



Thrive

Safeguarding Policy

April 2026

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placesforpeople.co.uk/pfp-thrive



Document History

To be reviewed on at least an annual basis or sooner, if there are significant changes required. Approval should be the PfP Thrive Director or a relevant member of the PfP Thrive Governing Board.

Approved by: Tom Arey
Position: PfP Thrive Director
Date: April 2026
Next Review Date: April 2027

Signed
Tom Arey
PfP Thrive Director

A handwritten signature in black ink, appearing to be 'Tom Arey', followed by a horizontal line.

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Purpose and Scope

This policy sets out how Pfp Thrive ensures the safety and wellbeing of all learners of all ages. It aligns with statutory guidance including *Keeping Children Safe in Education*, *Working Together to Safeguard Children*, the *Prevent Duty*, and the *Care Act 2014*.

In addition, and vitally important, is the alignment with one of Places for People Groups core values of **“Don’t Walk By.”** This value underpins our commitment to creating a culture where safeguarding is everyone’s responsibility. Staff, volunteers, and stakeholders are expected to act immediately when they see something that could compromise the safety or wellbeing of learners, apprentices, or vulnerable adults. The policy reinforces vigilance, transparency, and prompt reporting of concerns, ensuring that no issue is ignored and that timely intervention protects those at risk. By embedding this principle into our safeguarding arrangements, we demonstrate our dedication to proactive action and accountability across all areas of provision.

Scope

This policy applies to all learners, apprentices, staff, governors, volunteers, contractors, and visitors engaged with the provider, regardless of location or mode of delivery. It covers all activities, both on-site and online, and extends to any situation where individuals are representing or associated with the provider. The policy ensures that safeguarding principles and procedures are consistently applied to children, young people, and vulnerable adults, in line with statutory guidance and best practice.

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Principles

Learner-first culture: Safeguarding is everyone's responsibility; learners' interests come first.

Vigilance: Safeguarding incidents can occur at any time, in any provision.

Transparency: Decisions, records, and actions are open to scrutiny and challenge.

Collaboration: Effective multi-agency working ensures timely support.

Education: Learners are taught how to stay safe, including online safety and awareness of risks such as exploitation, radicalisation, and abuse.

PfP Thrive adopts a '**Making Safeguarding Personal**', ensuring that where appropriate, learners and adults at risk of harm, abuse or neglect are involved in any decisions relating to their situation, their views are considered, and outcomes focus on safety, wellbeing, and empowerment.'

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Roles and Responsibilities

Governing Body / Board:

- Provides strategic oversight of safeguarding.
- Holds senior managers accountable for compliance and culture.

Designated Safeguarding Lead (DSL) & Deputy Designated Safeguarding Lead (DDSL):

- Coordinates safeguarding arrangements.
- Acts as the main point of contact with external agencies.
- Maintains the single central record of pre-appointment checks.

All Staff:

- Complete safeguarding training annually.
- Recognise and report concerns promptly.
- Uphold the *Prevent Duty* and whistleblowing procedures.

The Core Threshold for LADO Referral

- Under UK safeguarding guidance (*Working Together to Safeguard Children 2023*), you should contact the LADO within one working day if an allegation suggests that a person working with children (staff, trainer, volunteer etc.) has:
 - Behaved in a way that has harmed a child, or may have harmed a child
 - Possibly committed a criminal offence against or related to a child
 - Behaved towards a child in a way that indicates they may pose a risk of harm
 - Behaved in a way that raises concerns about their suitability to work with children

Importantly, the threshold is “harm or potential harm”, not just proven abuse.

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Safeguarding Arrangements

- Staff trained to spot neglect, abuse, exploitation, online harm, and mental health concerns.
- Early intervention and referral to external agencies where needed.

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Safer Recruitment

- Pre-appointment checks recorded in the single central record.
- Risk assessments for visitors, volunteers, and contractors.
- Written confirmation of safeguarding checks for associate/self-employed.
- Experian checks, enhanced DBS and Barring checks where applicable.

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Prevent Duty Responsibilities

Pfp Thrive is committed to fulfilling its statutory obligations under the Prevent Duty, as outlined in the Counterterrorism and Security Act 2015. The aim is to safeguard learners and apprentices from being drawn into terrorism or extremism while promoting British values of democracy, rule of law, individual liberty, and mutual respect.

