeing.

Staff must remain professionally curious and alert to indicators of abuse, neglect, exploitation, child-on-child abuse, contextual safeguarding risk, online harm, repeated disengagement, unexplained absence, missing episodes and other changes that may indicate a Young Person requires help or protection.

Safeguarding risks within Alternative Provision and outreach may present differently from those within a fixed education setting. Particular vigilance is required around:

- transport and collection or handover;
- community access and public spaces;
- home-based delivery;
- unstructured environments and periods of reduced supervision;
- independent travel;
- missing episodes or unknown whereabouts;
- unsafe peer groups, adults or locations;
- criminal or sexual exploitation;
- unexpected interactions with members of the public;
- online communication and activity; and
- changes in presentation, behaviour or engagement during outreach activity.

Individual concerns should not always be considered in isolation. Small pieces of information, when considered together, may indicate a significantly greater level of risk.

Staff must not investigate concerns, attempt to establish whether an allegation is true or seek proof. Their responsibility is to Recognise, Respond, Record and Report.

7.2 Responding to a Concern or Disclosure

Where a Young Person shares a concern or safeguarding information, staff must:

1. Listen – remain calm, listen carefully and take what the Young Person says seriously.
2. Reassure – explain that they have done the right thing by speaking to someone. Do not make promises about outcomes.
3. Do not promise confidentiality – explain that information may need to be shared with people who can help keep them or others safe.
4. Clarify only where necessary – use open prompts such as “Tell me”, “Explain to me” or “Describe”. Do not ask leading questions or investigate.



Child Protection and Safeguarding Policy

5. Protect immediate safety – where there is immediate danger or a medical emergency, contact emergency services without delay.
6. Record – make an accurate, factual record as soon as practicable, including the date, time, context and, wherever possible, the Young Person's own words.
7. Report – inform the DSL/DDSL immediately and record the safeguarding concern on CPOMS.

Never do nothing. If in doubt, report it.

Staff must not wait until the end of a session or working day where doing so could delay safeguarding action.

Recording Systems

CPOMS is Wild Intervention's primary safeguarding recording system.

Where relevant, a factual operational record may also be made on Sapling for attendance, session or daily-recording purposes. However, safeguarding information must not be left solely within an operational session record.

Log My Care (LMC) must not be used as the primary system for recording safeguarding concerns.

Where immediate action has been required before a CPOMS entry can reasonably be completed, staff must prioritise safety and escalation first and complete the safeguarding record as soon as practicable afterwards.

7.3 Young People Suffering or Likely to Suffer Significant Harm

Where there is reasonable cause to suspect that a Young Person is suffering, or is likely to suffer, significant harm, the DSL/DDSL will consider an immediate referral to the relevant Children's Social Care service and/or police.

A referral must not be delayed because complete information is unavailable.

Where waiting for the DSL/DDSL would create an unsafe delay, any member of staff may contact Children's Social Care and/or police directly. The DSL must be informed as soon as practicable afterwards.

Parents/carers will normally be informed and involved where it is appropriate and safe to do so. However, consent is not required before sharing information where there is a lawful safeguarding basis for doing so.

Parents/carers may not be informed before advice or referral where doing so could:

- increase the risk of harm to the Young Person or another person;
- compromise an investigation or lead to evidence being lost;
- cause an unreasonable delay in protective action;
- place a member of staff or another person at risk; or
- otherwise conflict with advice from Children's Social Care, police or another safeguarding agency.

Specific statutory procedures relating to matters including FGM, forced marriage, fabricated or induced illness and Prevent concerns will be followed where applicable.

Where the relevant Local Authority requires a written Request for Service or equivalent referral form following initial contact, this will be completed within the locally required timescale.



Child Protection and Safeguarding Policy

7.4 Out-of-Hours and Emergency Safeguarding Concerns

Where an urgent safeguarding concern arises outside normal office hours and it would be unsafe to wait until the next working day, the relevant Emergency Duty Team, Children's Social Care and/or police will be contacted.

Staff should provide as much relevant information as is available, including:

- the Young Person's name, age and address;
- current and last known location;
- who the Young Person is currently with;
- whether they are missing, at home, in the community, in transit or with Wild Intervention staff;
- immediate safeguarding concerns and known vulnerabilities;
- relevant family, peer or adult associations;
- action already taken;
- relevant professional contacts; and
- a safe contact number for the member of staff making the referral.

Staff must not delay an urgent referral because some information is unavailable.

The DSL/DDSL must be informed as soon as practicable and the concern and actions taken recorded on CPOMS.

7.5 Multi-Agency Safeguarding Meetings

Wild Intervention will contribute appropriately to multi-agency safeguarding processes, including:

- Family Help/Early Help and Team Around the Family meetings;
- strategy discussions;
- child protection conferences;
- core groups;
- Child in Need meetings;
- exploitation or contextual safeguarding meetings; and
- other statutory or multi-agency planning concerning a Young Person.

The DSL or appropriate senior leader will determine who should attend based upon the purpose of the meeting and the staff member's knowledge of the Young Person.

Where required, Wild Intervention will provide clear, factual and timely information regarding the Young Person's attendance, engagement, presentation, progress, significant incidents, expressed wishes and feelings and identified safeguarding risks.

7.6 Voice and Lived Experience of Young People

Listening to Young People is fundamental to effective safeguarding.

Wild Intervention will seek to establish trusted professional relationships in which Young People feel able to raise worries, disclose harm and ask for support during formal learning, key work, transport, enrichment, home-based and community activity.



Child Protection and Safeguarding Policy

Staff must recognise that a Young Person may not be ready, willing or able to disclose abuse, neglect or exploitation directly. Communication needs, SEND, trauma, fear, loyalty, coercion, exploitation or previous experiences with professionals may affect how concerns are communicated.

Staff must therefore consider both what a Young Person says and what their behaviour, presentation, relationships, attendance and engagement may be communicating.

The Young Person's wishes and feelings should be sought and considered, but their wishes do not override the responsibility to take necessary safeguarding action.

7.7 Escalating Concerns About Individual Cases

Safeguarding concerns must continue to be escalated where Wild Intervention believes that a Young Person remains at risk or that the response received has not adequately addressed the concern.

Where the DSL disagrees with the response or decision of Children's Social Care, Family Help/Early Help or another safeguarding agency, the DSL will use the relevant Local Safeguarding Children Partnership's professional challenge or escalation procedure.

Staff who believe that appropriate safeguarding action has not been taken must raise this with the DSL/DDSL or Managing Director.

Where concerns remain unresolved, staff retain the right and responsibility to contact the relevant Children's Social Care service, allocated social worker, police, LADO or other safeguarding agency directly where appropriate.

Professional disagreement must never result in safeguarding inaction.

7.8 Confidentiality

Safeguarding information is confidential but not secret.

Information will be shared with people who need it in order to safeguard and support the Young Person or another person.

Staff must:

- not discuss safeguarding information with colleagues who have no professional need to know;
- not discuss safeguarding matters outside work;
- not use personal messaging, email or social-media accounts to communicate safeguarding information;
- use approved organisational systems and communication channels;
- protect safeguarding information from unauthorised access or disclosure; and
- refer media or external enquiries concerning safeguarding matters to senior management.

Staff must never promise a Young Person absolute confidentiality.

7.9 Information Sharing

Effective safeguarding depends upon timely and proportionate information sharing.

Child Protection and Safeguarding Policy

Data protection legislation does not prevent information being shared where there is a lawful and necessary safeguarding reason to do so. Concerns about data protection must not prevent appropriate action being taken to protect a Young Person.

When sharing safeguarding information, staff and the DSL should:

- be open and transparent with the Young Person and/or family where it is safe and appropriate to do so;
- consider consent where appropriate, while recognising that consent is not always required;
- share information for a clear safeguarding purpose;
- share only information that is relevant, necessary and proportionate;
- ensure information is accurate and distinguish fact from opinion;
- share information promptly and securely;
- consider the safety and wellbeing of the Young Person and others; and
- record significant decisions to share, or not share, information and the rationale for those decisions.

Where staff are unsure whether information should be shared, they should seek advice from the DSL/DDSL. Uncertainty should lead to advice being sought, not to information being withheld by default.

8. Record Keeping, Systems and Information Transfer

8.1 Record Keeping & Systems

Accurate, timely and secure safeguarding records are essential to effective safeguarding practice. Records help establish patterns over time, support professional decision-making and ensure relevant information is available to those responsible for safeguarding a Young Person.

Safeguarding records must:

- be completed as soon as practicable following the concern or incident;
- be factual, clear, concise and attributed to the person making the record;
- include the date and time of the concern, disclosure, observation or incident;
- distinguish clearly between fact, observation, information received and professional opinion;
- use the Young Person's own words wherever relevant, particularly when recording a disclosure;
- record actions taken, information shared, decisions made and outcomes;
- record the rationale for significant safeguarding decisions, including decisions to refer, share information, escalate or take no further action;
- be updated where further information or outcomes become known; and
- be stored securely with access restricted to those who require it for safeguarding purposes.

Safeguarding records should provide a clear chronology of concerns and actions. Staff must recognise that information which appears minor in isolation may become significant when considered alongside previous concerns.

