

BEYOND BARRIERS CIC

Safeguarding, Child Protection & Vulnerable Adult Protection Policy



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Approved by: Sarah Harris & Rebecca Cox, Directors

Alternative Provision | Supported Internship | Post-16 Provision (Ages 16–24)

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Policy Statement

Beyond Barriers CIC is fully committed to safeguarding and promoting the welfare of all children, young people, and vulnerable adults who access our provision.

We recognise that our learners may present with additional vulnerabilities, including SEND, EHCPs, SEMH needs, trauma, anxiety, school avoidance, care experience, and complex family circumstances.

This policy applies to all learners accessing Beyond Barriers CIC through any referral pathway, including:

- Local Authority referrals
- EHCP placements
- Virtual School referrals
- School and SENCO referrals
- NEET / participation services
- EHE / CME referrals
- Employer-based placements and supported internships
- direct commissioned or self-funded pathways

This policy is informed by:

- Keeping Children Safe in Education (KCSIE)
- Working Together to Safeguard Children
- The Care Act 2014
- Worcestershire Safeguarding Procedures
- The Prevent Duty Guidance

Safeguarding is the responsibility of all staff.

Designated Safeguarding Roles

Designated Safeguarding Lead (DSL)

Sarah Harris

Post-16 Lead | Safeguarding Lead | Co-Founder

Responsible for:

- managing all safeguarding concerns
- referrals to children's and adult social care
- liaising with Local Authority, schools, referrers, and external professionals
- oversight of safeguarding records
- risk assessments
- allegations management
- Prevent and exploitation concerns
- multi-agency working

Deputy DSL

Rebecca Cox

Education Lead | Co-Founder

Responsible for:

- receiving concerns in DSL absence
- supporting welfare and risk management
- safeguarding record keeping
- attendance and missing learner response
- support with external referrals

Learner Vulnerability & Risk

We recognise heightened vulnerability in learners including:

- EHCP / SEND needs
- SEMH needs
- trauma / ACEs
- looked after and care experienced young people
- NEET risk
- EHE / EBSA
- exploitation risk
- mental health vulnerability
- transition to adulthood

All learners will receive:

- initial risk assessment
- safeguarding / welfare profile
- support plan where required

Children, Young People & Vulnerable Adults (18–24)

As our provision supports learners aged 16–24, safeguarding procedures apply to both:

- children and young people under 18
- vulnerable adults aged 18+

Where concerns relate to learners aged 18+, referrals may be made through adult safeguarding pathways in line with the Care Act 2014.

Consent, capacity, and best-interest decision making will be considered where appropriate.

Online Safety & Digital Safeguarding

Beyond Barriers CIC is committed to safeguarding learners online.

This includes:

- safe use of devices and internet access
- cyberbullying
- online grooming
- exploitation through digital platforms
- social media boundaries
- unsafe communication with adults or peers

All concerns are escalated to the DSL immediately.

Prevent Duty & Radicalisation

All staff are trained to identify concerns relating to:

- radicalisation
- extremism
- coercive influence
- online ideological exploitation
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Concerns will be escalated in line with Prevent guidance.

Exploitation & Abuse Risks

Staff are trained to identify risks including:

- criminal exploitation
- county lines
- child sexual exploitation
- domestic abuse
- coercive control
- financial abuse
- neglect
- emotional abuse

Reporting Concerns

Any safeguarding concern must be reported immediately.

This includes:

- direct disclosure
- changes in behaviour
- attendance concerns
- welfare concerns
- third-party concerns
- placement concerns
- shared premises concerns

All concerns are recorded factually and passed to the DSL without delay.

Immediate Risk / Emergency Response

Where immediate risk is identified:

- learner safety is prioritised
- learner remains supervised
- DSL contacted immediately
- emergency services contacted where necessary
- external agencies informed

Shared Premises & Off-Site Safeguarding

Safeguarding extends to:

- shared business premises
- communal spaces
- employer placements
- trips and visits
- work experience
-

All premises and placement environments are risk assessed.

Learners are supervised appropriately and clear boundaries maintained.

Employer & Placement Safeguarding

All placements are subject to:

- placement risk assessment
- named employer contact
- reporting route for concerns
- learner supervision arrangements
- welfare checks

Attendance & Missing Learner Procedure

Attendance is monitored daily.

Where a learner fails to attend or leaves unexpectedly:

- immediate contact attempted
- referrer / parent informed
- welfare check initiated
- escalation to DSL

Patterns of concern are reviewed termly.

Allegations, Low-Level Concerns & Whistleblowing

Any concern relating to staff conduct must be reported immediately.

This includes:

- inappropriate conduct
- boundary concerns
- low-level concerns
- allegations of harm

Where appropriate, concerns will be referred to LADO.

Staff may raise concerns through whistleblowing procedures without fear of detriment.

Safer Recruitment

All staff and volunteers will undergo:

- enhanced DBS
- identity verification
- references
- right to work checks
- safeguarding induction

Training & Review

All staff complete:

- annual safeguarding refresher
- Prevent training
- exploitation awareness
- DSL refresher every 2 years

Safeguarding practice and records are reviewed termly.

Governance & Oversight

Safeguarding oversight is held by the Directors of Beyond Barriers CIC.

Safeguarding incidents, themes, and actions are reviewed termly.

External Contacts

- MASH / Front Door: 01905 822666
- Adult Safeguarding: 01905 768053
- LADO: 01905 846221
- Police / Emergency: 999

Signed:

Sarah Harris – DSL / Director

Signed:

Rebecca Cox – Deputy DSL / Director

Beyond Barriers CIC

Removing barriers. Creating futures.