



Montessori Home School Hub Ltd Child Protection & Safeguarding Policy and Procedure

Version: 3.0

Approved by: Directors, Montessori Home School Hub Ltd

Approval Date: September 2026

Review due: September 2027

Safeguarding contacts

ROLE/ORGANISATION	NAME	CONTACT DETAILS
Designated safeguarding lead (DSL)	Ben Pearce	Telephone 07886 779798 Email: montessorihomeschoolhub@gmail.com
Children's Social Care Team – reporting concerns	Front Door For Families	01273 290400 Out of Hours / Emergencies - Emergency Duty Service: 01273 335905 or 01273 335906. - Immediate Danger: Call 999 for the police
Local authority designated officer (LADO)	Kay Whitcroft	Tel: 07584217271 LADO enquiries@brighton-hove.gov.uk Please note a LADO will respond to messages Monday to Thursdays 9.30-3.30 and Fridays 11.30- 4.30 Out of these hours please call Front Door on 01273 290400
Channel helpline	Prevent Team	The Channel Coordinator based at the Safer Communities team in the council at: Channel.Prevent@brighton-hove.gov.uk or call on 01273 291115. To make a referral see below: <u>PreventReferralsbrightonandhove@sussex.pnn.police.uk</u> , where there is a radicalisation concern as required. 0800 011 3764
NSPCC		0808 800 500

1. Introduction

Montessori Home School Hub Ltd is committed to safeguarding and promoting the welfare of every child in our care.

Safeguarding is embedded throughout our provision and underpins every aspect of our practice. We believe that children thrive when they feel safe, respected, listened to and valued. Through our small-group approach and positive relationships with children and families, we aim to create an environment where concerns are recognised early, children know they will be heard, and all adults understand their shared responsibility to safeguard and promote children's welfare.

The welfare of the child is paramount. Every member of staff and volunteer has a responsibility to protect children from harm, respond appropriately to concerns, and promote a culture where safeguarding is everyone's responsibility.

Wherever possible, the wishes, views and lived experiences of the child will be sought and taken into account when safeguarding decisions are made, having regard to the child's age, understanding and best interests.

Although *Keeping Children Safe in Education (KCSIE)* is statutory guidance for schools and colleges, Montessori Home School Hub adopts its safeguarding principles as recognised best practice appropriate to our provision. This policy has been reviewed against Keeping Children Safe in Education 2026, which comes into force on 1 September 2026, together with Working Together to Safeguard Children and other relevant safeguarding guidance.

2. Aims

Montessori Home School Hub aims to:

- safeguard and promote the welfare of every child;
- provide help and support to meet children's needs as soon as concerns emerge;
- protect children from maltreatment, whether inside or outside the home, including online;
- prevent impairment of children's mental and physical health or development;
- ensure children grow up in circumstances consistent with safe and effective care;
- enable all children to achieve the best possible outcomes;
- create a safeguarding culture where children feel safe, respected, listened to and able to raise concerns;
- ensure all staff understand that safeguarding is everyone's responsibility;
- ensure staff are appropriately trained to recognise, respond to and report safeguarding concerns;
- ensure safeguarding concerns are acted upon promptly, proportionately and in the best interests of the child;
- work collaboratively with parents, carers and partner agencies wherever it is safe and appropriate to do so.

All staff are expected to read Part One of Keeping Children Safe in Education 2026 as part of their safeguarding responsibilities. Staff working directly with children should also familiarise themselves with the additional safeguarding information relevant to their role.

3. Legislation and Statutory Guidance

This policy has been developed with reference to:

- Keeping Children Safe in Education 2026
- Working Together to Safeguard Children
- The Children Act 1989 and 2004
- The Education Act 2002 (where relevant to safeguarding practice)
- The Equality Act 2010
- The Human Rights Act 1998
- The Data Protection Act 2018
- UK General Data Protection Regulation (UK GDPR)
- The Data (Use and Access) Act 2025
- Prevent Duty Guidance
- Relevant Brighton & Hove Safeguarding Children Partnership procedures

We recognise the importance of adopting nationally recognised safeguarding standards and are committed to implementing safeguarding practice that reflects current statutory guidance and local safeguarding arrangements.

4. Definitions

Safeguarding and promoting the welfare of children

For the purposes of this policy, safeguarding and promoting the welfare of children means:

- providing help and support to meet children's needs as soon as problems emerge;
- protecting children from maltreatment, whether within or outside the home, including online;
- preventing impairment of children's mental and physical health or development;
- ensuring children grow up in circumstances consistent with the provision of safe and effective care; and
- taking action to enable all children to have the best outcomes.