System	Primary Purpose	Safeguarding Position
CPOMS	Primary safeguarding recording, chronology and concern-management system.	Primary safeguarding system. Used to record safeguarding concerns, disclosures, referrals, actions, decisions, outcomes and DSL oversight.
Sapling	Attendance, engagement, session summaries and day-to-day operational recording.	May contain proportionate factual information necessary to explain attendance, engagement or session outcomes. Sensitive safeguarding detail should be recorded on CPOMS rather than duplicated unnecessarily on Sapling.
Log My Care (LMC)	Young Person information including referral documentation, EHCP information, contact details, risk assessments and relevant support information.	Supports safe delivery and risk management but is not Wild Intervention's primary safeguarding recording system. Safeguarding concerns arising from information held or recorded within LMC must be reported and recorded through CPOMS where appropriate.

Where information has both an operational and safeguarding relevance, staff should record only the information necessary for the purpose of each system.

For example, Sapling may appropriately record that a session ended early following a welfare concern, while the detailed safeguarding concern, disclosure, actions and DSL response should be recorded on CPOMS.

Safeguarding information should not be unnecessarily duplicated across multiple systems.

Where staff are uncertain about where information should be recorded, they must seek advice from the DSL/DDSL.

Where an injury, mark or physical indicator requires body mapping, staff must use the body mapping functionality within CPOMS and record the associated safeguarding concern in accordance with normal safeguarding procedures. Staff must not photograph injuries unless specifically authorised through an appropriate safeguarding, medical or police process.

8.2 Informal Communications and Working Notes

Safeguarding concerns must not remain solely within:

- personal or handwritten notes;
- text messages or messaging applications;
- emails;
- telephone conversations;
- staff group chats; or
- operational records.

Where safeguarding information is initially received through one of these routes, the relevant information must be transferred to the approved safeguarding record as soon as practicable.



Child Protection and Safeguarding Policy

Any temporary working notes containing safeguarding information must be handled securely and disposed of appropriately once the information has been accurately transferred to the formal record, unless there is a legitimate reason for retaining the original.

8.3 Access and Confidentiality

Child protection and safeguarding records will be maintained securely and with access restricted according to role and safeguarding need.

Access to CPOMS or other safeguarding information does not give staff unrestricted authority to view safeguarding records. Staff should only access information required to perform their role or safeguard a Young Person.

Safeguarding information must not be downloaded, photographed, copied, printed or transferred to personal devices or accounts unless specifically authorised and necessary for a legitimate safeguarding purpose.

8.4 Safeguarding Chronologies and DSL Oversight

The DSL/DDSL will maintain appropriate oversight of safeguarding records and ensure significant concerns, referrals, decisions and outcomes are identifiable within the Young Person's safeguarding chronology.

The DSL should consider information **cumulatively rather than solely as individual incidents**, including patterns relating to:

- attendance and unexplained absence;
- changes in behaviour, presentation or engagement;
- repeated disclosures or welfare concerns;
- peer or adult associations;
- exploitation or contextual safeguarding indicators;
- online activity;
- family or home circumstances; and
- incidents occurring during transport, outreach or community-based delivery.

Where patterns or escalating concerns are identified, the DSL will consider whether further safeguarding action, information sharing, review or referral is required.

8.5 Information Sharing During a Placement

Relevant safeguarding information will be shared with the commissioning school, Local Authority and other safeguarding professionals where this is necessary, proportionate and appropriate to safeguard the Young Person.



Child Protection and Safeguarding Policy

Wild Intervention will not assume that information recorded internally has automatically been seen by the commissioning organisation or another professional.

Significant safeguarding concerns, material changes in risk, serious incidents and information requiring action by the commissioner will therefore be communicated through the appropriate safeguarding route in addition to being recorded internally.

A record should be maintained of significant safeguarding information shared externally, including:

- what information was shared;
- with whom;
- when and how it was shared;
- the reason for sharing; and
- any response or agreed action.

8.6 Transfer of Safeguarding Information

Where a placement ends, changes or a Young Person moves to another education setting or service, the DSL will consider what safeguarding information must be transferred to ensure continuity of protection and support.

Safeguarding information will be:

- transferred securely and without unnecessary delay;
- sent to an identified safeguarding professional or other authorised recipient;
- shared in accordance with data protection and information-sharing requirements;
- accompanied by appropriate context where necessary to understand current or historic risk; and
- recorded by Wild Intervention as having been transferred.

Confirmation of receipt should be obtained and recorded.

Where Wild Intervention is **not the holder of the Young Person's principal child protection file**, relevant safeguarding records and information will be returned or transferred to the commissioning school, Local Authority or other responsible safeguarding body as appropriate.

Wild Intervention will retain records where required in accordance with its **retention schedule, legal obligations and safeguarding record-management procedures**.

8.7 Placement Closure Does Not End Safeguarding Responsibility

The closure or termination of a placement must not prevent outstanding safeguarding concerns from being acted upon.



Child Protection and Safeguarding Policy

Where a safeguarding concern, referral or multi-agency process remains active when Wild Intervention's involvement ends, the DSL will ensure that relevant information is shared with the professional or organisation assuming responsibility and that any outstanding Wild Intervention safeguarding actions are appropriately handed over or completed.

9. Complaints

Wild Intervention takes all concerns and complaints relating to safeguarding practice seriously.

Where a complaint raises a safeguarding concern, **safeguarding procedures will take priority where necessary**. The matter may also be managed under the Complaints Procedures Policy, but the complaints process must not delay action required to protect a Young Person, make a referral or seek advice from an external safeguarding agency.

Complaints or concerns relating to safeguarding practice may include:

- concerns that safeguarding procedures have not been followed;
- concerns that information has not been recorded, shared or acted upon appropriately;
- concerns about the response to a disclosure or safeguarding incident;
- concerns regarding professional boundaries or staff conduct; or
- concerns about the wider safeguarding culture or practice within Wild Intervention.

Where information indicates that an adult working with Young People **may have met the harm threshold**, the matter will be managed under **Allegations Against Staff and Low-Level Concerns**, with advice or referral to the relevant Local Authority Designated Officer (LADO) where appropriate.

Staff must not use the complaints procedure as an alternative to reporting a safeguarding concern and must not investigate allegations themselves.

Where a member of staff has concerns about safeguarding practice, the conduct of colleagues or the organisation's response to a safeguarding matter, they should raise these through the appropriate internal safeguarding or whistleblowing route.

Staff who do not feel able to raise a concern internally, or believe that a safeguarding concern has not been appropriately addressed, may use Wild Intervention's Whistleblowing Policy and seek independent advice through the **NSPCC Whistleblowing Advice Line**.

No person will be disadvantaged for raising a genuine safeguarding concern in good faith.

10. Family Help and Early Help

Family Help/Early Help means providing support **as soon as emerging needs or concerns are identified**, before difficulties escalate or a Young Person is placed at greater risk.

Wild Intervention staff are often well placed to identify emerging concerns through regular 1:1 contact, transport, outreach, key work and engagement with Young People outside traditional education settings.



Child Protection and Safeguarding Policy

Staff must remain professionally curious and consider whether changes in a Young Person's **attendance, engagement, behaviour, presentation, relationships, family circumstances or wellbeing** indicate that additional support may be required.

Where a member of staff identifies an emerging concern or believes a Young Person or family may benefit from Family Help/Early Help, this must be shared with the DSL/DDSL.

10.1 Indicators of Family Help / Early Help Need

Family Help/Early Help may be appropriate where a Young Person:

- has additional or emerging SEND, health or developmental needs;
- is experiencing mental health or emotional wellbeing difficulties;
- has caring responsibilities;
- is experiencing family conflict, instability, bereavement or other significant family pressures;
- has persistent or emerging attendance, disengagement or educational participation concerns;
- is affected by domestic abuse;
- is showing emerging indicators of criminal or sexual exploitation;
- is affected by substance misuse within their own life or family environment;
- is experiencing housing instability, financial hardship or other social pressures;
- has experienced repeated missing episodes or increasing community-based risk;
- is associating with unsafe peers, adults or locations; or
- has multiple vulnerabilities which, when considered together, indicate a need for coordinated support.

This list is not exhaustive. Staff should consider the **Young Person's overall circumstances and cumulative needs**, rather than viewing individual concerns in isolation.

10.2 Responding to Emerging Need

Where Family Help/Early Help may be appropriate, the DSL/DDSL will consider:

- what support is already in place;
- the Young Person's wishes, feelings and lived experience;
- the views of parents/carers where appropriate;
- whether the commissioning school or Local Authority is already coordinating support;
- whether relevant information should be shared with other professionals;
- whether a Family Help/Early Help assessment or referral is appropriate; and
- whether the level of concern indicates that a **child protection or statutory safeguarding response is required instead**.

Where appropriate, Wild Intervention will work with the commissioning school, Local Authority and other professionals and contribute to assessments, **Team Around the Family (TAF)** meetings, plans and reviews.



Child Protection and Safeguarding Policy

Consent should normally be sought for Family Help/Early Help involvement. However, staff must seek advice from the DSL where requesting consent could increase risk or where the concerns may require statutory safeguarding intervention.

10.3 Escalation

Family Help/Early Help must not be used where the level of concern requires an immediate child protection response.

