

CHILD & YOUNG PERSON PROTECTION AND SAFEGUARDING POLICY

September 2025

Approved by:	Nazanin Nankali
Originator:	Alison Jebson/Jo Kelly
Status & Review Cycle:	Annual
Next Review Date:	September 2026

All children and young people have an absolute right to be free from abuse, neglect, or exploitation. Powertutors believes that in all matters concerning child protection and safeguarding, the welfare and protection of the young people¹ we work with is of paramount consideration. All adults involved in Powertutors activities and who come into contact with students have a duty of care to safeguard and promote their welfare. This policy and the procedures contained within it exist not to discourage adults from being involved in the work of Powertutors but to ensure, as far as possible, that people who may abuse students do not get the opportunity to do so.

- There is a duty placed upon us to ensure that all adults who work with or on behalf of our young people are competent, confident, and safe to do so
- Adults working or tutoring for Powertutors are responsible for their own actions and behaviour and should avoid any conduct that would lead a reasonable person to question their motivation or intention
- Everyone involved in Powertutors activities must follow Powertutors' Code of Conduct
- They must also be familiar with the steps to be taken in the event of becoming aware of, suspecting, or receiving allegations of abuse

Powertutors is committed to safeguarding and promoting the welfare of our learners. We will fulfil our local and national responsibilities as laid out in the following key documents:

- Working Together to Safeguard Children (December 2023)
- Keeping Children Safe in Education (September 2025) (statutory for Alternative Provision Schools)

¹ For the purposes of this policy a child is defined as any person under the age of eighteen.

- The procedures of the Safeguarding Vulnerable People Partnership (SVPP)
- Information sharing - Advice for practitioners providing safeguarding services to children, young people, parents, and carers (May 2024)
- Alternative Provision - Statutory guidance (January 2013)
- [Tackling Violence Against Women and Girls](#)

The aim of this policy is to ensure:

- all our learners are safe and protected from harm
- safeguarding procedures are in place to help learners to feel safe and learn to stay safe
- adults within the organisation are aware of the expected behaviours and the organisation's legal responsibilities in relation to safeguarding adults and children

This policy applies to all staff in our organisation.

For the purposes of this policy:

- **Staff** refers to all those working for or on behalf of the organisation full time or part time, and contractors, in a paid or regular voluntary capacity
- **Parent** refers to birth parents and other adults who are in a parenting role, for example step-parents, foster carers and adoptive parents
- **Child** refers to all children attending our provision and any child under the age of 18 who encounters our organisation
- **Young Person** refers to all students attending our provision over the age of 18 who encounters our organisation

Any safeguarding concerns or disclosures of abuse relating to a learner at our provision or outside of operating hours are within the scope of this policy.

Key Safeguarding Personnel

Role	Name	Tel.	email
Director (DSL)	Nazanin Nankali	01737 652965	safeguarding@powertutors.co.uk
Designated Safeguarding Lead	Jo Kelly	01737 652965	safeguarding@powertutors.co.uk
Deputy DSL	Olivia Shambrook	01737 652965	safeguarding@powertutors.co.uk
Deputy DSL	Nazanin Nankali	01737 652965	safeguarding@powertutors.co.uk

Deputy DSL	Abby Leedham	01737 652965	safeguarding@powertutors.co.uk
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NSPCC Helpline

0808 800 5000

Childline

0800 1111

**If you believe a learner is at immediate risk of significant harm or injury,
you must call the police on 999.**

Expectations

All staff are:

- familiar with this safeguarding policy and have an opportunity to contribute to its review throughout
- to immediately alert to signs and indicators of potential abuse
- able to record and report concerns as set out in this policy
- able to deal with a disclosure of abuse from a learner
- involved in the implementation of individual education programmes, student in need plans, interagency work with student protection plans as required

In addition,

- all staff have read and understood Part 1 of the latest version of Keeping Children Safe in Education (KCSiE 2025). Staff working directly with children have also read Annex B of KCSiE 2025
- Staff not working directly with children should read Annex A (a condensed version of Part 1)

2:1 Tutoring Set-Up

Powertutors occasionally implements a 2:1 tutoring arrangement (two tutors working with one student). This set-up is used to provide additional support for learners with complex needs, to ensure safeguarding coverage, and to enable joint planning and delivery. In these sessions:

- Both tutor and Learning Support Assistant share responsibility for planning, delivery, assessment, and safeguarding.
- Tutors must ensure clear communication and role division, with joint accountability for the student's safety and learning.
- Safeguarding protocols must be rigorously observed, including maintaining professional boundaries, ensuring transparency in communication, and reporting any concerns immediately to the DSL.

Curriculum Safeguarding

Through PSHE, Citizenship, and wider curriculum activities, Powertutors ensures that safeguarding themes are explicitly taught where necessary. Learners are supported to:

- Recognise and manage risks in both online and offline environments.
- Understand consent, boundaries, and healthy relationships.
- Develop resilience against exploitation, grooming, and radicalisation.
- Build strategies for self-protection and seeking help when worried.
- Explore issues such as bullying, peer-on-peer abuse, online safety, extremism, and respect for diversity.

