



Safeguarding and Child Protection Policy Tutor Doctor Essex

Tutor Doctor acknowledges the duty of care to safeguard and promote the welfare of children and vulnerable adults.

Tutor Doctor provides tuition to students of all ages in home, at school both in person and online. We are committed to ensuring children and vulnerable adults are kept safe by having a safeguarding policy which complies with statutory guidance and reflects best practice in the sector

Through their day-to-day contact with pupils and direct work with families all tutors and staff working with Tutor Doctor clients have a responsibility to:

- Provide a safe environment in which children and vulnerable adults can learn
- Ensure a professional relationship applies at all times between the tutor and student
- Know what to do if a child or vulnerable adult tells them he/she is being abused or neglected
- Identify concerns early to prevent them from escalating
- Identify children who may benefit from early help
- Follow the referral process if they have a concern
- Measures will be just as relevant and just as robust for online to in-person tuition
- Appointing a designated safeguarding lead
- Listening to and respecting children and vulnerable adults
- Making this policy available to children, vulnerable adults and families so that they know how to raise a concern
- Promoting a safe culture, including online, so that staff, children and vulnerable adults know our expectations of behaviour and feel comfortable in sharing concerns.

We recognise the following:

All children have a right to be kept safe regardless of age, disability, gender, gender identity, race, religion or belief or sexual orientation.

That some children are more vulnerable because of special educational needs or being from minority ethnic groups, as they may face barriers with communication or discrimination.

Our Designated Safeguarding Lead is:

- Name: Laura Adams
- Email: ladams@tutordocor.co.uk
- Phone number: 07870 573904

Tutor Doctors Safeguarding Policy adheres to the following legislation and guidance:

Children Act 1989

Children Act 2004

Working Together to Safeguard Children (2018)

Keeping Children Safe in Education (2021)

This policy applies to all Tutor Doctor staff, contractors and volunteers including those with child facing roles or access to information concerning children or working with vulnerable adults. Children are defined as being everyone under the age of 18.

Safer Recruitment

Tutor Doctor complies with the Department for Education's Keeping Children Safe in Education (2021)

guidance and recommended practices and that as a result, all of our employees working with young people are subject to rigorous personal checks including:

- Identity checks, which include requesting photographic ID documents.
- An enhanced DBS disclosure including. We understand that should we accept a previously issued DBS we are required to check if there has been a 3-month break in service, as per DBS regulations.
- A Barred List check is required for all staff working with children in a regulated profession
- Immigration and eligibility to work in the UK
- Further checks on employees who have lived or worked outside the UK (criminal records checks for overseas applicants), and teacher sanctions and restrictions.
- Two references relating to most recent employment and to working with children.
- Appropriate professional qualifications
- Teaching personnel: a prohibition from teaching check
- A completed self-disclosure form
- A signed Independent Service Agreement and Code of Conduct

Our recruiters have undertaken safer recruitment in education training

Our safer recruitment lead is Laura Adams.

Safeguarding Process

All staff and tutors are required to read this Policy, and to sign to confirm they have received and understood the Government guidance given below (*Appendix 1: Tutor and Staff Confirmation Document*)

- Keeping Children Safe in Education, Part 1 Sept 2021
- [Working together to safeguard children, 2018](#)

Tutors are encouraged to undertake safeguarding training, and are required by schools/colleges to attend safeguarding education.

Recognising Concerns

It is not always possible to be certain that a student is being or has been abused. However, as you get to know a student you should be alert to signs that something does not look, sound or feel 'right'. Some of the signs of abuse are the same regardless of the type of abuse, such as:

- Being afraid of particular places or making excuses to avoid particular people
- Knowing about or being involved in 'adult issues' which are inappropriate for their age or stage of development, for example alcohol, drugs and/or sexual behaviour
- Having angry outbursts or behaving aggressively towards others
- Becoming withdrawn or appearing anxious, clingy or depressed
- Self-harming or having thoughts about suicide
- Showing changes in eating habits or developing eating disorders

Physical abuse: Students may have a physical injury that cannot be adequately explained such as clusters of bruising or multiple injuries at different times. If a student is frequently injured then that could be a cause for concern. It is also a concern if there is a delay in seeking medical help.