Where concerns increase, new information becomes available, agreed support is not reducing risk, or there is reason to believe that a Young Person may be suffering or likely to suffer significant harm, the matter must be **reassessed and escalated without delay** in accordance with Section 7 – Child Protection Procedures.

11. Specific Safeguarding Concerns

Safeguarding concerns rarely occur in isolation. A Young Person may experience several overlapping forms of harm, and vulnerability in one area may increase risk in another.

Staff must remain professionally curious and consider the **whole safeguarding picture**, including the Young Person's family circumstances, peer relationships, online activity, attendance, community environment, known adults and locations, and any changes in behaviour, presentation or engagement.

The following sections identify specific safeguarding concerns requiring particular awareness. **The list is not exhaustive.**

11.1 Abuse, Neglect and Exploitation

Staff must understand and remain alert to indicators of:

- physical abuse;
- emotional abuse;
- sexual abuse;
- neglect; and
- exploitation.

Indicators may include physical injuries, changes in behaviour or presentation, fearfulness, withdrawal, sexualised behaviour, hunger, poor hygiene, inappropriate clothing, unmet health needs, changes in relationships, unexplained money or possessions, repeated absence or missing episodes.

Indicators rarely occur in isolation. Staff must avoid making assumptions based on a single explanation and should consider whether apparently minor concerns form part of a wider pattern.



Child Protection and Safeguarding Policy

Staff must report concerns; they must not investigate or attempt to establish whether abuse has occurred.

11.2 Child-on-Child Abuse

Young People can abuse other Young People. Child-on-child abuse can occur onsite, off-site, during transport or community activity, within intimate relationships or peer groups, and online.

It may include:

- bullying and cyberbullying;
- physical abuse;
- sexual violence and sexual harassment;
- harmful sexual behaviour;
- abuse within intimate personal relationships;
- coercive or controlling behaviour;
- sharing nude or semi-nude images;
- AI-generated or manipulated sexual imagery;
- initiation or hazing-type behaviour; and
- prejudice-based or discriminatory abuse.

Child-on-child abuse must **never be dismissed as banter, friendship issues, drama, part of growing up or “boys being boys.”**

The Young Person alleged to have caused harm may themselves have safeguarding needs. Responses must therefore consider the safety and needs of **all Young People involved**, without minimising the experience of the Young Person who has experienced harm.

11.3 Sexual Violence, Sexual Harassment and Harmful Sexual Behaviour

Sexual violence and sexual harassment between Young People are never acceptable and will not be tolerated or normalised.

A Young Person who reports sexual harm must be taken seriously and must never be made to feel that they are creating a problem by reporting it.

Where a concern is reported, the DSL will consider:

- the immediate safety of those involved;
- the wishes and feelings of the Young Person who has experienced harm;
- the age, developmental needs and SEND of those involved;
- the nature, frequency and context of the behaviour;
- whether coercion, intimidation, power imbalance or exploitation is present;
- risks arising from continued contact;
- online or community dimensions to the concern;

Child Protection and Safeguarding Policy

- whether Children's Social Care and/or police involvement is required; and
- appropriate support for the Young Person who has experienced harm, the Young Person alleged to have caused harm and any other affected Young People.

An appropriate **risk and needs assessment** will be completed and reviewed where required.

Harmful sexual behaviour should be considered within the Young Person's developmental and safeguarding context rather than treated solely as a behavioural or disciplinary matter.

11.4 Misogyny, Sexism and Violence Against Women and Girls

Wild Intervention recognises that misogynistic attitudes, sexist language and harmful online influences can contribute to a culture in which sexual harassment, coercion and violence become normalised.

Staff must appropriately challenge language, behaviour or attitudes that demean, objectify, intimidate or promote harm towards women and girls.

Concerns should be considered within the wider safeguarding context, including:

- sexual harassment or violence;
- coercive and controlling relationships;
- harmful sexual behaviour;
- domestic abuse;
- online communities or influencers promoting misogyny or violence; and
- escalating hostility or discriminatory behaviour.

Where behaviour indicates a safeguarding concern, it must be reported to the DSL/DDSL.

11.5 Honour-Based Abuse, FGM and Forced Marriage

So-called honour-based abuse encompasses incidents or crimes committed to protect or defend the perceived honour of a family or community. It can include FGM, forced marriage and other forms of physical, sexual, psychological or controlling abuse.

Concerns regarding FGM, forced marriage or other honour-based abuse must be reported **immediately** to the DSL/DDSL.

Where the statutory mandatory reporting duty applies, regulated professionals must personally report known cases of FGM involving a person under 18 to the police.

Staff must not attempt to mediate with family members or alert individuals where doing so could increase risk.

Appropriate referrals will be made to the relevant Children's Social Care service and/or police.

11.6 Contextual Safeguarding

Safeguarding risk may exist beyond the family home.

This is particularly relevant to Wild Intervention because staff may work directly with Young People within the communities, locations and environments in which contextual risks arise.

Staff must remain alert to risks associated with:

- peer groups;
- unsafe adults;
- particular houses, venues or community locations;
- parks, town centres and other public spaces;
- transport routes and independent travel;
- criminal networks and organised exploitation;
- gangs and serious violence;
- intimate or peer relationships; and
- online environments.

Information observed during outreach or community activity that may appear incidental can be significant safeguarding intelligence and must be reported where relevant.

11.7 Child Sexual Exploitation, Child Criminal Exploitation and County Lines

Child sexual exploitation (CSE) and child criminal exploitation (CCE) are forms of abuse in which a Young Person is manipulated, coerced, deceived or otherwise exploited into sexual or criminal activity.

Young People may appear to cooperate with, benefit from or defend those exploiting them. **Apparent compliance does not mean that exploitation is consensual.**

Indicators may include:

- repeated missing episodes or unexplained absence;
- unexplained money, clothing, phones or possessions;
- new or concerning peer/adult associations;
- relationships with significantly older individuals;
- unexplained travel or use of taxis;
- multiple phones or SIM cards;
- carrying drugs, weapons or large amounts of cash;
- unexplained injuries;
- fear, debt or threats;
- increased secrecy or changes in behaviour;
- being found in unfamiliar locations; and
- involvement in offending or anti-social behaviour.



Child Protection and Safeguarding Policy

County lines activity may involve Young People being used to transport, store or supply drugs, money or other items between locations.

A Young Person involved in criminal activity may simultaneously be a victim of exploitation.

Concerns must be reported immediately to the DSL/DDSL and referred to Children's Social Care and/or police where appropriate.

11.8 Modern Slavery and Trafficking

Staff must remain alert to indicators that a Young Person may have been trafficked or subjected to modern slavery, including movement for the purposes of criminal, sexual or labour exploitation.

Concerns may overlap with CCE, CSE, county lines, domestic servitude or organised criminal activity.

A Young Person does not need to have crossed an international border to have been trafficked.

Any concern regarding trafficking or modern slavery must be reported immediately to the DSL/DDSL, who will consider the appropriate safeguarding, police and specialist referral routes.

11.9 Prevent and Radicalisation

Radicalisation is the process through which a person comes to support terrorism or extremist ideologies associated with terrorist groups.

Staff should remain alert to concerning changes in behaviour, relationships or online activity which may indicate vulnerability to radicalising influences.

Concerns may include:

- accessing or sharing extremist material;
- significant changes in ideology or behaviour;
- expressing support for terrorism or terrorist organisations;
- attempts to recruit or influence others;
- concerning contact with individuals or groups; or
- escalating hateful or violent rhetoric.

Concerns must be reported to the DSL/DDSL, who will consider appropriate safeguarding action and whether Prevent/Channel or police advice is required.

Where there is an **immediate threat to life or serious harm, staff must call 999.**



Child Protection and Safeguarding Policy

11.10 Hate Incidents and Prejudice-Based Abuse

Wild Intervention will challenge and respond to prejudice-based abuse or harassment relating to protected characteristics or perceived identity.

Hate-related language or behaviour may also indicate wider safeguarding concerns, including radicalisation, harmful online influences, escalating violence or targeted abuse.

Staff must record and report safeguarding concerns arising from hate incidents and ensure affected Young People receive appropriate support.

11.11 Serious Violence, Weapons and Gang Association

Staff must be alert to indicators and risk factors associated with serious violence.

Young People may be at increased risk where they:

- associate with individuals involved in violence, gangs or criminal activity;
- have been involved in incidents of violence or aggression;
- carry, possess or have access to weapons;
- experience unexplained injuries;
- show significant changes in behaviour, presentation or emotional wellbeing;
- become increasingly fearful, withdrawn or reluctant to discuss particular relationships or activities;
- are repeatedly absent from education or missing from home;
- become involved in risky or unexplained travel;
- are involved in criminal exploitation, county lines or anti-social behaviour; or
- report threats, debts, retaliation or pressure from peers or adults.

Exposure to serious violence can significantly affect a Young Person's physical safety, emotional wellbeing, attendance and future outcomes.

Concerns relating to serious violence, weapon carrying, gang association, criminal exploitation or threats of violence must be reported immediately to the DSL/DDSL.