These lessons are age-appropriate and adapted for learners with SEND to ensure accessibility.

Our learners access a broad curriculum that promotes their spiritual, moral, cultural, mental, and physical development, and prepares them for the opportunities, responsibilities, and experiences in life.

We provide opportunities for learners to develop skills, concepts, attitudes, and knowledge that promote their safety and well-being. The PSHE and citizenship curriculum specifically includes the following objectives:

- Developing learner self-esteem and communication skills
- Developing strategies for self-protection including online safety

Developing a sense of the boundaries between appropriate and inappropriate behaviour in adults and within peer relationships (positive relationships and consent) If there is an allegation, or signs and indicators of abuse are identified, or if at any point an adult involved with Powertutors work fails to comply with any element of the Code of Behaviour this information must be passed immediately to the Powertutors Designated Safeguarding Lead. Our safeguarding disclosure process is accessible to all staff and self-employed tutors, enabling us to log all child welfare concerns in detail and have at hand any further agency involvements. These details are saved in a GDPR compliant manner and are secured online for safe access. The Designated Safeguarding Lead completes our internal follow up, so that all decision's made are recorded from beginning to end. It is the Designated Safeguarding Lead's responsibility to collect all relevant information and make decisions on how to proceed (this will include contacting the designated safeguarding lead at the relevant partner school/s). You have a duty of care to pass on all relevant information regarding any allegations of abuse or identified signs and indicators of possible abuse.

Definitions of Abuse

All staff should have awareness of Safeguarding issues that can put students at risk of harm. It is important to identify early signs of abuse and neglect. All staff will be trained to spot indicators of abuse and neglect through updated CPD courses and experience. If staff are un-sure they should always speak to the Designated Safeguarding Lead.

Safeguarding and promoting welfare of children and young people is defined as:

- Protecting children and young people from maltreatment
- Preventing impairment of the student's mental and physical health development
- Ensure students grow up with consistent provision of safe and effective care
- Overall, ensuring that action has been taken to enable all children and young persons to have the best outcomes

Abuse

This is classified as a form of maltreatment of a child or young person. Students may be abused in a family, institutional or community setting, by those either known to them, or more rarely by others. Students may be abused by adults, or by another child or children (KCSIE, 2024).

Types of abuse and neglect

Physical Abuse: physical injury to a student where there is knowledge, or a reasonable suspicion, that their injury was inflicted or knowingly not prevented

Neglect: the persistent or severe neglect of a student that results in serious impairment of the student's health or development (both physical and mental)

Emotional Abuse: the persistent or severe emotional ill-treatment of a student which has severe adverse effect on the behaviour and emotional development of that student

Sexual Abuse: the involvement of dependent, developmentally immature children and young people in sexual activities they do not truly comprehend, to which they are unable to give informed consent

Extremism: A vocal or active opposition to fundamental human values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs

Grooming: When someone builds an emotional connection with a child or a young person to gain their trust for the purposes of sexual abuse or exploitation

Self-Abuse: Any means by which a child or young person seeks to harm themselves. This can take lots of physical forms, including cutting, bruising, scratching, hair-pulling, poisoning, overdosing, and eating disorders

Female Genital Mutilation: A dangerous and now criminal offence in the UK. This can happen at different times of a girl's life including, during childhood or as a teenager, just before marriage or even during pregnancy

Domestic Abuse: Domestic abuse can affect children and young people both directly and indirectly, including witnessing abuse within the home. Possible indicators include anxiety, withdrawal, aggression, changes in behaviour or presentation, poor concentration, unexplained injuries, or disclosures of fear at

home. Tutors must not investigate domestic abuse concerns. Any disclosure or suspicion must be reported immediately to the Designated Safeguarding Lead and recorded factually in line with safeguarding procedures. The safety and wellbeing of the child is paramount at all times.

Online Abuse: An abuse that happens over the internet. Across devices connected to the web, like computers, tablets, and mobile phones. Online abuse can follow in forms of grooming, cyberbullying, emotional abuse & sexual exploitation

Child Criminal Exploitation (CCE): Child Criminal Exploitation occurs when an individual or group takes advantage of an imbalance of power to coerce, control, manipulate, or deceive a child or young person into criminal activity. This is often in exchange for something the victim perceives they need or want, and the exploitation can be continued through violence or threats of violence. CCE can involve children being forced to commit crimes such as theft, drug trafficking, or robbery.

Child Sexual Exploitation (CSE): Child Sexual Exploitation is a form of child sexual abuse where an individual or group takes advantage of an imbalance of power to coerce, manipulate, or deceive a child or young person into sexual activity. This can happen in person or online. Perpetrators may groom children over a period of time or use threats, violence, and other forms of coercion to control them. CSE can have devastating and long-term effects on a child's physical, emotional, and mental health.

