



Safeguarding Policy

Enterprise4All Safeguarding Policy

Version 5.0/ April 2026/ Review April 2026 (or before if needed)

Scope and Purpose

Enterprise4All is committed to protecting all children, young people, and vulnerable adults from harm whatever their age, gender, ethnicity, disability, language, faith and/or sexual orientation. It ensures the safety of all staff and learners when they are directly linked to Enterprise4All (E4A).

Enterprise4All shares an objective with all educational institutions and agencies working with children, young people, and vulnerable adults to identify those who are suffering or likely to suffer significant harm and take appropriate action to keep them safe from neglect, physical abuse or injury, sexual abuse, emotional abuse, and all other categories of abuse, including radicalisation.

In accordance with *Working Together to Safeguard Children 2026*, Enterprise4All recognises that its safeguarding responsibilities extend to all children, including those living with birth or extended family, those in kinship care (including special guardianship), adopted children, and looked-after children in foster or residential settings. Enterprise4All staff should also consider help, support and protection for unborn children where there are concerns.

This will be achieved by having in place effective systems designed to:

- Minimise risks to the health and well-being of children and vulnerable adults.
- Protect from physical, sexual, and emotional abuse, neglect, bullying, radicalisation and all other categories of abuse.
- Identify instances of concern and initiate appropriate action.
- Enable learners to raise concerns and for those concerns to be actioned.
- Ensure all learners have contact details for and are familiar with the DSL/DDSL.
- Assist local social services on protection matters.
- Encourage healthy lifestyles and positive societal contributions.
- Support learners to fulfil their potential and achieve economic well-being.



Legislation and Guidance

Enterprise4All adheres to the following statutory provisions:

- The Children Act 1989 and 2004
- The Care Act 2014
- The Safeguarding Vulnerable Groups Act 2006
- The Mental Capacity Act 2005
- The Data Protection Act 2018
- The Data (Use and Access) Act 2025
- The Equality Act 2010
- The Human Rights Act 1998
- The Sexual Offences Act 2003
- Prevent Duty (Counter-Terrorism Strategy CONTEST 2023)
- *Working Together to Safeguard Children 2026* (DfE, March 2026) — statutory guidance on multi-agency working to help, protect and promote the welfare of children, replacing the 2023 edition
- *Keeping Children Safe in Education 2025* (DfE, September 2025) — statutory guidance for schools and colleges in England

Additional guidance includes the Protection of Freedoms Act 2012 and local Safeguarding Board and Prevent Procedures. The policy applies to individuals aged 15 and over, or those deemed vulnerable.

Enterprise4All Commitment

Enterprise4All is committed to:

- Preventing unsuitable people from working with children, young people, and vulnerable adults.
- Providing a safe environment for all learners.
- Promoting safe practices and challenging unsafe behaviour.
- Promoting welfare and not tolerating bullying, harassment, or exposure to radicalisation.
- Fostering an inclusive, anti-discriminatory and anti-racist culture, in line with *Working Together to Safeguard Children 2026*, which places explicit expectations on leaders and practitioners to actively challenge racism and discrimination.

Definition



In the post-school education context, safeguarding refers to measures taken to ensure the well-being and safety of learners and staff. Risks include abuse, neglect, radicalisation, and discrimination. Health and safety issues may become safeguarding concerns if they pose significant risk. Mental health issues may become safeguarding concerns when they threaten the individual's or others' safety.

Enterprise4All recognises that learners may face multiple or simultaneous harms. Staff should remain professionally curious and alert to the full context of a learner's lived experience, including less visible or hidden forms of harm. Categories of harm include, but are not limited to:

- Physical abuse or violence, including assault or bullying.
- Sexual abuse or exploitation, including group-based child sexual exploitation.
- Emotional or psychological abuse, including harassment or intimidation.
- Neglect.
- Radicalisation or extremism.
- Discrimination or hate crimes.
- Coercive control and abusive behaviour in intimate or teenage relationships.
- Honour-based, faith-based or belief-based abuse.
- Online harms, including exploitation facilitated through technology and exposure to harmful content.
- Misinformation, disinformation and conspiracy theories, including content generated by artificial intelligence (AI), as referenced in *Keeping Children Safe in Education 2025*.