Children who may require additional support

Any child may benefit from additional support before statutory intervention. Staff should be particularly alert to children who:

- have special educational needs and/or disabilities (SEND) or certain health conditions;
- have mental health needs;
- are young carers;
- are frequently missing from education, home or care;
- are at risk of criminal or sexual exploitation;

- are at risk of radicalisation;
- are affected by domestic abuse, substance misuse or parental offending;
- are at risk of honour-based abuse, including forced marriage or female genital mutilation; or
- are privately fostered.

Abuse, neglect and exploitation

Abuse is a form of maltreatment of a child. Harm may be caused by inflicting harm or by failing to act to prevent harm. Abuse may occur within the family, within an institution or community setting, or online. It may be perpetrated by an adult or by another child.

Children who are exploited should always be recognised as victims. A child cannot consent to their own exploitation.

Making or sharing nudes and semi-nudes

Making or sharing nudes and semi-nudes refers to the creation, sending or posting of nude or semi-nude images, videos or livestreams by children under the age of 18.

Images may be self-generated, created by another person, digitally altered or generated using artificial intelligence (AI), including so-called "deepfakes" or "deep nudes".

Professional curiosity

Professional curiosity means respectfully questioning, exploring and seeking to understand a child's circumstances rather than making assumptions. Maintaining professional curiosity helps staff identify concerns early and take appropriate action where safeguarding issues may exist.

5. Equality Statement

Montessori Home School Hub is committed to safeguarding every child, regardless of age, disability, sex, race, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, or any other protected characteristic.

We recognise that some children have an increased risk of abuse, neglect or exploitation, both online and offline, and that additional barriers may exist when identifying concerns or supporting children to disclose abuse.

We will always take account of a child's individual needs and circumstances and give particular consideration to children who:

- have special educational needs and/or disabilities (SEND) or certain health conditions;
- have a diagnosed or emerging mental health need;
- are young carers;
- have English as an additional language;
- are living in temporary accommodation or experiencing family instability;
- are affected by domestic abuse, parental substance misuse, parental offending or parental mental ill-health;

- are at risk of child criminal exploitation (CCE), child sexual exploitation (CSE), modern slavery or trafficking;
- are at risk of radicalisation or serious violence;
- are at risk of honour-based abuse, including female genital mutilation (FGM) or forced marriage;
- are privately fostered;
- are looked after or previously looked after;
- are frequently absent from education, home or care.

We recognise that safeguarding concerns may present differently depending on a child's individual circumstances. Staff must avoid making assumptions and should always exercise professional curiosity when they have concerns about a child's welfare.

6. Roles and Responsibilities

Safeguarding and promoting the welfare of children is everyone's responsibility.

Every adult working at Montessori Home School Hub has a responsibility to identify concerns, share information appropriately and take prompt action where there are concerns about a child's safety or welfare.

All safeguarding decisions will be made with the child's best interests at the centre of our decision-making. Staff should always maintain an attitude of "it could happen here" where safeguarding is concerned.

6.1 Directors

The Directors have overall responsibility for ensuring that effective safeguarding arrangements are in place.

The Directors will:

- ensure safeguarding remains a priority throughout the organisation;
- review this policy annually, or sooner if statutory guidance changes;
- ensure appropriate safeguarding procedures are implemented and followed;
- ensure suitable safeguarding training is provided;
- support the Designated Safeguarding Lead in carrying out their responsibilities;
- ensure concerns are acted upon promptly and appropriately.

6.2 Designated Safeguarding Lead (DSL)

The Designated Safeguarding Lead (DSL) has lead responsibility for safeguarding and child protection within Montessori Home School Hub.

The DSL will:

- act as the first point of contact for safeguarding concerns;
- provide advice and support to staff;
- manage referrals to Children's Social Care, the Police and other relevant agencies where appropriate;
- liaise with safeguarding partners and other professionals;
- maintain accurate, confidential safeguarding records;

- ensure safeguarding concerns are monitored until appropriate outcomes have been achieved;
- promote a positive safeguarding culture throughout the organisation;
- ensure safeguarding training is completed and regularly refreshed;
- remain aware of changes in safeguarding legislation and guidance;
- ensure safeguarding policies remain current and effective.

Where the DSL is unavailable, staff must not delay taking action if they believe a child is at risk of harm. Appropriate action should be taken immediately, including contacting Children's Social Care or the Police where necessary. The DSL should be informed as soon as practicable afterwards.