Child Trafficking: Child Trafficking is the recruitment, transportation, transfer, harbouring, or receipt of a child for the purpose of exploitation. This can include forced labour, sexual exploitation, or involvement in criminal activities. Trafficking can occur within a country or across borders. Any child transported for exploitative purposes is considered trafficked, whether they have consented or not.

County Lines: County Lines refers to gangs and organised criminal networks involved in exporting illegal drugs into one or more areas within the UK using dedicated mobile phone lines or other forms of "deal lines." They exploit children and vulnerable adults to move and store drugs and money. These individuals are often exposed to coercion, intimidation, violence, and sexual exploitation.

Identification and Response

Staff and tutors at Powertutors should be vigilant for signs of exploitation and trafficking, which may include:

- Unexplained gifts or new possessions
- Associating with older individuals or groups
- Missing episodes from school or home
- Sudden changes in behaviour or relationships
- Evidence of physical harm or unexplained injuries

If any form of exploitation is suspected, staff must:

- Report concerns immediately to the Designated Safeguarding Lead (DSL).
- Record the concern in detail using the CPOMS system.

- Not approach or confront the alleged perpetrator.
- Support the child with sensitivity, ensuring their immediate safety.

Powertutors is committed to working with local authorities, schools, and safeguarding agencies to protect children from all forms of exploitation and trafficking.

KCSIE 2025 contains important additional information about specific forms of abuse and safeguarding issues. Powertutors require all staff and tutors to read the Annex B in conjunction with this policy. KCSIE 2025 is also attached for tutor and staff review

Safeguarding Governance – Roles & Responsibilities

Powertutors is committed to supporting all of those involved with the organisation under safeguarding support. Powertutors will continue to ensure that arrangements are in place to support our commitment to safeguarding children and young people in accordance with legislation and statutory guidance.

Director

Our Director ensures that Powertutors is committed, alongside being legally compliant, to manage the organisation's resources effectively, supporting long-term vision plans, protecting the organisations core values and reputation.

Director is responsible for:

- Approving safeguarding policies and supporting procedures enforced
 - Ensuring adequate resources are available for effective safeguarding training through Powertutors work
- Developing an overall culture within Powertutors that promotes effective safeguarding practices

Powertutors Leadership Team

They will ensure that there is a continued commitment to safeguarding, keeping this integral in the delivery of all services, activities and contracts pursued.

The leadership team will ensure that:

- A safeguarding culture is promoted and embedded into all areas of the organisation's delivery
- Effective communication, from clear reporting shared with all staff, tutors, and customers
- Proposed changes to safeguarding policies and any further supporting policies are presented to the director in accordance with the agreed annual policy review at the minimum
- The Designated Safeguarding Lead has sufficient resources in order, to also support safe recruitment and selection practices of staff and tutors to coordinate the investigation of concerns and allegations against staff members of tutors

- The Designated Safeguarding Lead also coordinates any investigations of concerns and allegations against staff or tutors
- Ensure sufficient resources (financial, time, personnel) are allocated to enable high-quality safeguarding training, supervision, and policy implementation.
- Safeguarding risks are reviewed at senior leadership meetings to ensure safeguarding remains central to strategic and operational decision-making.

Powertutors Designated Safeguarding Lead

The Designated Safeguarding Lead will be provided with the latest level of training to ensure they are able to fulfil their responsibilities in supporting all staff and tutors regarding safeguarding matters. The training is updated every 2 years. Designated Safeguarding Lead's are responsible for responding to initial concerns or disclosures.

Powertutors Safeguarding Lead will:

- Offer support and training to all staff and self-employed tutors involved in Powertutors' work
- To ensure that all Powertutors staff and self-employed tutors are sufficiently vetted
- Ensure accurate records of all safeguarding concerns have been secured safely in-line with GDPR compliance
- Work alongside governance bodies of Powertutors to inform of any untoward safeguarding incidents as appropriate
- Act as the main point of contact between Powertutors and partner schools and manage any referrals to relevant agencies such as children's services
- Ensure the adoption and implementation of all safeguarding policies and strategies have been carried.

Powertutors Staff and Tutors

All Powertutors staff and tutors have a shared responsibility to safeguard and promote the welfare across to all children and young people around. They should know how to apply early prevention, respond to matters immediately and report any safeguarding concerns.

All staff know how to recognise and are alert to the signs of neglect and abuse. Definitions of abuse set out in 'What to do if you're worried a child is being abused - Advice for Practitioners' (March 2015) and 'Keeping Children Safe in Education' (September 2025) along with notes from Safeguarding training, are important reference documents for all staff. Every member of staff is provided with a copy of Part 1 of KCSiE which they are required to read, and which also includes supporting guidance about several specific safeguarding issues. Staff who work directly with children are also required to read KCSiE (Sept 2025).

Early help:

At Powertutors, all our staff can identify students who may benefit from early help as a problem emerges and discuss this with the Named Safeguarding Lead/Deputy Safeguarding Lead

The Safeguarding Lead uses:

- The Digital Assessment and Referral Tool as appropriate as part of a holistic assessment of a student's needs
- The Multi-Agency Thresholds for Safeguarding Children on the SVPP website about suitable action to take when a student has been identified as making inadequate progress or having an unmet need In an emergency staff and tutors will be expected to report urgent concerns directly to the relevant statutory agency.