Where there is an immediate risk of serious harm, **police must be contacted via 999.**

Staff must prioritise personal and Young Person safety and **must not attempt to physically confront an armed individual or independently recover a weapon where doing so would create additional risk.**

11.12 Domestic Abuse

Young People may experience domestic abuse directly or through seeing, hearing or experiencing its effects within their household or relationships.

Child Protection and Safeguarding Policy

Domestic abuse may include physical or sexual abuse, violent or threatening behaviour, controlling or coercive behaviour, economic abuse and psychological or emotional abuse.

Staff must remain alert to the impact domestic abuse may have on a Young Person's:

- safety and wellbeing;
- attendance and engagement;
- behaviour and emotional regulation;
- relationships;
- home circumstances; and
- ability to participate in education.

Concerns must be reported to the DSL/DDSL.

Where Wild Intervention receives **Operation Encompass or equivalent safeguarding information**, it will be handled sensitively and used to inform appropriate support and risk management.

11.13 Private Fostering

A private fostering arrangement may exist where a Young Person under 16, or under 18 where disabled, is cared for for **28 days or more** by someone who is not their parent, person with parental responsibility or a close relative.

Where Wild Intervention becomes aware of a potential private fostering arrangement, the information must be reported to the DSL/DDSL.

The relevant Local Authority Children's Social Care service will be notified where required so that the arrangement can be appropriately assessed.

11.14 Mental Health and Emotional Wellbeing

Mental health difficulties can, in some circumstances, be an indicator that a Young Person has experienced or is at risk of abuse, neglect, exploitation or other harm.

Staff must remain alert to significant changes including:

- withdrawal or isolation;
- significant changes in mood or behaviour;
- anxiety, fear or distress;
- reduced engagement or attendance;
- changes in relationships;
- expressions of hopelessness or worthlessness; and
- other significant changes in emotional presentation.

Staff are **not expected to diagnose mental health conditions**. Their responsibility is to recognise concerns, provide appropriate immediate support and report safeguarding or welfare concerns through the appropriate route.

The DSL will consider whether Family Help/Early Help, health, mental health, Children's Social Care or other specialist involvement is appropriate.

11.15 Sharing Nude and Semi-Nude Images

Incidents involving the creation, request, sharing or distribution of nude or semi-nude images involving Young People are safeguarding matters.

This includes:

- images created by a Young Person;
- images shared consensually or non-consensually;
- coercion or pressure to produce imagery;
- sextortion;
- screenshots or redistribution of imagery;
- digitally manipulated imagery;
- deepfakes; and
- AI-generated sexual imagery depicting or appearing to depict a Young Person.

Staff must report concerns to the DSL/DDSL immediately.

Staff must not intentionally view, copy, save, print, forward, download or otherwise distribute the imagery unless specifically required under an authorised safeguarding or law-enforcement process.

Where imagery appears on a device, staff should avoid unnecessary viewing or handling and seek immediate DSL guidance.

The DSL will consider the circumstances, the Young People involved, coercion, exploitation, onward distribution, immediate risk and whether Children's Social Care and/or police involvement is required.

12. Supporting Young People with Additional Vulnerabilities

Some Young People may experience circumstances that increase their vulnerability to abuse, neglect, exploitation, bullying or other harm.

Additional vulnerability does not mean that harm is inevitable. Staff must avoid assumptions or stereotypes and consider the **individual Young Person, their lived experience, communication needs, relationships, circumstances and protective factors**.



Child Protection and Safeguarding Policy

Safeguarding concerns may also be more difficult to recognise or disclose where a Young Person has experienced disrupted education, trauma, communication difficulties, previous professional involvement or reduced trust in adults.

12.1 Young People with a Social Worker

Young People who have, or have previously had, a social worker may have experienced abuse, neglect, exploitation, family instability or other adversity.

The DSL will maintain appropriate awareness of Young People with current or relevant previous social care involvement and ensure that staff receive the information necessary to support safe delivery.

Staff must consider whether changes in:

- attendance or engagement;
- behaviour or emotional presentation;
- family circumstances;
- peer or adult relationships;
- home or community circumstances; or
- the Young Person's expressed wishes or concerns

may have safeguarding significance.

Wild Intervention will work appropriately with the allocated social worker, commissioning school or Local Authority and other professionals and contribute relevant information to safeguarding planning and review.

12.2 LGBTQ+ and Gender-Questioning Young People

Being lesbian, gay, bisexual, transgender, questioning or otherwise exploring sexual orientation or gender **is not itself a safeguarding concern**.

However, some Young People may experience additional vulnerability arising from:

- bullying, harassment or discrimination;
- abuse within family or peer relationships;
- social isolation or rejection;
- harmful or coercive online relationships;
- pressure to disclose information before they are ready; or
- mental health and emotional wellbeing difficulties associated with their experiences.

Wild Intervention will provide a safe, respectful environment in which Young People can raise concerns and seek support.



Child Protection and Safeguarding Policy

Staff must challenge bullying, discriminatory language and harassment and report safeguarding concerns through the usual procedures.

Where safeguarding decisions involve sensitive information about a Young Person's sexual orientation, gender questioning or social transition, staff must **not make unilateral decisions about disclosure or safeguarding action**. Advice should be sought from the DSL/senior leadership, taking account of the Young Person's wishes and feelings, their individual circumstances, safeguarding risk and current statutory guidance.

Parents/carers will normally be involved where appropriate and safe. Where there is reason to believe that sharing particular information could place the Young Person at risk of significant harm, staff must seek safeguarding advice before disclosure.

12.3 Children Looked After and Previously Looked After

Young People who are looked after or previously looked after may have experienced significant disruption, trauma, abuse or neglect and may require additional safeguarding and educational support.

Wild Intervention will work collaboratively with:

- the placing Local Authority;
- social workers;
- foster carers, residential staff or other carers;
- the commissioning education setting;
- Virtual School Heads; and
- other relevant professionals.

Relevant information concerning safeguarding, attendance, engagement, risk, wellbeing and progress will be shared appropriately to support coordinated planning.

Staff must understand the Young Person's agreed care and safeguarding arrangements where these are relevant to safe delivery, including any restrictions relating to **contact, collection, transport or particular adults or locations**.

12.4 Elective Home Education

Where a parent/carer indicates an intention to electively home educate a Young Person, Wild Intervention will communicate relevant information to the commissioning school or Local Authority in accordance with the placement arrangement and applicable procedures.

Staff must recognise that **elective home education is not itself a safeguarding concern**.

However, any existing or emerging safeguarding concerns must continue to be considered independently of the decision to home educate. A change in education arrangements must not result in known safeguarding concerns being lost, closed or assumed to have been resolved.



Child Protection and Safeguarding Policy

Where Wild Intervention holds relevant safeguarding information, this will be shared appropriately with the commissioning organisation or relevant Local Authority safeguarding professionals.

12.5 Attendance, Engagement and Missing Episodes

For Young People accessing Alternative Provision, changes in attendance and engagement may provide important information about their safety and welfare.

Staff must remain professionally curious where there is:

- unexplained or repeated absence;
- a significant change in attendance or engagement;
- repeated refusal to attend or be collected;
- inability to establish a Young Person's whereabouts;
- repeated missing episodes;
- a Young Person leaving staff supervision unexpectedly;
- unusual or unexplained travel;
- changes in collection or handover arrangements; or
- patterns suggesting avoidance of particular people, places or activities.

Such patterns may indicate **neglect, exploitation, bullying, domestic abuse, unsafe relationships, mental health concerns, family difficulties or other harm.**

Non-attendance or disengagement must therefore not automatically be treated as a behavioural or compliance issue.

Staff must follow Wild Intervention's attendance, missing and safeguarding escalation procedures and report safeguarding concerns to the DSL/DDSL.

Where a Young Person's whereabouts cannot be established and there is reason to believe they may be at immediate risk, safeguarding action must not be delayed while routine attendance procedures are completed.

12.6 SEND, Disabilities and Communication Needs

Young People with SEND, disabilities or communication needs may face additional safeguarding vulnerabilities.

This may include:

- difficulty recognising or communicating abuse;
- reliance upon adults for personal care, communication, transport or support;
- increased exposure to bullying, isolation or exploitation;
- difficulties understanding boundaries, relationships or online risk;
- behaviour being incorrectly attributed solely to SEND;



Child Protection and Safeguarding Policy

- communication differences making disclosure less direct; or
- assumptions by adults that indicators of distress are part of the Young Person's condition or presentation.

Staff must maintain professional curiosity and **must not assume that an injury, behaviour, change in presentation or emotional response is explained by SEND or disability without considering safeguarding possibilities.**

Reasonable adjustments should be made to enable Young People to communicate concerns and participate meaningfully in safeguarding discussions.

The DSL will work with staff, parents/carers, commissioners, SEND professionals and other agencies as appropriate to ensure safeguarding responses account for the Young Person's individual communication, developmental and support needs.

12.7 Young Carers and Young People Experiencing Family or Housing Instability

Young People may experience additional vulnerability where they have significant caring responsibilities or where their family is experiencing housing instability, homelessness, financial hardship, parental illness, substance misuse or other significant pressures.

These circumstances do not automatically indicate abuse or neglect. However, staff must remain alert to their impact on the Young Person's **safety, basic needs, attendance, emotional wellbeing and ability to engage in education.**

Concerns should be shared with the DSL/DDSL, who will consider whether Family Help/Early Help, safeguarding or other multi-agency support is appropriate.

