



With Insight Education Safeguarding Policy

With Insight Education works to inspire and support young people to successfully apply to top third ranked universities and prosper in the world of work through our mentoring programmes. We aim to keep them safe, providing a secure and comfortable environment in which they can benefit fully from the mentoring programmes offered to maximise their potential.

We are committed to providing systems for the recognition and referral of safeguarding issues. To this end:

- All those working with the young people that With Insight Education mentors receive safeguarding training as part of their induction.
- All staff and volunteers must produce an original enhanced DBS disclosure statement which is less than 3 years old prior to working with the young people.
- All adults are provided with copies of this *Safeguarding Policy* and details of our *Child Protection Procedure*.

With Insight Education Designated Safeguarding Officer is:

Christine Kinnear, Founder & CEO

07700 141 808

christine@withinsightedu.org

This policy applies to anyone working or volunteering on behalf of With Insight Education.

The purpose of this policy is:

- To protect the young people who are mentored through our programmes, where young person is defined as anyone up to the age of 18 years old.
- To provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to safeguarding.

With Insight Education believes that a young person should never experience abuse of any kind and is committed to practice in a way that protects them. We have a responsibility to promote the welfare of all young people and to keep them safe.



This policy applies to anyone working on behalf of With Insight Education, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England, namely:

- Children Act 1989
- Children's Act 2004
- Children and Social Work Act 2017
- Working together to safeguard children 2018
- Keeping Children Safe in Education 2021
- Information sharing and general government best practice guidance

We recognise that:

- The welfare of the young person is paramount, in all the work we do and in all the decisions we take all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of abuse and harm.
- Some young people are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- Working in partnership with young people, their parents, carers and other agencies is essential in promoting the young people's welfare.

We will seek to keep young people safe by:

- Valuing them, listening to and respecting them.
- Appointing a nominated child protection lead for children and young people and a lead board member for safeguarding.
- Adopting child protection and safeguarding practices through procedures and a code of conduct for staff and volunteers. For example, carrying out ongoing checks.
- Developing and implementing an effective online safety policy and related procedures.
- Providing effective management for staff and volunteers through supervision, support and training and quality assurance measures so that all staff and volunteers



know about and follow our policies, procedures and behaviour codes confidently and competently.

- Recruiting staff and volunteers safely, ensuring all necessary checks are made.
- Recording and storing information professionally and securely in line with data protection legislation and guidance.
- Restricting the taking of photos and videos to only With Insight Education equipment and using the images in accordance with signed permission forms.
- Sharing information about safeguarding and good practice with all those involved in our programmes.
- Sharing concerns with agencies who need to know, and involving parents, carers, families and young people appropriately.
- Making sure that children, young people and their families know where to go for help if they have a concern.
- Using our procedures to manage any allegations against staff and volunteers appropriately.
- Ensuring that we have effective complaints and whistleblowing measures in place.
- Ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.
- Building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

Safeguarding Adults

At times, With Insight Education works with those transitioning to adulthood, some of which may be adults at risk, during their time on allocated programmes. Therefore, it is imperative that With Insight Education employees and volunteers are aware of adult safeguarding concerns, along with the processes to refer concerns appropriately.

An adult at risk of abuse can be anyone over the age of eighteen, students, employees, or volunteers. They may have additional support needs, meaning that they are more likely to experience abuse, and less able to protect themselves from it. Equally, many adults at risk have been victims or survivors of abuse and harmful experiences in childhood which have impacted upon their confidence, self-worth and resilience and compounded other personal characteristics increasing vulnerability.



Be mindful of the transition from child to adult, particularly with children who have physical or learning difficulties.

Consent and Capacity

It is important to be alert to issues of cognitive capacity which can increase the vulnerability of people where they have a reduced ability to make informed decisions in the moment. This may be short term or transient (e.g. due to fear, shock, injury, illness) or long term (e.g. due to learning differences, disability, mental health issues).

Whilst this is a complex issue, it should not get in the way of staff and volunteers genuinely seeking to ensure that all individuals are respectfully consulted in relation to participation in activities and/or sharing of information about them.

A young person aged 16 or older is presumed in law to have capacity to consent, unless there is evidence to the contrary. Capacity to consent is not simply based on age however, particularly where learning and communication difficulties and disabilities are identified. You should also consider a person's capacity to understand the consequences of giving or withholding their consent. They should not be treated as unable to make a decision until all practicable steps to help them have been taken.

It is important to try and ensure that they really understand the issues and are not just agreeing to what is proposed. If you are unsure whether they have the capacity to consent, then you should seek advice from the Safeguarding Officer Christine Kinnear, or the NSPCC Helpline staff (0808 800 5000), The person's friends, carer, another professional working with them, or an advocate, where available, may be able to provide relevant information or advice where consulting these people does not increase potential risks.

The following criteria should be considered when assessing whether a person has sufficient understanding at any time to consent, or to refuse consent, to sharing of information about them or participating in specific activities:

- Can the person understand the question being asked of them?
- Are they taking an active part in the discussion?
- Can they rephrase the question in their own words?
- How would they explain it to someone else?
- Do they have a reasonable understanding of what the risks or benefits of giving their consent or saying no?
- What do they say they think would happen if they agree the action being suggested?
- Can they appreciate and consider the alternatives, weighing up one aspect against another and express a clear and consistent personal view? Encourage them to say out loud, or write down, their view of the pros and cons. You could recheck these views later or at a later contact with them.



We are committed to reviewing our policy and good practice annually.

This policy will be next reviewed in December 2024.

Signed: 

Christine Kinnear, Founder & CEO of With Insight Education

NSPCC Helpline:

0808 800 5000