Accident, Incident and Near-Miss Reporting

Powertutors is committed to maintaining a safe learning environment for all students, staff, tutors and visitors. All accidents, incidents and near misses that occur during Powertutors activities – whether in person or online – must be reported in accordance with the Powertutors Accident Reporting Policy and Procedure.

Definitions

- **Accident:** An unplanned event that results in injury, illness or damage.
- **Incident/Near Miss:** An unplanned event that did not result in injury but had the potential to do so.
- **Serious Accident:** Any incident requiring medical treatment, emergency services or hospitalisation.
- **Minor Accident:** First aid is sufficient and no further medical care is needed.

Immediate Actions:

- Ensure the safety of all parties and prevent further harm.
- Administer first aid (if trained) or call emergency services (999 in the UK) as required.
- Notify parents/guardians if a student is a minor.
- If the accident raises a safeguarding concern, follow the safeguarding disclosure process and inform the Designated Safeguarding Lead immediately.

Reporting Procedure:

- Complete the online accident report form as soon as possible, ideally within **24 hours** of the event.
- Include names, date, time, location, factual description, immediate actions taken, follow-up requirements, and supporting evidence (e.g., photos).
- Submit via the designated reporting platform.
- The Education Lead/Senior Management will review the submission and escalate or investigate if required.

First Aid and Medication

Powertutors does not expect tutors or staff to administer first aid or medication. Tutors should not administer prescribed or non-prescribed medication to students under any circumstances. In the event of injury or illness, tutors should prioritise the safety of the student, seek appropriate medical assistance where required, follow emergency procedures and inform parents/carers and the Designated Safeguarding Lead as soon as possible.

Dealing with a safeguarding concern or disclosure

In all cases related to child and young person's protection and safeguarding, the main procedure is to treat the allegation seriously, in strict confidence and immediately contact the Powertutors' Designated Safeguarding Leads, and/or allocated school child protection and safeguarding lead/s. In the event of Powertutors' Designated Safeguarding Leads being contacted the following protocol will be followed:

After the disclosure has been received by the DSL, the disclosure will be reviewed and immediately actioned keeping the student's welfare in mind. Relevant agencies under the student's protection will be informed. This will include the completion of a Local Authority referral form to the Multi-Agency Safeguarding Hub (MASH), Front Door, or equivalent single point of access, regardless of whether a named caseworker is currently allocated.

Where a safeguarding disclosure or concern indicates that a child may be at risk of harm, the DSL must ensure that a formal referral is submitted to the Local Authority in addition to informing the relevant school, caseworker (where applicable), or other involved professionals. This ensures that concerns are formally logged and not missed in situations where caseworkers are unavailable, have changed, or where there is no active allocation.

Staff must not wait for confirmation or investigation before sharing concerns where there is a risk of harm. Referrals to MASH/Front Door must be made promptly using the appropriate Local Authority referral process, with all available information shared to support safeguarding decision-making. The DSL will record the rationale for the referral, including confirmation of submission, and any follow-up actions on CPOMS.

Where appropriate or required, a CPOMS Student Report should be sent to the client/caseworker/school. This should be sent as a password protected document.

Follow these steps to protect your document with a password:

- Open your document and go to the **File** tab
- Click on **Info**
- Select **Protect Document**
- Choose **Encrypt with Password**
- Enter a password and confirm it when prompted
- Remember to keep a secure record of your password, as it cannot be recovered if forgotten, rendering the document inaccessible

The school shall follow the school's or local authority procedure for contacting the local Police Child Protection Unit or the Social Services Department of the relevant Local Authority (the Authorities). Powertutors shall support the school with any action that the school deems appropriate and shall undertake reasonable endeavours to provide the school with any assistance or documents. Powertutors shall not, under any circumstances, undertake any independent investigation or questioning (as this may jeopardise any enquiry) unless or until Powertutors is given authorisation by

the school or the Authorities. Following authorisation, Powertutors may independently follow up on the allegation.

All allegations or suspicions shall be referred to the school no matter how insignificant they seem to be or when they occur. Any information about suspicious behaviour or circumstances will be passed to the local Police Child Protection Unit or the local Social Services within 24 hours or as soon as shall be reasonably practicable.

Should you wish to submit a safeguarding concern, please follow the instructions in Appendix A & B, and send this immediately to the Designated Safeguarding Lead as soon as possible. If you believe a child is at imminent risk or harm, please call: 01737 652965 or call the police on 999.

All safeguarding calls should be sent to the designated safeguarding email: safeguarding@powertutors.co.uk. This address is monitored by all DSLs to ensure prompt action.

CPOMS Reporting Categories

To strengthen the consistency and accuracy of safeguarding records, the CPOMS categories have been updated. All staff and tutors must ensure that they select the most appropriate category when submitting a report, so that concerns are logged and analysed effectively.