Key Responsibilities:

- **Risk Assessment:** Identify and assess risks of radicalisation within the apprenticeship provision and implement proportionate measures to mitigate these risks.
- **Staff Training:** Ensure all staff complete Prevent Duty training to recognise signs of radicalisation and understand referral procedures.
- **Learner Education:** Embed Prevent awareness into the curriculum, including online safety and resilience against extremist narratives.
- **Learner Workshops:** For learners with additional learning needs or disabilities e.g., emotional resilience, critical thinking skills.
- **Learners with Additional Learning Needs and/or Disabilities:**
- **Referral Process:** Establish clear procedures for reporting Prevent concerns through the online 'eco online system' or using the reporting a concern template to the Designated Safeguarding Lead (DSL) or Deputy DSL (DDSL) and, where appropriate, referring to external agencies such as Channel.
- **Partnership Working:** Engage with local safeguarding partners, Prevent coordinators, and law enforcement for advice and support.
- **IT and Online Safety:** Implement technical and educational measures to restrict access to extremist material online and promote safe internet use.
- **Monitoring and Review:** Regularly review Prevent arrangements, update risk assessments, and evaluate effectiveness through staff feedback and external challenge.

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Responding to Concerns

Responding to Concerns:

- Clear procedures for allegations against staff, learners, or visitors.
- Referral routes to Local Authority Designated Officer (LADO), DBS.
- Record-keeping includes low-level concerns.
- Arrange a panel as a matter of urgency to discuss the incident and learnings to take away for continuous improvement.
- Concerns to be raised predominantly through eco online. However, from a reasonable adjustment perspective an electronic form is available for use through the DSL.
- In the case of emergencies and threat to life ring 999

Child-on-Child Abuse:

- Staff trained to recognise and respond to bullying, sexual harassment, violence, and teenage relationship abuse.
- Immediate risk assessments and support for victims and alleged perpetrators.

Vulnerable Adults:

- Safeguarding aligned with the Care Act 2014.
- Protects adults with care and support needs who may be unable to protect themselves.

Managing Allegations Against Staff:

- When managing allegations against a member of staff, this will be managed in line with Places for People Group internal conduct policy.
- With immediate escalation to the Group safeguarding teams' DSO.
- Any staff allegation cases raised through EcoOnline as a legally privileged case.

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Under 18s in Hotels

When apprentices under the age of 18 are required to stay in hotel accommodation during block weeks of learning at the PfP Thrive Skills Centre, PfP Thrive will ensure the following safeguarding measures are in place:

- A service level agreement is agreed and understood between the hotel and PfP Thrive to outline responsibilities. A monthly contract review monitors performance and any improvements required by both parties and therefore resulting in an amendment to contract.
- Parental/Guardian Consent: Written consent will be obtained from parents or guardians, including emergency contact details and relevant medical or dietary information.
- Risk Assessment: A comprehensive risk assessment of the hotel and travel arrangements will be conducted to ensure the environment is safe and suitable for young people.
- Safeguarding Checks: Hotel staff will be made aware of safeguarding requirements, and the accommodation will be vetted for appropriateness.
- Supervision Arrangements: Clear supervision protocols will be established, with designated staff contacts available to apprentices.
- Curfew and Conduct: Expectations regarding curfew, behaviour, and hotel rules will be communicated to apprentices, along with guidance on who to contact if they feel unsafe or unwell.
- Welfare Checks: Welfare checks will be conducted, either in person by the Coach or by phone, to confirm the apprentice's wellbeing.
- Emergency Procedures: Apprentices will be provided with information on emergency procedures, including how to contact staff and emergency services.
- Transport Arrangements: Safe and reliable transport between the hotel and the PfP Thrive Skills Centre will be arranged, with clear pick-up and drop-off procedures. However, the hotel currently PfP Use is within a short walking distance.
- Walking to and from the Hotel to the PfP Thrive Skills Centre: Guidelines issued through an apprentice code of conduct.
- Reporting Concerns: Apprentices will be informed of how to report safeguarding concerns, and staff will respond promptly to any issues raised.
- Record Keeping: Accurate records will be maintained for consent, risk assessments, welfare checks, and any incidents or concerns.
- Any young person absent from training will receive a call if not reported by them within the first hour.

These responsibilities are designed to ensure the safety, wellbeing, and safeguarding of learners/apprentices under 18 and other young apprentices during their stay in hotel accommodation, in accordance with statutory guidance and best practice.

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Absence Reporting

Reporting Absence

- Learner/apprentices are required to notify their designated staff contact or the PfP Thrive Skills Centre as soon as possible if they are unable to attend training, providing the reason for their absence and an expected return date.
- Absences should be reported via the agreed communication method (e.g., phone, email, or designated absence reporting system).

Follow-Up on Unannounced Absence (by PfP Thrive):

- If an apprentice under 18 or a vulnerable adult is absent and has not reported their absence, PfP Thrive will make immediate attempts to contact the individual and, if necessary, their parent/guardian to confirm their safety and wellbeing.
- If contact cannot be established promptly, the matter will be escalated in line with safeguarding procedures, which may include notifying the Designated Safeguarding Lead (DSL) and, where appropriate, contacting emergency services.
- All actions and communications regarding the absence will be accurately recorded.

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Culture and Compliance

Safeguarding Culture

- Learners, apprentices, staff, parents, and employers feel confident raising concerns.
- Learners know who to approach for help.
- Safeguarding incidents are reviewed to improve practice.
- Curriculum embeds age-appropriate safeguarding education.