Responsibilities

Enterprise4All's Management Team ensures compliance with safeguarding procedures and is accountable for ensuring effective policies and procedures are in place in accordance with statutory guidance.

Designated Safeguarding Lead (DSL): Louise Jolly

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Deputy Designated Safeguarding Lead (DDSL): Irfana Desai

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The DSL and DDSL will:



- Refer suspected abuse and Prevent cases to the relevant investigating agencies.
- Act as a source of advice and support within Enterprise4All.
- Attend and contribute to case conferences.
- Ensure all staff are trained and informed, with DSL training renewed at least every two years in line with *KCSiE 2025*.
- Liaise with local authorities, including regarding Looked After children.
- Maintain accurate, secure records and ensure the policy is reviewed annually, or sooner if statutory guidance changes.
- Ensure all staff and volunteers are aware of their safeguarding responsibilities, including at induction.
- Liaise with other agencies post-programme where necessary.
- Promote and evidence an inclusive, anti-discriminatory and anti-racist culture across Enterprise4All, actively challenging discrimination and bias in line with *Working Together to Safeguard Children 2026*.
- Support a coordinated, family-centred approach to early help and support, consistent with the *family help* model introduced in *Working Together 2026*, which brings targeted early help and statutory support into a more seamless offer for learners and their families.

It is the responsibility of all staff and volunteers to alert the DSL or DDSL whenever they believe a child or vulnerable adult has been abused or is at risk of abuse. Staff should not make promises of confidentiality, should limit questioning to what is necessary to understand the concern, and should not attempt to investigate allegations themselves, as this could jeopardise any subsequent investigation or legal proceedings.

Procedure

When harm is disclosed:

- Listen openly and avoid leading questions.
- Record discussions accurately, including setting, time, and people present. Record what the child or vulnerable adult said verbatim wherever possible.
- Never promise confidentiality; explain that the disclosure must be reported to the DSL/DDSL.
- Transfer notes to the Safeguarding Log and refer to the DSL/DDSL within 24 hours.
- The DSL will decide on appropriate action and complete referral forms if needed. A copy of all referral forms and internal incident reports will be retained securely.



- Where there is insufficient evidence to sustain an allegation, this will be recorded on an incident form and stored in a secure file separate from the individual's record.
- Reports involving staff are escalated to the Directorate.
- Feedback from external agencies is recorded on Enterprise4All's Safeguarding Incident and Disclosure Report form.
- The Board of Governance receives safeguarding updates at every meeting.
- Weekly management meetings and Governance meetings include safeguarding and Prevent updates.

In line with *Working Together to Safeguard Children 2026*, where a serious child safeguarding incident occurs or is identified, Enterprise4All will ensure that any required notification is made promptly. Rapid reviews must be submitted within 15 working days of the serious incident notification (SIN). Notifications must be made even where the names of child victims are not yet known.

Reporting and Monitoring

The Safeguarding Group monitors policy implementation, chaired by the DSL and the Board. Safeguarding contact information is provided to learners at every session and included in learner packs and on the website. Enterprise4All collaborates with local Safeguarding Boards, the Lancashire Prevent Partnership, LANPAC and The Lancashire Safeguarding Partnership.

In accordance with *Working Together to Safeguard Children 2026*, Enterprise4All is committed not only to having safeguarding systems in place, but to evidencing their effectiveness and demonstrating measurable impact on outcomes for learners and their families.

Policy version: 5.0 | **Date:** April 2026 | **Next review:** April 2027 (or sooner if statutory guidance is updated)

Approved by: Board of Governance | **DSL:** Louise Jolly | **CEO:** Malin Patel

Key references: Working Together to Safeguard Children 2026 (DfE, March 2026); Keeping Children Safe in Education 2025 (DfE); Children Act 1989 & 2004; Care Act 2014; Data Protection Act 2018; Data (Use and Access) Act 2025; Equality Act 2010; Counter-Terrorism and Security Act 2015



This policy is available on the website and is shared with all staff and stakeholders, including governors.