- The categories reflect the four main areas of abuse (physical, emotional, sexual, and neglect).
- Sub-categories have been introduced to allow staff to define concerns with greater precision.
- Additional categories have been added for online abuse and mental health and wellbeing, recognising the importance of these areas in safeguarding practice.

If you are uncertain about which category to use, please contact the safeguarding team at safeguarding@powertutors.co.uk for advice and support.

In the event that a young person discloses abuse to an employee of Powertutors or a self-employed tutor

Employees of Powertutors and self-employed tutors shall:

- Allow the young person to speak without interruption, encouraging them to tell you only what they feel comfortable telling you, and be accepting and be non-judgemental about what is said. Do not ask investigative or leading questions of any kind
- Advise the young person that you will offer support, but that you **MUST** pass what they tell you and are not able to keep anything they tell you confidential
- If they refuse to tell you anything unless you promise to keep it a secret, inform them that you want to help and that there is one person you must tell. If they then refuse to tell you anymore, please respect their decision and report this incident
- Ensure that the young person is not immediately at risk of any further abuse

- Immediately after a disclosure, contact the Designated Safeguarding Lead at
 - Powertutors and request a link to CPOMs, in order that you can record the disclosure
- Report the facts as you know them/or understand them, including the pupil's name and the account given to you by the young person using the words that they used as well as including any other information your feel is relevant within the safeguarding disclosure
- Send this detailed information to all the Designated Safeguarding Lead at Powertutors as soon as you are able to, via CPOMs
- Powertutors shall retain copies of all such notifications in accordance with GDPR guidelines

In the event that an employee or self-employed tutor suspects abuse, but it has not been disclosed by the young person

Employees of Powertutors and self-employed tutors shall:

- Not discuss your suspicions with the young person in question or conduct any form of investigative work
- Contact the Designated Safeguarding Lead at Powertutors and request a link to CPOMs, in order that you can record the disclosure
- Report the facts as you know them/or understand them, including the pupil's name and the account given to you by the young person using the words that they used as well as including any other information your feel is relevant
- Provide this detailed information to all the Designated Safeguarding Leads at Powertutors as soon as you are able to, via CPOMs
- Retain a copy of all such notifications in accordance with GDPR guidelines

If you receive an allegation about any adult or about a self-employed tutor (including the person hearing the allegation)

Employees of Powertutors and self-employed tutors shall:

- Immediately after receiving an allegation or disclosure, contact the Designated Safeguarding Lead at Powertutors and request a link to CPOMs in order that you can record the disclosure
- Report the facts as you know them/or understand them, including the names of relevant adults and/or young people and the account given to you using the words that they used as well as including any other information you feel is relevant
- Provide this detailed information to all the Designated Safeguarding Leads at Powertutors as soon as you are able to
- Retain a copy of all such notifications in accordance with GDPR guidelines

If you deal with the personal data of young people (including names, grades, and school) Employees of Powertutors and self-employed tutors shall:

- Handle all information with sensitivity and confidentiality and in accordance with GDPR guidelines
- Keep the information secure and not make it available to others without the authority of Powertutors

Low-Level Concerns

Powertutors recognises the importance of identifying and addressing low-level concerns before they escalate.

- Staff and tutors are required to record and report any behaviours, patterns, or concerns that may not meet the threshold of abuse but indicate a potential risk.
- Concerns should be logged using the safeguarding@powertutors.co.uk email address

Allegations Against Tutors

In the event of an allegation being made against a tutor:

- The matter must be reported immediately to the DSL.
- The DSL will refer the concern to the Local Authority Designated Officer (LADO) within 24 hours, in line with statutory guidance.
- Tutors will be informed of the process, but no internal investigation should begin until authorised, to avoid prejudicing external enquiries.
- Timescales and decisions made will be fully documented by the DSL.

Sharing Information

Effective sharing of information between Powertutors, schools, local authorities and other statutory services is essential for the assessment and intervention in order to ensure young people are kept safe in education.

Powertutors recognises that information sharing between key organisations is essential to safeguard children and young people at risk of abuse, neglect, and exploitation.

Powertutors staff and tutors will give due regard to relevant legislation and guidance when making decisions on sharing information including the following:

- The Data Protection Act 2018 (GDPR)
[Data protection: The Data Protection Act - GOV.UK \(www.gov.uk\)](https://www.gov.uk)
Information sharing Advice for practitioners providing safeguarding services to children, young people, parents and carers May 2024
[Info sharing advice content May 2024.pdf \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)
- Working Together to Safeguarding Children 3
[Working together to safeguard children 2023 - summary of changes.pdf \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

- Keeping Children Safe in Education 2025
[Keeping children safe in education 2025 part one Information for school college staff.pdf](#)

Whistleblowing and Raising Concerns

Powertutors is committed to ensuring that staff and tutors feel able to raise concerns about poor or unsafe safeguarding practice.