13. Opportunities to Teach Safeguarding

Wild Intervention recognises that safeguarding includes helping Young People develop the knowledge and skills to recognise risk, make safer choices and seek support.

Safeguarding learning will be **age, needs and developmentally appropriate** and may be delivered through:

- key work and personalised learning;
- informal and relationship-based conversations;
- enrichment and community-based activities;
- online safety and relationships work;
- planned learning activities; and
- targeted work in response to identified needs or emerging risks.



Child Protection and Safeguarding Policy

Topics may include healthy relationships, consent and boundaries, exploitation, online safety, personal and community safety, emotional regulation and how to seek help.

Staff should use naturally occurring opportunities within outreach and 1:1 work to reinforce safeguarding messages and help Young People identify trusted adults and appropriate sources of support.

Where a specific safeguarding risk is identified, preventative or educational work may form part of the Young Person's wider support plan. **It must not replace reporting, referral or protective action where safeguarding procedures are required.**

14. Online Safety and Filtering and Monitoring

Technology is a significant component of safeguarding and wellbeing. Young People may access online content and communicate with others through personal devices, mobile networks, gaming platforms, social media, public Wi-Fi and Wild Intervention devices or systems.

Online safeguarding concerns may occur **inside or outside Wild Intervention provision**. Staff must recognise, report and respond to online safeguarding concerns regardless of where or how they arise.

Wild Intervention considers online safety through four broad areas of risk:

- **Content** – exposure to illegal, inappropriate, misleading or harmful content.
- **Contact** – harmful interaction with other users, including grooming, exploitation, coercion or unwanted contact.
- **Conduct** – online behaviour that causes or increases harm, including bullying, harassment, image sharing or abusive behaviour.
- **Commerce** – risks including gambling, scams, phishing, inappropriate advertising and financial exploitation.

Online risks may overlap with other safeguarding concerns including child-on-child abuse, sexual exploitation, criminal exploitation, radicalisation, serious violence and harmful sexual behaviour.

14.1 Filtering and Monitoring

Where Wild Intervention provides or manages devices, networks or internet access, **appropriate filtering and monitoring arrangements will be maintained and reviewed** in accordance with the nature of the provision and technology being used.

Relevant staff will understand:

- the filtering and monitoring arrangements in place;
- how to report concerns or suspected breaches;
- their responsibilities when supervising Young People using technology; and



Child Protection and Safeguarding Policy

- how safeguarding concerns identified through monitoring should be escalated.

Filtering and monitoring systems **do not replace appropriate staff supervision, professional curiosity or safeguarding practice.**

Because Wild Intervention operates across outreach, community and off-site environments, Young People may access the internet through **personal devices, mobile data or networks that Wild Intervention does not control.** Staff are not expected to technically monitor networks or devices outside Wild Intervention's control but must respond appropriately where unsafe online activity or a safeguarding concern becomes known.

14.2 Emerging Technology and Artificial Intelligence

Staff must remain alert to emerging online risks, including the misuse of generative AI and other technologies to create or facilitate:

- deepfakes and manipulated content;
- AI-generated or altered sexual imagery;
- impersonation;
- grooming or coercion;
- misinformation; and
- other abusive or exploitative content.

Concerns involving nude or semi-nude imagery, including AI-generated or manipulated imagery, must be managed in accordance with **Section 11 – Specific Safeguarding Concerns.**

14.3 Reporting Online Safety Concerns

Online safety incidents that raise a safeguarding concern must be reported to the **DSL/DDSL and recorded on CPOMS** in accordance with Wild Intervention's safeguarding procedures.

Technical breaches that do not initially appear to constitute a safeguarding concern should be managed through the appropriate IT or operational process. Where information subsequently indicates a safeguarding risk, safeguarding procedures take priority.

15. Safeguarding Training and Induction

Wild Intervention will ensure that staff have the safeguarding knowledge and confidence required for their role and the nature of Alternative Provision and outreach delivery.



Child Protection and Safeguarding Policy

15.1 Staff Induction and Training

All staff will receive safeguarding training as part of their induction. This will include:

- this policy and Wild Intervention's safeguarding procedures;
- relevant **KCSIE 2026** requirements;
- the role of the DSL/DDSL and safeguarding escalation routes;
- CPOMS and safeguarding recording expectations;
- responding to disclosures and concerns;
- online safety and appropriate filtering and monitoring awareness;
- staff conduct, professional boundaries and low-level concerns;
- allegations and whistleblowing procedures; and
- relevant local and multi-agency safeguarding arrangements.

Staff must complete required safeguarding training **before undertaking unsupervised work with Young People**, unless an appropriately risk-assessed and authorised induction arrangement is in place.

15.2 Ongoing Safeguarding Training

All staff will receive formal safeguarding and child protection training **at least annually**, together with updates and briefings throughout the year where required.

Additional training or guidance may be provided in response to:

- changes in legislation or statutory guidance;
- emerging safeguarding risks;
- learning from incidents, audits or safeguarding reviews;
- changes to Wild Intervention's delivery model; or
- identified individual or organisational training needs.

Safeguarding knowledge will also be reinforced through supervision, team meetings, case discussions and operational briefings where appropriate.

15.3 Outreach-Specific Safeguarding Training

Training for staff delivering Alternative Provision and outreach will reflect the specific risks associated with Wild Intervention's operating model, including:

- 1:1 and lone working;
- transport, collection and handover;
- home and community-based delivery;
- contextual safeguarding and community risk;
- professional boundaries;
- attendance, disengagement and missing episodes;
- exploitation and unsafe peer/adult associations;



Child Protection and Safeguarding Policy

- online and AI-enabled safeguarding risks; and
- dynamic risk assessment and emergency escalation.

15.4 DSL and DDSL Training

The DSL and DDSL will undertake appropriate role-specific safeguarding training and refresh this **at least every two years**, together with safeguarding updates at least annually and more frequently where required.

Their training will support effective management of referrals, information sharing, multi-agency working, online safety, safeguarding records and the specific safeguarding context of Alternative Provision and outreach.

15.5 Training Records and Compliance

Wild Intervention will maintain appropriate records of safeguarding induction, training, updates and role-specific requirements.

Completion and compliance will be monitored through the organisation's training and quality-assurance arrangements, with overdue or identified training needs followed up appropriately.

16. Reasonable Force and Restrictive Interventions

Wild Intervention prioritises prevention, early support, co-regulation, de-escalation and relationship-based practice. Physical intervention or restrictive intervention must only be used as a last resort where it is **lawful, necessary, reasonable and proportionate** to the circumstances and risk presented.

Physical intervention must never be used as a punishment, to cause pain or humiliation, in response to staff frustration, or solely to secure compliance where no immediate risk exists.

Staff must consider the Young Person's age, size, SEND, communication and medical needs, trauma history, vulnerabilities, equality considerations and the environment. Within outreach delivery this includes particular consideration of **roads, vehicles, public spaces, bystanders, confined spaces and other community-based risks**.

The **least restrictive intervention** must be used for the **shortest time necessary**, with staff continually reassessing whether intervention remains required.

Any use of physical or restrictive intervention must be reported to the appropriate manager and recorded in accordance with the Behaviour and Physical Intervention Policy. **Where the incident constitutes or raises a safeguarding concern, this must also be recorded and escalated through CPOMS to the DSL/DDSL.**



Child Protection and Safeguarding Policy

The Young Person's physical and emotional welfare must be considered following any intervention, with medical attention sought where required. Parents/carers and commissioners will be informed in accordance with the Behaviour and Physical Intervention Policy and safeguarding requirements.

Repeated, significant or concerning use of restrictive intervention will trigger management review of relevant risk assessments, support arrangements, staffing, safeguarding concerns and the need for external professional involvement.

Detailed requirements regarding reasonable force, restrictive intervention, recording, reporting, post-incident review and staff training are contained within the **Behaviour and Physical Intervention Policy**.

17. Safer Recruitment and Staff Vetting

Wild Intervention is committed to safer recruitment and follows procedures designed to **deter, identify and reject individuals who may be unsuitable to work with Young People**.

Recruitment and vetting arrangements will include, as appropriate to the role:

- verification of identity and right to work;
- scrutiny of employment history, including exploration of gaps or inconsistencies;
- appropriate references obtained and verified;
- enhanced DBS checks and barred list checks where legally permitted and required;
- verification of relevant qualifications and professional status where applicable;
- online searches of shortlisted candidates where appropriate as part of due diligence; and
- recording of required recruitment and vetting checks on the **Single Central Record (SCR) or equivalent safer recruitment record**.

At least one person involved in recruitment will have appropriate safer recruitment knowledge or training. Any concerns, discrepancies or information identified through the recruitment process will be considered before an appointment is confirmed.

Appropriate written assurance and safeguarding checks will be obtained for **agency staff, contractors and other external personnel** working with or having access to Young People, proportionate to their role and level of contact.

