



Child Protection and Safeguarding Policy

Bright Stars Education & Training Ltd

Purpose

Bright Stars Education & Training Ltd is committed to safeguarding and promoting the welfare of all students. This policy outlines our approach to protecting children from harm, ensuring their safety while they participate in tuition and alternative provision services. It includes our procedures for preventing abuse, identifying concerns, and responding to safeguarding issues.

This policy applies to all staff, tutors, volunteers, and contractors associated with Bright Stars Education & Training Ltd.

1. Legal Framework

This policy adheres to statutory guidance and legislation, including:

- **Children Act 1989 & 2004**
- **Education Act 2002**
- **Working Together to Safeguard Children (2023)**
- **Keeping Children Safe in Education (2025)**
- **The Counter-Terrorism and Security Act 2015 (Prevent Duty)**
- **The Female Genital Mutilation Act 2003**
- **Serious Crime Act 2015**
- **Modern Slavery Act 2015**

2. Roles and Responsibilities

2.1 Designated Safeguarding Lead (DSL)

Bright Stars Education & Training Ltd will appoint a Designated Safeguarding Lead (DSL) responsible for implementing this policy, managing safeguarding concerns, and liaising with external agencies such as the Local Authority, police, and social services.

2.2 Staff Responsibilities

All staff have a duty to safeguard children and young people. They must be familiar with this policy, attend safeguarding training, and report any concerns immediately to the DSL.

2.3 Senior Leadership Team

The Senior Leadership Team will ensure that safeguarding policies are regularly reviewed, staff are appropriately trained, and the company meets its safeguarding responsibilities.

2.4 Parents and Carers

Parents and carers are encouraged to work with Bright Stars Education & Training Ltd to maintain open communication and report any safeguarding concerns they may have about their child or others.

3. Types of Abuse and Safeguarding Issues

Staff at Bright Stars Education & Training Ltd will be trained to identify the following forms of abuse and safeguarding concerns:

3.1 Physical Abuse

Includes hitting, shaking, burning, or causing physical harm to a child. This also covers issues like **fabricated or induced illness** where a parent/guardian may make a child ill intentionally.

3.2 Emotional Abuse

Includes persistent emotional maltreatment, conveying to children that they are worthless, unloved, or inadequate. It may involve bullying, humiliation, or neglect.

3.3 Sexual Abuse and Exploitation (CSE)

Sexual abuse involves forcing or enticing a child to engage in sexual activities. **Child Sexual Exploitation (CSE)** occurs when children are manipulated or coerced into sexual activity for rewards, gifts, or money.

3.4 Neglect

Neglect is the failure to provide basic needs such as food, clothing, warmth, and medical care, or to provide adequate supervision.

3.5 Domestic Violence and Relationship Abuse

Exposure to domestic abuse can have a serious impact on children's physical and emotional well-being. Staff should be alert to signs of **relationship abuse**, especially in teenagers and young adults.

3.6 Female Genital Mutilation (FGM)

FGM involves the partial or total removal of the female genitalia for non-medical reasons. It is illegal in the UK and is a form of child abuse. All staff must be aware of mandatory reporting duties if they suspect a child is at risk of or has undergone FGM.

3.7 Breast Ironing

Breast ironing is a harmful practice involving the flattening or pressing of a young girl's breasts to delay puberty. This is a form of physical abuse and must be reported immediately.

3.8 Forced Marriage (FM)

A forced marriage occurs when a child or young person is forced into a marriage without their consent. Forced marriage is illegal, and staff must report any concerns about a student potentially being subjected to this practice.

3.9 Prevent (Radicalisation and Extremism)

In line with the **Prevent Duty**, Bright Stars Education & Training Ltd has a responsibility to prevent children from being drawn into radicalisation and extremism. Staff will be trained to identify signs of radicalisation and work with external agencies when necessary.