Emotional abuse: It can be difficult to spot the signs of emotional abuse but be alert to changes in attitude, behaviour, engagement and attendance. Students who seem under pressure, fear making mistakes or are stressed about their rate of progress could indicate they are struggling.

Sexual abuse/Child Sexual Exploitation: It can be very difficult to spot the signs of sexual abuse or sexual exploitation in your role as a Tutor. Be aware of changes in students' behaviour or engagement, or if their mood or general demeanour has changed. Children may use sexualised language which is beyond what you would expect them to know. Older students may have access to new phones or clothes that they can't easily explain.

Neglect: If a student is frequently hungry, dirty or inadequately dressed for the weather, this should be noted. If a student is often left unsupervised or with insufficient resources to engage with their tutoring, then this may be a sign of neglect.

Domestic Abuse: Exposure to domestic abuse is child abuse. Children can be directly involved in incidents of domestic abuse or they may be harmed by seeing or hearing abuse happening. Children in homes where there is domestic abuse are also at risk of other types of abuse or neglect. Changes in mood or behaviour may be an indicator although it can be difficult to confirm if domestic abuse is taking place.

More information on signs and indicators of abuse can be found at <https://learning.nspcc.org.uk/research-resources/briefings/definitions-signs-child-abuse>

If you have a concern about the safety or welfare of a student, however small, you must report it to the Designated Safeguarding Lead as soon as possible.

Procedures for dealing with Concerns

Tutors and staff **should not** investigate suspicions; if somebody believes that a child may be suffering, or may be at risk of suffering significant harm, they must refer such concerns to the Designated Person, who will refer the matter to Children's Services and involve other agencies e.g. medical services, police, as required. Children's Services and the Police are empowered to carry out investigations and decide whether children have been abused.

In cases where the **immediate safety and wellbeing of the child** is a cause for concern, the Designated Person will liaise with all relevant parties/agencies, including contacting emergency services if deemed necessary, to safeguard the student.

Tutors and staff suspecting or hearing a complaint of abuse will follow the procedures below:

- Upon the receipt of any information from a child, or if any person has suspicions that a child may be at risk of harm, or
- If anyone observes injuries that appear to be non-accidental, or
- Where a child or young person makes a direct allegation or discloses that they have been abused, or
- Makes an allegation against a member of staff

they must record what they have seen, heard or know accurately at the time the event occurs, and share their concerns immediately with the Designated Person and agree action to take. Communication must be by email to email address for The Designated Safeguarding Lead which is detailed above and must have 'Urgent Safeguarding Concern' in the subject line.

Responding to a disclosure

If a student tells you they are experiencing abuse, it's important to reassure them that they've done the right thing in telling you. Make sure they know that abuse is never their fault. Follow this guidance so that students know they are being listened to and taken seriously:

- **Show you care, help them open up:** Give your full attention to the student and keep your body language open and encouraging. Be compassionate, be understanding and reassure them their feelings are important. Phrases such as 'you've shown such courage today' help.
- **Take your time, slow down:** Respect pauses and don't interrupt – let them go at their own pace. Recognise and respond to their body language. And remember that it may take several conversations for them to share what's happened to them.
- **Show you understand, reflect back:** Make it clear you're interested in what the student is telling you. Reflect back what they've said to check your understanding – and use their language to show it's their experience.

Never talk to the alleged perpetrator about the student's disclosure. It is not your role to investigate what happened.

Hearing about child abuse can be upsetting. You can contact the Designated Safeguarding Lead for advice and support.

Recording what you have been told

Every concern should be. Although an isolated incident may seem insignificant, it may be part of a larger picture and therefore important in securing help for the student.

The written record should:

- Include the time, date and place of the disclosure and details of who was present
- Be in the child's (or vulnerable adult's) words wherever possible
- Be factual
- Differentiate between fact, opinion, interpretation, observation or allegation
- Be passed on to the Designated Person immediately (certainly within 24 hours)
- All communications must be signed and dated

Tutor Doctor Essex will ensure that all tutors are familiar with the procedures for keeping a confidential written record of any incidents and with the requirements of Local Safeguarding Children's Board.