- Concerns can be raised with the Leadership Team or Director.
- If staff feel unable to raise concerns internally, or feel their concern has not been appropriately addressed, they may contact external bodies:
 - NSPCC Whistleblowing Helpline: 0800 028 0285 (8am–8pm, Mon–Fri) or help@nspcc.org.uk
 - Ofsted (for concerns about safeguarding in educational settings).
- All whistleblowing concerns will be taken seriously, treated confidentially, and investigated in line with statutory guidance.

Also refer to the Whistleblowing Policy and Code of Conduct.

Recruitment and Training:

Powertutors maintain a high standard in recruiting staff and onboarding self-employed tutors. All Powertutors employees and self-employed tutors will be subject to an enhanced DBS check before they can begin working within our partner schools and students. Every employee must be able to fulfil the following:

- Have an existing enhanced DBS check not more than 1 years old verified by a member of Powertutors staff, with the disclosure number and date of issue recorded, along with photographic ID.
- All tutors must be registered with the DBS Update Service to ensure compliance with Powertutors' requirement for annual DBS renewal.
- Right-to-work in the UK is confirmed and documented for all staff and tutors prior to commencement.

Powertutors staff and self-employed tutors receive training on the contents of this policy as part of their induction. This policy is made available to all adults involved in Powertutors' activities and all self-employed tutors confirm they have received safeguarding training when they sign up to a programme, confirming that they have received safeguarding training and understand their responsibilities in relation to safeguarding.

Barred from Teaching List Checks

In line with Keeping Children Safe in Education (KCSIE) September 2025 and Powertutors' commitment to safer recruitment, checks are undertaken to ensure that individuals who are prohibited from teaching are not employed or engaged by the organisation.

- Prior to employing or engaging any tutor who undertakes teaching or teaching-related activity, Powertutors will complete a check against the Teachers' Barred from Teaching List, as required by KCSIE for roles involving teaching.
- This check will be completed before the individual begins work and forms part of Powertutors' wider safer recruitment processes alongside enhanced DBS checks, identity verification and right-to-work checks.
- Any individual who is identified as being included on the Teachers' Barred from Teaching List will not be employed, engaged, or deployed in any role involving teaching or direct work with children and young people.
- A clear record of the barred list check, including the date, outcome, and name of the person completing the check, will be securely recorded and retained in accordance with data protection requirements.
- Responsibility for ensuring that barred list checks are completed and recorded sits with the Designated Safeguarding Lead or a nominated senior leader, in line with safer recruitment expectations set out in KCSIE.

These checks support Powertutors' statutory duty to safeguard and promote the welfare of children and young people and to prevent individuals who are legally barred from teaching from gaining access to learners.

Safeguarding Training

- All staff and tutors receive safeguarding training on induction, refreshed at least every two years, to include updates on emerging safeguarding issues.
- All tutors must undertake annual safeguarding training as specified in KCSIE.
- Designated Safeguarding Lead (DSL) and Deputy DSLs complete multi-agency safeguarding training every two years as a minimum.
- Annual refreshers: DSLs and Deputy DSLs must refresh their safeguarding knowledge and skills at least annually, for example by attending safeguarding networks, e-bulletins, or sector-specific training events.
- Records of all safeguarding training are retained and monitored to ensure compliance.

Appropriate safeguarding training is provided to all staff and tutors to assist them in:

- Recognising abuse
- Preventing abuse
- Recording concerns
- Responding appropriately to allegations
- Knowing who to contact
- Sharing of information

Safeguarding Children Level 2 training is an on-boarding requirement for all tutors. This is updated every 2 years as a minimum, to ensure staff understand their role in safeguarding.

Advanced training

The Safeguarding Lead/Deputy Safeguarding Lead has additional multi agency training which is updated every two years as a minimum. The Safeguarding Lead/Deputy Safeguarding Lead also

attend multi-agency courses relevant to the organisation's needs. Their knowledge and skills are refreshed at least annually e.g., via e-bulletins or safeguarding networking events with other Safeguarding Lead/Deputy Safeguarding Leads.

Safeguarding training is a mandatory element of all inductions for staff and tutors, based on their appropriate levels, aligning the correct roles and responsibilities of staff and tutors. Safeguarding training will also not be regarded as a 'once only' activity, but as ongoing development of skills and knowledge of safeguarding practices.

Monitoring the working practice of staff and tutors will be undertaken not less than once per year through the appropriate supervision mechanisms such as appraisals to ensure the requirements of this policy and supporting procedures are being met.

The Code of Conduct

All adults coming into contact with children and young people through Powertutors' work must comply with this Child and Young Person Protection and Safeguarding Policy and this Code of Conduct.