3.10 Gangs and Youth Violence

Staff should be alert to the signs of gang involvement and youth violence. This can include aggressive behaviour, carrying weapons, or associating with known gang members.

3.11 Drugs and Substance Misuse

Students involved in drug and substance misuse can place themselves at serious risk of harm. Staff should be vigilant about identifying and addressing any signs of substance misuse.

3.12 Trafficking

Child trafficking involves the recruitment, movement, or exploitation of children for the purposes of forced labour, sexual exploitation, or criminal activity. Staff will be trained to spot signs of trafficking and report concerns immediately.

3.13 Sexting

Sexting refers to sending or receiving sexually explicit images or messages. Staff should educate students on the dangers of sexting and report any instances to the DSL, especially when the images involve minors.

3.14 Faith-Based Abuse

This refers to the abuse of children due to a belief in concepts such as witchcraft or possession. Staff will work to challenge such harmful practices and report any concerns regarding faith-based abuse.

3.15 Bullying, Including Cyberbullying

Bullying in any form—physical, emotional, or online—is a safeguarding concern. Bright Stars Education & Training Ltd will provide a safe environment where bullying is not tolerated, and staff will address any incidents promptly.

3.16 Gender-Based Violence

Gender-based violence includes physical, sexual, and emotional harm based on gender. Staff must be vigilant about identifying signs of such violence, particularly affecting young women and girls.

3.17 Private Fostering

Private fostering occurs when a child under 16 (or 18 if disabled) is cared for by someone who is not a close relative for more than 28 days. Staff have a duty to report any cases of private fostering to the local authority.

4. Reporting and Responding to Concerns

4.1 Identifying Concerns

All staff must be alert to signs of abuse or safeguarding concerns. These may include physical injuries, changes in behaviour, poor hygiene, withdrawal, or unexplained absences.

4.2 Reporting Concerns

Staff must report all safeguarding concerns to the Designated Safeguarding Lead (DSL) immediately. If the DSL is unavailable, staff should report to the Deputy Safeguarding Lead or another senior manager. Concerns must be recorded in writing, including as much detail as possible about the incident or observation.

4.3 External Referrals

Where there is a concern that a child is at immediate risk of harm, the DSL will make a referral to children's social care or the police. Parental consent is not required for referrals where a child is at risk of significant harm.

5. Safeguarding in Practice

5.1 Staff Training

All staff will receive safeguarding training upon induction, and refresher training will be provided at least annually. Staff will also receive specific training on issues such as Prevent, CSE, FGM, and trafficking.

5.2 Safeguarding Children with Special Educational Needs and Disabilities (SEND)

Children with SEND may face additional safeguarding challenges. Staff must be vigilant to potential indicators of abuse or neglect, such as changes in behaviour, communication difficulties, or isolation.

5.3 Confidentiality and Record-Keeping

Safeguarding information will be handled in accordance with data protection laws. Records will be securely stored, and information will only be shared with those who need to know to protect the child. Staff should be aware that confidentiality cannot be promised in safeguarding situations.

6. Safer Recruitment

Bright Stars Education & Training Ltd follows safer recruitment practices to ensure all staff and volunteers who work with children are suitable for their roles. This includes enhanced DBS checks, references, and thorough vetting processes.

7. Whistleblowing

All staff are encouraged to report any concerns about the conduct of colleagues in relation to safeguarding. Whistleblowing procedures are in place, and staff can escalate concerns if they feel their reports are not being taken seriously.

8. Policy Review

This policy will be reviewed annually or sooner if there are changes in legislation or statutory guidance.

Approved by: *Louise Martindale* – Managing Director.

Date: Updated 18th November, 2025.

Bright Stars Education & Training Ltd is dedicated to ensuring a safe environment where all students can learn and thrive free from harm.

Checked 12/08/2025 by Louise Martindale.

Amendments may be necessary once the government has summarized its report and delivered the findings in September 2025. Amendments made by Louise Martindale.