Action by the Designated Person

The action to be taken will take into account:

- The Local Safeguarding Children Board will be contacted and advice sought.
- The nature and seriousness of the suspicion or concern - if it is thought to involve a criminal offence the social services or police will be contacted.
- The wishes of the student who has complained, provided that the student is of sufficient understanding and maturity and properly informed. We cannot promise to keep information confidential if we are concerned about a student's safety and welfare. When sharing information about a child we will seek to do so with consent. However, there may be occasions when information will be shared without consent if it is in the best interests of the child's welfare.
- The wishes of the complainant's parents or Guardian provided they have no interest which is in conflict with the student's best interests and that they are properly informed. When sharing information about a child we will seek to do so with consent. However, there may be occasions when information will be shared without consent if it is in the best interests of the child's welfare.
- If the Designated Person is concerned that disclosing information to parents would put a child at risk, he will take further advice from the relevant professionals before making a decision to disclose.
- Issues relating to safeguarding will be shared with those who need to know. We will share information about the safety of a child with relevant agencies, including children's social care in order to fulfil our safeguarding responsibilities.
- If there is room for doubt as to whether a referral should be made, the Designated Person will consult with the Local Authority Designated Officer (LADO) on a no names basis without identifying the family. However, as soon as sufficient concern exists that a child

may be at risk of significant harm, a referral will be made without delay (and in any event within 24 hours). If the initial referral is made by telephone, the Designated Person will confirm the referral in writing within 24 hours. If no response or acknowledgment is received within three working days, the Designated Person will contact the LADO again.

- Whether or not Tutor Doctor decides to refer a particular complaint to social services or the police, the parents and student will be informed in writing of their right to make their own complaint or referral to social services or the police and will be provided with contact names, addresses and telephone numbers, as appropriate.
- Where there are concerns about a Tutor's behaviour we will use our disciplinary procedure. If we have concerns about a Tutor's suitability to work with children we will discuss our concerns with the Local Authority Designated Officer and follow their advice.

Confidentiality

Tutors and staff will ensure that data and sensitive information about students is handled in accordance with the requirements of the law, and any national and local guidance.

Regardless of the duty of confidentiality, if any tutor has reason to believe that a child or vulnerable adult may be suffering harm, or be at risk of harm, their duty is to forward this information without delay to the Designated Person for child protection.

All child protection concerns are recorded and stored securely by the Designated Person for child protection.

Monitoring and record keeping

Online Tutoring

Where circumstances dictate, the tutoring solution may well be delivered online. Tutors will be advised of the necessary measures, which will vary by platform, to ensure the online space/classroom is secure. We recommend that the same policy of parents being present is followed for online sessions as they are with in-person sessions.

Confidentiality and information sharing

All staff and tutors will ensure that all data about students is handled in accordance with the requirements of the law, and any national and local guidance.

Any member of staff or tutor who has access to sensitive information about a child or the child's family must take all reasonable steps to ensure that such information is only disclosed to those people who need to know.

Regardless of the duty of confidentiality, if any tutor or member of staff has reason to believe that a child may be suffering harm, or be at risk of harm, their duty is to forward this information without delay to the Designated Person for child protection.

All child protection concerns are recorded and stored securely by the Designated Person for child protection.

[Government Guidance on Information Sharing](#)

[NSPCC Guide to Information Sharing and Confidentiality](#)

Next review by 1st September 2023

Signed: **Designated Person and Safeguarding Lead:**

Name: Laura Adams
Email: ladams@tutordoctor.co.uk
Phone number: 07870 573904

Safer Recruitment Leads

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FURTHER INFORMATION

The Tutor Doctor Franchisee can provide details of local safeguarding authorities for their area

[NSPCC](#)

[Essex Local Safeguarding Children Board](#) T: 0345 603 7627

Appendix (i)

Child Protection and Safeguarding Policy Keeping Children Safe in Education: Information for all tutors and staff.

All adults working with Tutor Doctor must know the name of the Designated Person for Child Protection and Safeguarding and know and follow relevant child protection and safeguarding policy and procedures. All staff have a duty to report any child protection concerns to the Designated Person for Child Protection and Safeguarding.

I acknowledge receipt of a copy of the Tutor Doctor Child Protection and Safeguarding Policy. I confirm that I have read their contents. I understand my commitment to the protection and safeguarding of children detailed in the paragraph above.

Name:

Signed:

Date:

Please complete and return to:-

Name: Laura Adams

Email: ladams@tutordocor.co.uk