Where an individual is removed from regulated activity, or would have been removed had they not resigned or otherwise ceased working, because they have harmed or pose a risk of harm to a Young Person, Wild Intervention will make a referral to the **Disclosure and Barring Service (DBS) where the statutory referral criteria are met**. Referrals to the **Teaching Regulation Agency (TRA)** or other relevant professional/regulatory bodies will also be made where required.

Recruitment records and personal information will be handled securely and retained in accordance with Wild Intervention's data protection and record-retention arrangements.

18. Allegations, Low-Level Concerns and Whistleblowing

Wild Intervention will respond promptly, fairly and appropriately to any concern or allegation regarding an adult working with Young People. This includes employees, volunteers, agency workers, contractors and other adults working on behalf of the organisation.

Concerns about adults will be considered according to whether they **meet the harm threshold** or constitute a **low-level concern**.

Staff must report concerns without delay. **Staff must not investigate allegations themselves or seek to establish whether an allegation is true.**

18.1 Concerns Meeting the Harm Threshold

The harm threshold may be met where an adult working with Young People has:

- behaved in a way that has harmed, or may have harmed, a Young Person;
- possibly committed a criminal offence against or related to a Young Person;
- behaved towards a Young Person or Young People in a way that indicates they may pose a risk of harm; or
- behaved, or may have behaved, in a way that indicates they may not be suitable to work with Young People.

Concerns that may meet the harm threshold must be reported **immediately to the Managing Director**.

The **Managing Director is Wild Intervention's designated case manager for allegations against adults working with Young People** and is responsible for managing the organisational response and liaising with the relevant **Local Authority Designated Officer (LADO)**.

The Managing Director will seek LADO advice without unnecessary delay and before commencing an internal investigation where LADO involvement may be required.

The **DSL/DDSL will be informed as appropriate and will retain responsibility for ensuring the safeguarding needs of the Young Person are identified and addressed**. The DSL/DDSL will not investigate the allegation unless this forms part of an agreed process following appropriate LADO or other safeguarding advice.

Other managers, including operational managers, may receive or identify concerns about staff. Their responsibility is to **record and escalate the concern immediately to the Managing Director**, not to investigate it.

Where immediate action is required to protect a Young Person or another person from harm, safeguarding action must not be delayed while awaiting LADO advice. Children's Social Care and/or police will be contacted where appropriate.



Child Protection and Safeguarding Policy

Any decision regarding suspension, alternative duties, changes to working arrangements or other employment action will be made on a **case-by-case basis**, taking account of safeguarding risk and appropriate LADO, HR or employment advice. Suspension will not be an automatic response to an allegation.

Where the Managing Director is unavailable and waiting would create an unsafe or unreasonable delay, advice must be sought directly from the relevant LADO and the Managing Director informed as soon as practicable.

Allegations Concerning the Managing Director

Where an allegation or concern relates to the **Managing Director**, it must not be reported to or investigated by the Managing Director.

The concern must be referred directly to the **relevant LADO or other appropriate external safeguarding authority** in accordance with local procedures.

The DSL/DDSL will continue to ensure that any immediate safeguarding needs of the Young Person are appropriately addressed.

18.2 Low-Level Concerns

A low-level concern is any concern, however small and even where it creates no more than a sense of unease or a **“nagging doubt”**, that an adult working in or on behalf of Wild Intervention may have acted in a way that:

- is inconsistent with the Staff Code of Conduct, including inappropriate conduct outside work; and
- does not appear to meet the harm threshold or otherwise require immediate referral to the LADO.

“Low-level” describes the threshold of the concern; it does not mean that the concern is insignificant.

Examples may include:

- being overly friendly or familiar with a Young Person;
- favouritism;
- inappropriate communication or contact;
- blurred professional boundaries;
- using inappropriate, intimidating or humiliating language;
- taking photographs or using personal devices contrary to organisational expectations; or
- other behaviour that is inconsistent with the Staff Code of Conduct.

Low-level concerns must be **reported to the Managing Director** and recorded appropriately.



Child Protection and Safeguarding Policy

The Managing Director will:

- review the information and determine the appropriate response;
- consider whether advice from the LADO is required;
- consider the concern alongside any previous information or concerns;
- identify patterns or emerging risks;
- determine whether safeguarding, management, disciplinary, training or other action is required; and
- ensure appropriate records are maintained.

Where there is uncertainty about whether a concern meets the harm threshold, **LADO advice should be sought rather than automatically treating the matter as a low-level concern.**

Staff are encouraged to self-refer where they recognise that their own conduct may have fallen below expected professional standards or could reasonably be interpreted as doing so.

18.3 Whistleblowing

Wild Intervention promotes an open safeguarding culture in which staff are expected and supported to raise concerns about unsafe, inappropriate or unlawful practice.

Staff must raise concerns where they believe:

- safeguarding procedures are not being followed;
- an adult's conduct may place Young People at risk;
- safeguarding concerns are being ignored, minimised or inadequately addressed;
- inappropriate staff behaviour or professional-boundary concerns are not being acted upon; or
- organisational practice may compromise the safety or welfare of Young People.

Concerns should normally be raised through Wild Intervention's safeguarding, management or whistleblowing procedures.

Where a member of staff:

- does not feel able to raise a concern internally;
- believes the concern involves the Managing Director or another senior leader;
- believes their concern has not been appropriately addressed; or
- reasonably believes that using the internal route could place a Young Person at additional risk,

they may seek advice or raise the concern through an appropriate external route, including the **NSPCC Whistleblowing Advice Line, relevant LADO, Children's Social Care or police**, according to the nature and urgency of the concern.

No member of staff will be disadvantaged for raising a genuine safeguarding concern in good faith.



Child Protection and Safeguarding Policy

18.4 Record Keeping and Confidentiality

Records relating to allegations and low-level concerns will be maintained **securely, confidentially and separately from routine Young Person operational records**, with access restricted to those who require the information for legitimate safeguarding, management or employment purposes.

Information will be shared only where necessary and proportionate, including with the LADO, police, Children's Social Care, DBS, professional regulators or other relevant agencies where required.

The Young Person's safeguarding record and the employment/case-management record relating to the adult will be managed as **distinct records**, with appropriate cross-reference where necessary.

19. Use of Premises, Contractors and External Providers

Wild Intervention may deliver provision from external venues, access activities operated by third parties, or work alongside contractors and other organisations. Safeguarding responsibilities will be considered as part of the planning and approval of these arrangements.

The level of safeguarding assurance required will be **proportionate to the nature of the activity, the level of contact with Young People and the responsibilities being undertaken by the external organisation or individual**.

19.1 External Venues and Activities

Before using an external venue or activity, Wild Intervention will consider relevant safeguarding and operational risks, including where appropriate:

- suitability and security of the environment;
- supervision and staffing arrangements;
- activity and venue risk assessments;
- emergency and evacuation procedures;
- first aid arrangements;
- insurance and relevant qualifications or accreditation;
- access by members of the public or other groups; and
- any specific risks arising from the individual Young Person or activity.

Use of an external venue **does not transfer Wild Intervention's safeguarding responsibility for Young People in its care during the session**.

Staff must continue to follow Wild Intervention's safeguarding, supervision, reporting and escalation procedures while working at external venues.



Child Protection and Safeguarding Policy

19.2 Contractors and External Providers

Where an external organisation or individual will work directly with Young People or undertake activities on Wild Intervention's behalf, appropriate safeguarding assurance will be obtained before the arrangement begins.

Depending upon the nature of the service, this may include:

- safeguarding and child protection policies;
- safer recruitment and DBS assurance;
- staff qualifications, competency or accreditation;
- safeguarding training arrangements;
- supervision arrangements;
- insurance;
- risk assessments;
- emergency procedures; and
- procedures for reporting safeguarding concerns or allegations.

Wild Intervention will ensure there is clarity regarding **who retains supervision of the Young Person, how concerns will be reported and who is responsible for taking safeguarding action.**

Any safeguarding concern arising during an externally provided activity must be reported through Wild Intervention's safeguarding procedures, regardless of whether the external provider has also initiated its own safeguarding process.

19.3 Agreements and Safeguarding Concerns

Safeguarding expectations will be incorporated into venue, partnership, contractor or provider arrangements where appropriate.

External providers and contractors must report safeguarding concerns, incidents or allegations involving Wild Intervention Young People or staff **without unnecessary delay.**

Where Wild Intervention has concerns about the safeguarding practice, suitability or conduct of an external provider, contractor or venue, appropriate action will be taken. This may include:

- seeking further information or assurance;
- suspending an activity or arrangement;
- implementing additional safeguarding controls;
- making or supporting a safeguarding referral; or
- terminating the arrangement.

Commercial, contractual or operational considerations must not prevent or delay necessary safeguarding action.



Child Protection and Safeguarding Policy

20. Site, Community, Transport and Operational Safety

Wild Intervention delivers Alternative Provision across a range of environments, including Provision premises, family homes, community settings, activity venues, public spaces and vehicles. The nature of outreach delivery means that risks may change during a session and staff may work away from immediate support from colleagues.

Staff must follow the Young Person's agreed risk assessment and support arrangements while maintaining **dynamic awareness of changing risks** throughout delivery.

Where circumstances change significantly or risks cannot be safely managed within existing arrangements, staff must prioritise safety, seek support and adapt, pause or end the activity or session where necessary.