You must:

- Act in accordance with the partner school's or local authority policies and procedures regarding child and young person protection and safeguarding
- Treat all young people with respect
 - Avoid being alone with a young person or cause someone else to be alone with a young person because of your actions e.g., being late. If alone in a room with young people keep the door open at all times
- Remember that someone else might misinterpret your actions, no matter how well intentioned
- Be aware that any physical contact with a young person can be misinterpreted and should always be avoided. Shaking hands in a public setting is considered acceptable
- Be aware that social networking sites are in the public domain if not protected by privacy settings. Strongly consider strengthening any privacy settings so that young people would not be able to access your online profiles and be privy to any information you would not want in the public domain
- Block any young people that approach you online and inform Powertutors Designated Safeguarding Lead immediately
- Recognise that special caution is required when discussing sensitive issues with young people
- Challenge unacceptable behaviour and report all allegations/suspicions of abuse to Powertutors Designated Safeguarding Lead
- Operate within Powertutors procedures in the event of any disclosure/concern
- Raise any questions or concerns about child and young person's protection and safeguarding with Powertutors' Designated Safeguarding Lead, or if unsure of a particular procedure, information should be sought from Powertutors' office staff

You must not:

- Promise confidentiality to young people in any situation
- Seek out or add young people on any social networking site
- Respond to any online communication from a young person, for example on a social networking site
- Share any personal contact details² with young people or seek out their personal contact details
- Arrange to meet a young person outside of the allocated tutoring time, unless on the school premises and with the prior knowledge of a member of staff
- Act in a manner that excludes the young people you are working with
- Make suggestive or derogatory remarks in front of young people
- Have inappropriate physical contact or verbal contact with young people
- Show favouritism to any individual
- Be under the influence of alcohol or other substances when working on activities involving young people
- Take photographs of young people
- Approach or inform the alleged abuser

This policy will be formally reviewed every year, or in line with Governmental guidance.

Online Code of Conduct Safety – Agreement between Tutors & Students

Powertutors understands the importance of students being able to engage in online tutoring for education and personal development. The safety and wellbeing of any student or young person using Powertutors is paramount.

Our Tutors will:

- Always act, and be seen to act, in the student's best interest
- Take responsibility for their own actions and always behave in a professional manner
- Avoid any online or offline conduct which would lead any reasonable person to question their motivation and intentions.
- Refrain from sending personal communication to students or parents/carers unless agreed with a Powertutors team member
- Adhere to the information security arrangements relevant to the Powertutors platform use, ensure they are following our secure login accounts to ensure optimum protection has been undertaken for our students
- Inform Powertutors of any requests or arrangements where parents/carers wish to use their services outside of contractual arrangements
- Report any concerns immediately about a student's safety or wellbeing to our Powertutors Designated Safeguarding Lead and liaise with the school/college

² Includes email address, telephone number or address.

- During tutoring sessions ensure they have a plain background behind them to avoid any disruptive environmental factors
- Have a responsibility to ensure their electrical devices are clean from any un-relevant or even inappropriate. browsing information
- Ensure that all they have visible on their electrical device screen is educational related, to help suit the purpose of the given session

Student: please read the following agreement and discuss it with your parents/carers or responsible adult.

Parent/Carer or Responsible Adult: please read and discuss this agreement with student. For the purposes of this agreement 'Responsible Adult' includes teachers or any other representative of the school/college.

If you have any questions regarding this agreement, please email enquiries@powertutors.co.uk

Student's Agreement

- I will be responsible for my behaviour during my tutoring session with Powertutors
- I will not use inappropriate language during my tutoring session
- I will not deliberately browse, download, or upload material that could be considered offensive or illegal. If I accidentally come across any such material, I will immediately report this to the tutor and my teacher in school/college
- I will not send any material that could be considered threatening, bullying, offensive or illegal
 - I will not hand out any of my own personal information during my tutoring session such as my phone number, address etc.
- I will not reveal my passwords to anyone at any point
- I will not arrange face-to-face meetings personally with my tutor
- If at any point I am concerned or upset about anything I see or hear during my tutoring session I will inform my parent/carers or responsible adult

Remote Learning – Tutor and Parent/Carer

- Complete a risk assessment prior to tuition starting or at the initial meet and greet session. These are available on the Powertutors website
- Immediately flag if there are any concerns and risks

Strengthened Online Tuition Guidance

In addition to our Online Safety Policy and Procedure, the following expectations apply:

- All sessions must be conducted on Powertutors' approved platforms only.
- Tutors must not use personal or unapproved platforms for tuition.
- Tutors must follow guidance regarding recording of sessions, ensuring parents/carers and learners are fully informed where recordings take place.
- Where students are at home unsupervised, tutors must escalate this to the DSL immediately, as tuition must not proceed if appropriate safeguarding measures are not in place.

