GROUP SAFEGUARDING STATEMENT

Safeguarding is everyone's responsibility

Our Vision

Empower every child, whatever their ability, with a world-class education that nurtures potential, inspires lifelong learning, and equips them to thrive in a diverse and evolving world.

Our Promise

We listen. We never assume.
We work together. To make the remarkable happen.
We are accountable. To each other and for one another.

Purpose of the statement

Safeguarding and the protection of our children and vulnerable people must always be the highest priority and at the forefront of everything we do; we are fully committed to ensuring that they are effectively safeguarded at all times.

This policy statement sets out the aims, purpose and ethos of safeguarding across Outcomes First Group and the roles and responsibilities of all team members working throughout the organisation. It applies to everybody working in any capacity for, or on behalf of, Outcomes First Group.

It is essential that everybody working for us and with us understands their safeguarding responsibilities.

We have a comprehensive set of safeguarding policies that all team members must be familiar with This Safeguarding Statement should be read and understood alongside the related policies and procedures that are listed in the table at the end of this document (please see Appendix A).

Our Ethos

We recognise the importance of providing and promoting an ethos within all of our settings and services that will help those we educate and support to feel safe, secure and respected, knowing they will always be listened to.

We provide stable, secure environments to support the welfare and safety of all our children and young adults in line with our safeguarding policies. We believe that a proactive, whole setting approach is the most effective way to keep children and adults safe. Safeguarding and protection are embedded in all decisions, planning, policy and day-to-day operations and activities.

We want all those in our schools and services to feel safe and trust the team members that are looking after them and teaching them. Team members aim to create positive relationships that encourage the children and young adults to communicate with them about anything that is bothering them. We understand that those who have experienced trauma or abuse or witnessed violence may find it difficult to trust people.

Our Approach

Outcomes First Group adopts a *Contextual Safeguarding* approach. We recognise that the different relationships that people form in different environments, such as in school, online and in the local and wider community can feature violence, abuse and exploitation. Our approach recognises that people are vulnerable to abuse in a range of social contexts. It raises awareness of sexual exploitation, missing children and young adults, gangs, county lines, radicalisation, modern slavery and all forms of criminal exploitation. The Group has a range of policies (see Appendix A) that provide more information on these areas, how to recognise risks and signs, and what to do if they believe someone we support is at risk of harm or is being harmed.

Our settings will help those we support to develop skills they need to help them stay safe, in the offline and online worlds. For those children and young adults we support who are non-verbal or have limited receptive and expressive communication and learning disabilities, more direct on-going observation is often required to help keep them safe, along with the direct modelling of safe behaviour by those responsible for their education and care. The support required will always be tailored to meet the individual's needs and be clearly set out in their individual plans.

Partnership working and sharing information

We recognise that partnership working and sharing of timely, appropriate information is key to keeping children and vulnerable adults safe. Team members are trained in GDPR and must comply with the Group's Data Protection Policy. Team members also understand that GDPR is not a barrier to sharing safeguarding information. Safeguarding concerns must always be passed on. Information can be shared with the appropriate agencies, without consent where there is good reason to do so, and the sharing of that information will enhance the safeguarding of a child or adult at risk in a timely manner.

Safer Recruitment

We are fully committed to recruitment and selection procedures that help to deter, reject or identify people who might abuse or cause harm to children and young adults, or are otherwise unsuited to work with them. Our Safer Recruitment Policy sets out the processes which must be followed for the recruitment of team members; this includes the requirement for comprehensive safeguarding checks, including enhanced DBS checks.

Roles & Responsibilities

It is essential that all team members understand their roles and responsibilities in helping to safeguard our children and young adults and are clear about what action they must take if they have any concerns or if a disclosure is made to them.

We have effective policies, procedures and working practices in place across the organisation that set out the role and responsibilities of team members with regard to safeguarding.

All team members receive regular training and support to help them recognise signs and concerns about a child or young adult and how to respond if they disclose that they are experiencing harm or are at risk of experiencing harm.

Each setting has a Safeguarding Lead, schools also have a Safeguarding Governor, and Homes also have a Responsible or Nominated Individual to oversee safeguarding in the setting.

Team members are in a close position to children and young adults and know them well, therefore they are likely to notice if they are behaving in a way which could possibly indicate that they are being harmed or exploited. Any concerns, whether these are low level worries or based on information told to them, must be reported immediately to the Safeguarding Lead, both verbally and in writing.

If a team member has reason to believe that a child or young adult is experiencing harm or is at risk of harm, the reporting process set out in their service's Safeguarding Policy (see Appendix A) must be followed immediately.

Team members must:
- report concerns to the setting's Safeguarding Lead (or Deputy) verbally
- follow up on the same day and document on the electronic recording system.
- Be aware that they are responsible for ensuring that appropriate action has been taken on the following day and that the concern is documented on the electronic system.
- If timely, appropriate action has not been taken, they have a duty to escalate their concerns to the Headteacher/Residential Manager or the Regional Director.

Where a child or young adult discloses information to a team member they must:
- Reassure them that they are being taken seriously and they will be supported and kept safe.
- Accurately record what has been said in their words.
- Not promise to keep what they are told secret. Explain that they have a duty to share information to keep them safe and protect others.

The Safeguarding Lead will consider all information and then, in cases of serious concern, report this within one working day to the Local Authority, Placing Authority and other key agencies.

The setting's Safeguarding Policy includes the local arrangements for safeguarding relevant to the location in which team members work (these arrangements may vary by Local Authority area). All team members should be familiar with these procedures.