20.1 Site and Community Safety

Staff must remain alert to environmental, contextual and safeguarding risks wherever provision is delivered.

This includes consideration of:

- environmental hazards and access or exit routes;
- roads, traffic, water and other location-specific hazards;
- members of the public;
- unsafe adults or peer associations;
- locations associated with exploitation, offending, substance misuse or other known safeguarding concerns;
- unexpected changes in the Young Person's presentation or behaviour; and
- any circumstances that materially increase the assessed level of risk.

Staff must use dynamic risk assessment throughout sessions and should not enter, continue or remain in an environment where risks cannot be safely managed.

Where an activity, venue or location becomes unsuitable, staff should move to an appropriate alternative where this can be done safely and in accordance with the Young Person's agreed arrangements.

Significant hazards, incidents, near misses or changes in risk must be reported and recorded through the appropriate operational and safeguarding systems.

20.2 Transport Safeguarding

Transport forms part of Wild Intervention's safeguarding environment. The same standards of professional conduct, supervision and safeguarding apply during collection, travel and handover as during any other part of provision.



Child Protection and Safeguarding Policy

Staff transporting Young People must:

- be authorised to transport Young People and meet Wild Intervention's driving and vehicle requirements;
- follow legal requirements relating to driving, passengers and seatbelts;
- transport only authorised passengers;
- maintain appropriate professional boundaries;
- follow agreed collection, destination and drop-off arrangements; and
- remain alert to safeguarding concerns arising during journeys.

Staff must not use a handheld mobile phone or undertake recording, reporting or other activity that could distract them while driving.

Where a Young Person makes a safeguarding disclosure during a journey, staff should listen and respond appropriately without attempting to investigate the disclosure. **Safe control of the vehicle must remain the immediate priority.** The concern must be reported and recorded as soon as it is safe to do so.

Unexpected route or destination changes, refusal to travel, attempts to leave a vehicle, accidents, breakdowns or other significant incidents must be managed using dynamic risk assessment and escalated appropriately.

Where there are concerns regarding the safety or suitability of an adult receiving a Young Person at collection or drop-off, staff must not ignore the concern. Where immediate risk is identified, staff should seek advice from the Operational Manager and/or DSL/DDSL and contact emergency services where required.

Detailed requirements concerning vehicles, driving, insurance, accidents and breakdowns are contained within Wild Intervention's relevant driving and transport procedures.

20.3 Lone Working, Home Visits and Staff Check-In

Staff undertaking lone working, outreach or home visits must follow Wild Intervention's **Lone Worker Policy** and associated risk assessments and communication arrangements.

Wild Intervention must have sufficient information to establish where lone-working staff are expected to be and their planned activity. Staff must notify the appropriate management contact where plans or locations change significantly.

Staff undertaking lone working must:

- keep their work phone available and sufficiently charged;
- ensure required location-sharing or tracking arrangements remain active during working hours;
- follow agreed check-in and buddy arrangements;
- remain contactable wherever reasonably practicable;



Child Protection and Safeguarding Policy

- review risks dynamically throughout the session;
- report significant changes to planned locations or activities; and
- seek assistance or withdraw where circumstances cannot be safely managed.

This reflects the existing Lone Worker Policy, which requires digital recording of lone-working arrangements, communication of significant changes, provision of mobile phones, use of the tracking app and a buddy system capable of escalating missed contact.

Home Visits

Home visits require particular awareness because the environment is not controlled by Wild Intervention.

Staff must consider known risks before attending and undertake a dynamic assessment on arrival. Where the environment, people present or circumstances create a level of risk that cannot be safely managed, staff **must not enter or remain solely for the purpose of completing the planned session**.

Where appropriate, an alternative location, additional staffing or revised delivery arrangement should be considered.

Staff should maintain awareness of:

- safe access and exit;
- other adults or Young People present;
- animals;
- known histories of violence, aggression or safeguarding concerns;
- changes from the expected circumstances of the visit; and
- their ability to summon assistance or safely leave.

The existing Lone Worker Policy already requires home visits to be recorded, higher-risk visits to be assessed and staff to undertake an immediate risk assessment on arrival.

Staff must not compromise their own safety in order to maintain or complete a session. Where a staff member believes that they or a Young Person are at immediate risk, they should withdraw where safely possible and seek appropriate assistance.

20.4 Young Person Missing or Leaving Supervision During Outreach

Where a Young Person unexpectedly leaves supervision, refuses to remain with staff or their whereabouts become unknown during Wild Intervention delivery, staff must respond immediately and proportionately to the level of risk.

Staff must:

1. establish, where safely possible, the Young Person's last known location and direction of travel;

Child Protection and Safeguarding Policy

2. undertake an immediate dynamic risk assessment;
3. consider the Young Person's individual vulnerabilities, known risks and the surrounding environment;
4. inform the appropriate Operational Manager;
5. inform the DSL/DDSL where the circumstances present a safeguarding concern;
6. contact parents/carers, social worker or other relevant professionals in accordance with agreed arrangements; and
7. contact police or emergency services without delay where the circumstances or level of risk require it.

The dynamic risk assessment should consider factors including the Young Person's:

- age and developmental needs;
- SEND and communication needs;
- emotional presentation;
- known missing history;
- exploitation or offending risks;
- known unsafe adults, peers or locations;
- likely destination;
- familiarity with the area; and
- vulnerability arising from the location, weather, time of day, traffic or other environmental factors.

Staff should maintain appropriate observation or awareness of the Young Person's location where this can be achieved safely.

Staff must not physically pursue a Young Person where doing so would place the Young Person, staff member or others at additional risk. This includes unsafe pursuit around roads, traffic, water, railway infrastructure or other significant hazards.

Once immediate safety actions have been taken, the incident, decisions made, persons contacted and outcome must be recorded through the appropriate operational and safeguarding systems.

21. Volunteers, Visitors, Agency Staff and Contractors

Wild Intervention will ensure that visitors, volunteers, agency staff, contractors and other adults working within or alongside the Provision are managed in accordance with their role, level of contact with Young People and associated safeguarding risk.



Child Protection and Safeguarding Policy

21.1 Visitors

Visitors must follow Wild Intervention's visitor and site procedures. Where applicable, visitors must:

- sign in and out;
- wear appropriate visitor identification;
- be informed of relevant safeguarding and emergency procedures; and
- remain appropriately supervised unless Wild Intervention has confirmed that the necessary checks and authorisation are in place for the activities they will undertake.

Visitors must not be given unsupervised access to Young People unless this has been specifically authorised and appropriate safeguarding arrangements are in place.

Any safeguarding concern arising from the conduct or presence of a visitor must be reported immediately to the DSL/DDSL.

21.2 Volunteers

Volunteers will be subject to safeguarding and safer recruitment arrangements appropriate to the nature and frequency of their role and the level of contact they will have with Young People.

Volunteers must receive appropriate safeguarding information and understand Wild Intervention's expectations regarding professional boundaries, confidentiality, conduct and reporting concerns.

Volunteers must not undertake duties beyond those for which they have been appropriately checked, inducted, risk assessed and authorised.

21.3 Agency Staff and Contractors

Before agency or contracted personnel undertake work involving Young People, Wild Intervention will obtain appropriate assurance that required safer recruitment and safeguarding checks have been completed.

This may include confirmation of identity, DBS and barred list checks where applicable, references, qualifications or professional registration and safeguarding training, according to the individual's role.

Wild Intervention remains responsible for ensuring that agency and contracted personnel understand the Provision's safeguarding procedures, professional expectations and routes for reporting concerns.

Where appropriate, the identity of agency or contracted personnel will be verified on arrival against the information provided by the supplying organisation.



Child Protection and Safeguarding Policy

21.4 Safeguarding Concerns

Any safeguarding concern, allegation or low-level concern involving a visitor, volunteer, agency worker or contractor must be reported promptly through Wild Intervention's safeguarding procedures.

Where the concern relates to an adult working with Young People, the procedures within **Allegations, Low-Level Concerns and Whistleblowing** will apply, including referral to the LADO where the harm threshold may have been met.

22. Outreach Delivery, Off-site Activities and Residential Educational Visits

Wild Intervention's safeguarding responsibilities apply **wherever Alternative Provision is delivered**. This includes outreach, home-based and community sessions, enrichment activities, work-related learning, external venues, alternative/off-site provision and any residential or overnight educational activity organised as part of the Young Person's provision.

Safeguarding expectations do not reduce because an activity takes place away from Wild Intervention premises.

22.1 Planning and Risk Assessment

Off-site and outreach delivery must be planned and risk assessed proportionately to the Young Person, activity, environment and level of risk.

Where relevant, planning will consider:

- the Young Person's individual risk assessment and support needs;
- safeguarding and contextual risks;
- staffing and supervision;
- transport, collection and handover arrangements;
- SEND, communication and accessibility needs;
- medical or health requirements;
- behaviour, emotional regulation and known triggers;
- missing or leaving-supervision risk;
- venue and environmental suitability;
- contact with members of the public;
- external provider safeguarding arrangements; and
- communication, emergency and contingency arrangements.

Risk assessment should be **dynamic as well as planned**. Where circumstances change during delivery, staff must reassess whether the activity can continue safely and adapt, pause or end the activity where necessary.