Compliance References

- *Keeping Children Safe in Education* (DfE)
- *Working Together to Safeguard Children* (DfE)
- *Prevent Duty Guidance* (Home Office)
- *Care Act 2014* statutory guidance

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Consequences of Non-compliance

Failure to meet the standards set out in this safeguarding policy during an Ofsted inspection can have profound consequences for the provider, including:

- **Ofsted Judgement:** The provider may receive a “not met” judgement for safeguarding, which can result in an overall inadequate rating for leadership and management. This can trigger further inspections, monitoring visits, and potential restrictions on recruitment or funding.
- **Reputational Damage:** A ‘not met’ safeguarding judgement is likely to be published in Ofsted reports, damaging the provider’s reputation with learners, parents, employers, and the wider community. This can lead to a loss of trust, reduced enrolments, and negative media coverage.
- **Legal Implications:** Non-compliance with statutory safeguarding duties may result in legal action, including intervention by the Department for Education, local authorities, or regulatory bodies. There may also be liability for failing to protect children, young people, or vulnerable adults from harm.
- **Contractual and Funding Risks:** Funding agencies and partners may withdraw contracts or funding if safeguarding is found to be ineffective.
- **Internal Impact:** Staff morale and confidence may be affected, and there may be increased scrutiny from governors, trustees, or boards.

It is therefore essential that all staff, volunteers, and stakeholders understand and adhere to the safeguarding policy to ensure the safety and wellbeing of all learners and to protect Pfp Thrive standing and legal compliance.

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EIF 2025 Enhancements

Pfp Thrive is committed to meeting the strengthened safeguarding and Prevent Duty requirements set out in the Ofsted Education Inspection Framework for Further Education and Skills providers. This section outlines additional measures to ensure compliance and best practice.

Safeguarding Culture

- Leaders actively promote an open, transparent safeguarding culture where learners and staff feel safe to raise concerns.
- **Learner Voice:** Regular surveys, focus groups, and feedback sessions are conducted to assess perceptions of safety and wellbeing. Outcomes inform continuous improvement.
- **Staff Engagement:** Safeguarding culture is reviewed in team meetings and governance reports, with actions tracked to completion.

Early Help and Intervention

- Pfp Thrive operates a proactive early help approach, offering mentoring, counselling, and wellbeing support before escalation to statutory services.
- Clear referral pathways exist for internal and external support agencies, ensuring timely intervention.

Inclusion and Support

- **Early Identification:** All learners, including those with SEND or from disadvantaged backgrounds, are assessed promptly at enrolment to identify support needs.
- **Support Plans:** Individualised plans are developed and reviewed termly to ensure progress and wellbeing.
- **Impact Monitoring:** Leaders monitor the effectiveness of support strategies through achievement data, attendance, and learner feedback.

Digital and Online Safety

- **Technical Controls:** Robust filtering and monitoring systems are in place to restrict access to harmful or extremist content online.
- **Education:** Curriculum includes emerging risks such as AI grooming, encrypted messaging apps, and digital resilience.
- **Alerts:** IT systems generate alerts for concerning activity, which are reviewed by the DSL.

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EIF 2025 Enhancements

Impact Evaluation

- Safeguarding effectiveness is measured through:
- Reduction in incidents and concerns.
- Learner and staff survey results.
- External audits and challenge.
- Findings are reported to the governing body and published in annual safeguarding reports.

Single Central Record (SCR) Assurance

- The SCR is maintained in a secure, accessible format and audited.
- Audits confirm completeness of pre-appointment checks, including DBS, right-to-work, and references.

Prevent Duty Impact Monitoring

- Prevent training and curriculum delivery are evaluated for effectiveness through staff confidence surveys and learner resilience assessments.
- Referral pathways for Prevent concerns are clearly documented and reviewed regularly.

16.8 Inspection Readiness

- Pfp Thrive recognises that safeguarding is graded as **“Met” or “Not Met”** under the Ofsted framework. Serious safeguarding failures will result in an overall **‘Not Met’** judgement.
- All staff understand the implications of non-compliance and their role in maintaining high standards.

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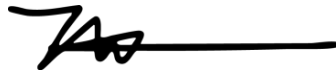
Policy review and version control

This Policy will be reviewed annually or in the event of changes in rules or to consider changes in working practices that may result from incidents.

Date of Publishing: February 2026
Review Date: February 2027
Policy/Process Owner: Head of Quality

Signed:

Tom Arey
Director of PFP Thrive



25/02/2026

Version control

Version History	Date	Action	Amended by	Reviewed by
V1.0	September 2024	New policy creation	Rebecca Edwards Academy Consultant	Tom Arey Pfp Thrive Director
V2.0	February 2026	Full policy review and rewrite including new branding	Quality and Governance Manager	Tom Arey Pfp Thrive Director

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