The Director of Safeguarding or Safeguarding Adviser can be contacted for advice and support at: safeguarding@ofgl.uk

All allegations must be taken seriously. Where an allegation is made about a team member, the Managing Allegations Against Employees Policy & Procedure (see Appendix A) must be followed and the Regional Director; Human Resources (peopleadvice@ofgl.co.uk) and Safeguarding (safeguarding@ofgl.co.uk) must be notified.

The safety and wellbeing of the child or young adult is paramount. If team members have reason to believe that a child or young adult is in immediate danger, they must immediately contact 999.

Appendix A:Table showing Safeguarding and related policies by service and where to find them

Policy	Schools	Integrated Care and Education sites (Children)	Children's Care	Adult Care	Adult Education
Safeguarding Policy	On school website	On setting's website	On OFG Resources: Children's Homes Safeguarding & Related Policies	Safeguarding Adults Policy Safeguarding Adults Policy	On college website
Child-on-Child Abuse Policy (includes Sexually Harmful behaviour Guidance) & risk assessment	On school website	Setting's website	Use policy on OFG Resources: 'Children's Education' Child-on-Child Abuse Policy	Peer-on-Peer Abuse is covered in Safeguarding and Positive Behaviour policies on OFG Resources Adult Care & Education	Peer-on-Peer Abuse is covered in Safeguarding and Positive Behaviour policies on OFG Resources Adult Care & Education
Exploitation Policy (sexual and criminal)	On OFG Resources: Education Safeguarding and related policies	On OFG Resources: Education Safeguarding and related policies	Use policy on OFG Resources: 'Children's Education'Education Safeguarding and related policies	Under development	Use policy on OFG Resources: 'Children's Education' Education Safeguarding and related policies
Protection from Radicalisation Policy	On OFG Resources: Education Safeguarding and related policies	On OFG Resources: Education Safeguarding and related policies	Use policy on OFG Resources under 'Children's Education' Education Safeguarding and related policies	Under development	Use policy on OFG Resources: 'Children's Education 'Education Safeguarding and related policies
Behaviour Policy (Person-Centred	School website	Setting's website	Engage under 'Children's Care'	Engage under 'Adult Care &	Engage under 'Adult Care &

Neurodivergence Affirming)				Education'	Education'
Staying Safe Online	On OFG Resources: [Staying Safe Online Policy](#)	On OFG Resources: [Staying Safe Online Policy](#)	On OFG Resources: [Staying Safe Online Policy](#)	On OFG Resources: [Staying Safe Online Policy](#)	On OFG Resources: [Staying Safe Online Policy](#)
Gaming Best Practice Guidance	On OFG Resources: [Gaming Devices Guidance](#)	On OFG Resources: [Gaming Devices Guidance](#)	On OFG Resources: [Gaming Devices Guidance](#)	On OFG Resources: [Gaming Devices Guidance](#)	On OFG Resources: [Gaming Devices Guidance](#)
The Use of Restrictive Practices and Restraint Terms of Reference	[Restraint Reduction and Terms of Reference Policy](#)	[Restraint Reduction and Terms of Reference Policy](#)	[Restraint Reduction and Terms of Reference Policy](#)	[Restraint Reduction and Terms of Reference Policy](#)	[Restraint Reduction and Terms of Reference Policy](#)
Missing from Care/ Education	See School's Safeguarding Policy and local procedure		See School's Safeguarding Policy, local school procedure and [Missing Child Procedure](#) (Homes)	Under development	Under development
Smart Technology & Mobile Devices Policy (Education)/ Phones & Internet Access Policy (Care)	On OFG resources: [School Mobile and Smart Technology](#)	On OFG resources: [School Mobile and Smart Technology/](#)			
Notifiable Events Policy		OFG Resources under [Children's Homes](#)	OFG Resources under [Children's Homes](#)	OFG Resources under [Adult Care & Education](#)	OFG Resources under [Adult Care & Education](#)

Policy	Schools	Integrated Care and Education sites (Children)	Children's Care and Residential Schools	Adult Care	Adult Education
Medication Policy	On OFG Resources: [Medication policies](#) (Day schools)	On OFG Resources: [Medication Policy Children's Homes and Residential Schools](#)	On OFG Resources: [Medication Policy Children's Homes and Residential Schools](#)	On OFG Resources: [Medication Management Policy - Adult Care](#)	
Safer Recruitment Policy	On OFG Resources: [Safer Recruitment and Selection Policy](#)				
Data Protection Policy	On OFG Resources: [Data Protection](#) policies				
Photography of Injuries and Medical Conditions Policy	On OFG Resources: [Photography of Injuries and Medical Conditions Policy](#)				
Managing Allegations Against An Employee Procedure, flowcharts and risk assessment template	On OFG Resources: [Managing Allegations Against an Employee](#)				
Guide to dealing with allegations & safeguarding concerns.	On OFG Resources: [Guide To Dealing With Allegations and Safeguarding Concerns](#)				
Escalation Procedure	On OFG Resources: [Escalation Policy](#)				
Health & Safety Policies	On OFG Resources: [Health & Safety](#)				
Serious Incident Policy	On OFG Resources: Serious Incident Notification Policy [Education](#) ; [Children's Homes](#) ; [Adult Care](#)				
Self-Harm Policy	On OFG Resources: [Self-Harm Policy - Children's Education & Care](#)				
Self-Injurious Behaviour Policy	On OFG Resources: [Self-Injurious Behaviour Policy - Adults and Children](#)				