Appendix A: Completing Disclosure

Guidance on completing the Safeguarding Disclosures

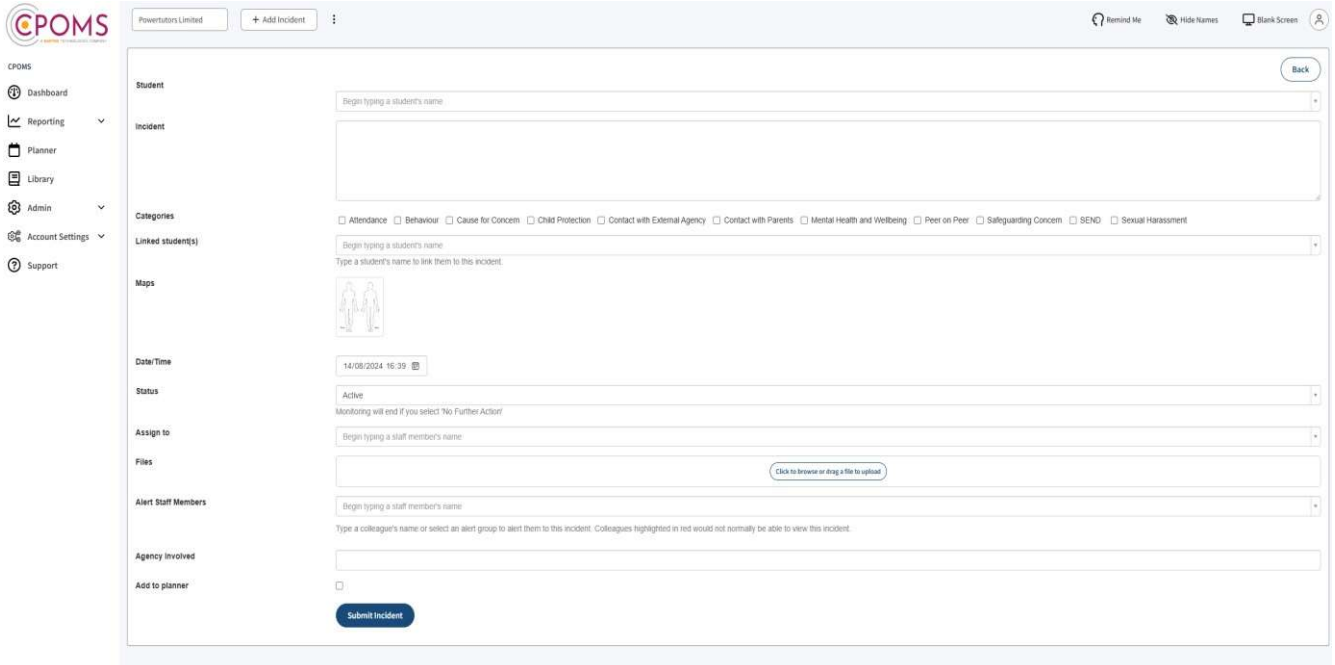
It is important that this concern is fully completed in a timely manner – for fresh factual written work, it is best to write this as soon as possible, and before the end of the day of the incident. It is important that the disclosure is written with as much factual based evidence. To help the Designated Safeguarding team respond and refer appropriately you should follow the guidance below.

- Only write about one child on each disclosure
- Remember that disclosures can be used in court cases on behalf of evidence
- Request a CPOMs link from a DSL and add an incident for the student concerned (see Appendix B). CPOMs instructions will be included within the CPOMs email link for the disclosure
- If you have any further questions, please ensure you contact the Designated Safeguarding Lead
- It can take several hours to deal with even urgent concerns and the earlier we start the better. Please alert the team as soon as possible so we can deal with the concern immediately
- Contact a DSL on safeguarding@powertutors.co.uk

Appendix B: CPOMs

Link for Powertutors CPOMs <https://powertutors.cpoms.net>

Incident form via CPOMs



The screenshot shows the 'Add Incident' form in the CPOMs system. The interface includes a top navigation bar with 'Powertutors Limited', '+ Add Incident', and utility icons like 'Remind Me', 'Hide Names', and 'Blank Screen'. A left sidebar lists navigation options: Dashboard, Reporting, Planner, Library, Admin, Account Settings, and Support. The main form area contains the following fields and sections:

- Student:** A dropdown menu with the placeholder text 'Begin typing a student's name'.
- Incident:** A large text area for describing the incident.
- Categories:** A row of checkboxes for selecting incident types: Attendance, Behaviour, Cause for Concern, Child Protection, Contact with External Agency, Contact with Parents, Mental Health and Wellbeing, Peer on Peer, Safeguarding Concern, SEND, and Sexual Harassment.
- Linked student(s):** A dropdown menu with the placeholder text 'Begin typing a student's name' and a sub-label 'Type a student's name to link them to this incident'.
- Maps:** A small map icon.
- Date/Time:** A date and time picker showing '14/08/2024 16:39'.
- Status:** A dropdown menu currently set to 'Active' with a sub-label 'Monitoring will end if you select 'No Further Action''.
- Assign to:** A dropdown menu with the placeholder text 'Begin typing a staff member's name'.
- Files:** A file upload area with a button that says 'Click to browse or drag a file to upload'.
- Alert Staff Members:** A dropdown menu with the placeholder text 'Begin typing a staff member's name' and a sub-label 'Type a colleague's name or select an alert group to alert them to this incident. Colleagues highlighted in red would not normally be able to view this incident'.
- Agency Involved:** A text input field.
- Add to planner:** A checkbox.
- Submit Incident:** A blue button at the bottom of the form.