Child Protection and Safeguarding Policy

22.2 Higher-Risk or Vulnerable Young People

Where a Young Person has identified vulnerabilities or presents risks that materially affect off-site delivery, appropriate safeguarding arrangements must be agreed **before the activity takes place**.

Relevant information will be shared with staff on a **need-to-know basis** so that they understand:

- identified risks and vulnerabilities;
- agreed preventative and risk-management strategies;
- relevant restrictions or safeguarding arrangements;
- supervision requirements; and
- actions to take if concerns arise.

The existence of additional needs or safeguarding vulnerabilities does not automatically prevent a Young Person from participating in off-site or enrichment activity. Decisions should be **individualised, proportionate and focused on enabling safe participation wherever reasonably practicable**.

22.3 Residential or Overnight Educational Activities

Where Wild Intervention organises a residential or overnight educational activity as part of Alternative Provision, additional safeguarding planning will be completed appropriate to the nature and duration of the activity.

This will include consideration of **staffing and supervision, sleeping arrangements, privacy and personal care, professional boundaries, medication and health needs, communication with parents/carers and commissioners, emergency arrangements and individual safeguarding risks**.

Appropriate management approval and specific risk assessment will be required before any residential or overnight activity takes place.

22.4 Safeguarding During Off-site Delivery

Safeguarding concerns arising during outreach, off-site or residential educational activity must be responded to through the **same safeguarding reporting and escalation procedures as concerns arising on Wild Intervention premises**.

Where an external venue or provider is involved, their own safeguarding procedures may also apply, but this does not remove Wild Intervention's responsibility to **report, record and escalate concerns through its own safeguarding arrangements**.



Child Protection and Safeguarding Policy

23. Out-of-Hours and Community-Based Safeguarding

Wild Intervention recognises that safeguarding concerns may arise **outside planned session times or normal operational availability**, particularly during outreach, transport, home visits, community activity or following information received after a session.

Safeguarding responsibilities continue wherever Wild Intervention is delivering provision or has responsibility for a Young Person.

23.1 Safeguarding Concerns Outside Normal Operational Availability

Where a safeguarding concern arises outside normal operational availability, staff must consider the **immediacy and level of risk** and take proportionate action.

Where there is an immediate risk of serious harm, medical emergency, serious incident or crime in progress, staff must contact the appropriate **emergency service without delay**. Action must not be delayed while attempting to contact a manager or the DSL/DDSL.

Where urgent safeguarding action is required but the circumstances do not require emergency services, staff should contact the relevant **Children's Social Care Emergency Duty Team or other appropriate out-of-hours safeguarding service** where necessary.

The DSL/DDSL and appropriate Operational Manager must be informed as soon as practicable through Wild Intervention's agreed communication and escalation arrangements.

23.2 Significant Incidents During Outreach

Staff must take immediate and proportionate action where an out-of-hours or community-based incident involves:

- a Young Person missing or their whereabouts becoming unknown;
- immediate or escalating safeguarding risk;
- police or emergency-service involvement;
- a medical emergency;
- inability to safely complete an agreed handover;
- a significant disclosure or safeguarding concern; or
- circumstances in which staff or Young Person safety cannot be maintained.

Staff must prioritise **immediate safety over routine reporting processes** and must not delay emergency action because the DSL, DDSL or Operational Manager is temporarily unavailable.

Once immediate risks have been addressed, the concern, actions taken, people contacted and outcome must be recorded through the appropriate safeguarding and operational systems.



Child Protection and Safeguarding Policy

23.3 Handover and Continuing Safeguarding Responsibility

Where an incident remains unresolved at the end of a planned session or working period, staff must not simply end their involvement without ensuring an appropriate **safeguarding handover or escalation** has taken place.

Responsibility should be transferred clearly to an appropriate parent/carer, social worker, emergency service, Children's Social Care or other authorised professional according to the circumstances.

Where a safe handover cannot be achieved, staff must seek management or safeguarding advice and contact statutory services where required.

24. Policy Review

This policy will be reviewed annually by the Managing Director, DSL and SLT, or sooner following significant safeguarding incidents, changes in statutory guidance, local safeguarding updates or operational change. Any changes will be communicated to relevant staff and stakeholders.

Next review date: 01/08/2027.



Child Protection and Safeguarding Policy

Appendices

Appendix 1 - Categories of Abuse, Neglect and Exploitation

Physical Abuse - Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a Young Person.

Physical harm may also be caused where a parent or carer fabricates the symptoms of, or deliberately induces, illness in a Young Person.

Emotional Abuse - Emotional abuse is the persistent emotional maltreatment of a Young Person which causes severe and adverse effects on their emotional development.

It may include:

- conveying that a Young Person is worthless, unloved or inadequate;
- imposing inappropriate expectations;
- preventing normal social interaction;
- serious bullying, including cyberbullying;
- causing a Young Person to frequently feel frightened or in danger;
- seeing or hearing the ill-treatment of another; or
- exploitation or corruption.

Some level of emotional abuse is involved in all forms of maltreatment, although it may also occur alone.

Sexual Abuse - Sexual abuse involves forcing or enticing a Young Person to take part in sexual activities, whether or not they understand what is happening.

It may involve physical contact or non-contact activity, including involving Young People in looking at or producing sexual imagery, watching sexual activities, encouraging sexually inappropriate behaviour or grooming a Young Person in preparation for abuse.

Sexual abuse can take place **online and offline** and can be perpetrated by adults or other Young People.

Neglect - Neglect is the persistent failure to meet a Young Person's basic physical and/or psychological needs, likely to result in serious impairment of their health or development.

It may include failure to:

- provide adequate food, clothing or shelter;
- protect a Young Person from physical or emotional harm or danger;
- provide adequate supervision;
- ensure access to appropriate medical care or treatment; or
- respond appropriately to emotional needs.

Exploitation - Exploitation occurs where an individual or group takes advantage of an imbalance of power to **coerce, manipulate, deceive or control a Young Person** into sexual, criminal or other activity.

A Young Person may appear to cooperate with or benefit from an exploitative relationship. This does not mean that exploitation is consensual.

Appendix 2 - Responding to Concerns

Recognise → Respond → Record → Report

If a Young Person tells you something, you observe something concerning, or something simply does not feel right:

- 1. Stay calm and listen.**
2. Take the Young Person seriously.
3. **Reassure** them that they have done the right thing by speaking to you.
4. Do not promise secrecy or confidentiality.
5. Do not investigate or attempt to establish whether the information is true.
6. Use open prompts only where clarification is necessary:
 - **Tell me...**
 - **Explain to me...**
 - **Describe...**
7. **Do not ask leading questions.**
8. If there is immediate danger or a medical emergency, **call emergency services first.**
9. Record the concern accurately, including:
 - date and time;
 - location/context;
 - who was present;
 - what you observed or were told;
 - the Young Person's exact words where relevant; and
 - immediate actions taken.
10. **Report immediately to the DSL/DDSL and record the safeguarding concern on CPOMS.**

Never do nothing. If in doubt, report it.



Child Protection and Safeguarding Policy

Appendix 3 - Visitor Safeguarding Information

Safeguarding at Wild Intervention

Wild Intervention is committed to safeguarding and promoting the welfare of Young People.

If you see, hear or are told something that makes you concerned about a Young Person:

- remain calm and listen;
- take the concern seriously;
- do not promise confidentiality;
- do not investigate;
- do not ask leading questions;
- do not discuss the concern with other visitors or unauthorised persons; and
- report it **immediately** to a member of Wild Intervention staff.

Where there is an immediate risk of serious harm, emergency services should be contacted without delay.

Role / Agency	Purpose	Contact Details
Designated Safeguarding Lead (DSL)	Carla Doggett	Carla@wild-intervention.co.uk 01482 947 876
Deputy DSL	Leoni Bartle	leoni@wild-intervention.co.uk 01482 947 876
Managing Director	Caine Wild	Contact via internal emergency contact list
Outreach Operations Manager	Richard Leadbeater	richard@wild-intervention.co.uk 01482 947 876

Visitors must also report any concern about the **conduct of a member of staff, volunteer, contractor or other adult**. Such concerns must not be investigated by the visitor.



Child Protection and Safeguarding Policy

Appendix 4 - Unsafe Collection or Handover

Where staff have reason to believe that handing a Young Person to an adult may place them at risk:

1. **Remain calm and prioritise immediate safety.**
2. Keep the Young Person appropriately supervised where this can be achieved safely.
3. Do not enter into unnecessary confrontation with the adult.
4. Consider whether another adult who is authorised within the Young Person's agreed collection/handover arrangements can safely receive the Young Person.
5. Contact the appropriate **Operational Manager and/or DSL/DDSL** for advice.
6. Consider relevant existing safeguarding information, contact restrictions and agreed collection arrangements.
7. Where there is an immediate risk of serious harm, **contact police and/or Children's Social Care without delay.**
8. Do not place yourself or the Young Person at additional risk in an attempt to prevent an unsafe adult from leaving or taking physical action.
9. Record the circumstances, decisions, people contacted, advice received and outcome through the appropriate safeguarding and operational systems.

Where safe handover cannot be achieved, the matter must be escalated rather than treated simply as a transport or collection issue.