6.3 All Staff and Volunteers

Montessori Home School Hub is committed to safer recruitment practices and will carry out appropriate pre-employment checks in accordance with current legislation and guidance.

Volunteers will receive an induction appropriate to their role and will always work under appropriate supervision.

Staff should report concerns about unsafe practice or safeguarding failures immediately. They will not suffer detriment for raising genuine safeguarding concerns in good faith.

All staff and volunteers are expected to:

- read and understand this policy;
- read Part One of *Keeping Children Safe in Education 2026* and remain familiar with safeguarding guidance relevant to their role;
- undertake safeguarding and child protection training as required;
- provide a safe, respectful and inclusive environment for children;
- build positive, professional relationships that encourage children to speak openly about worries or concerns;
- recognise the signs of abuse, neglect and exploitation;
- remain professionally curious where concerns arise;
- report safeguarding concerns immediately;
- maintain appropriate professional boundaries at all times;
- contribute to a culture where safeguarding is everyone's responsibility.

Staff must never assume that another person has reported a concern. If a member of staff believes a child may be at risk, they are responsible for ensuring appropriate action is taken without delay.

7. Confidentiality and Information Sharing

Effective safeguarding depends upon timely, appropriate and proportionate information sharing.

Montessori Home School Hub recognises that early sharing of information is essential for identifying concerns, protecting children and ensuring they receive the right support at the right time.

Information will be shared on a need-to-know basis, with those professionals who require the information in order to safeguard or promote the welfare of a child.

We recognise that:

- data protection laws, including the Data Protection Act 2018, UK GDPR and the Data (Use and Access) Act 2025, do not prevent the lawful sharing of information where it is necessary to safeguard and promote the welfare of children;
- concerns should never be withheld because of uncertainty about data protection;
- staff should seek advice from the DSL whenever possible if they are unsure about sharing information, but uncertainty must never delay action where a child may be at risk of harm.

Confidentiality

Children should be able to trust adults to listen carefully and take their concerns seriously.

However, staff must never promise absolute confidentiality.

Where a child makes a disclosure, staff should explain that the information will only be shared with people who need to know in order to help keep them safe.

Information Sharing

When sharing safeguarding information, staff should:

- ensure information is accurate, factual and relevant;
- record what information has been shared, with whom, when and why;
- only share information that is necessary to safeguard the child;
- keep safeguarding records secure and confidential;
- work collaboratively with parents and carers wherever it is safe and appropriate to do so.

Where informing a parent or carer would place a child at increased risk of harm, advice will be sought from Children's Social Care before information is shared.

Professional Curiosity

Staff should maintain professional curiosity whenever concerns arise.

This means respectfully asking questions, observing changes in behaviour or presentation, and seeking to understand a child's circumstances rather than accepting explanations at face value.

Professional curiosity is an essential part of recognising abuse, neglect and exploitation at an early stage and helps ensure children receive appropriate support before concerns escalate.

8. Recognising and Responding to Safeguarding Concerns

Every member of staff and volunteer has a responsibility to act if they have concerns about a child's welfare.

Safeguarding concerns may arise from:

- something a child says;
- something a member of staff observes;
- information received from another person or agency;
- changes in a child's appearance, behaviour or presentation;
- patterns of attendance or engagement;
- concerns about a child's family circumstances;
- online activity or behaviour.

No concern is too small to report. Staff should never assume that someone else has acted or that a concern will resolve itself.

Persistent absence, repeated lateness or unexpected changes in attendance may be indicators of safeguarding concerns and should always be considered in context.

Safeguarding concerns may arise outside the family home, including within peer groups, online and in the wider community. Staff will consider the wider environmental factors affecting a child's safety and wellbeing.

Where there is uncertainty, staff should speak to the Designated Safeguarding Lead (DSL) without delay.

8.1 If a child is in immediate danger

If a child is suffering, or is likely to suffer, significant harm, or is in immediate danger:

- contact the Police by calling **999**;
- contact Children's Social Care immediately;
- inform the DSL as soon as possible.

Anyone can make a safeguarding referral.

Staff must not delay taking action because the DSL is unavailable.

The welfare of the child must always come first.

8.2 If a child makes a disclosure

Children may choose to disclose abuse or neglect in many different ways.

Some children may disclose immediately.

Others may disclose gradually over time.

Some may never use the word "abuse".

Staff should always remember that children may:

- feel frightened;
- feel ashamed;
- fear getting themselves or someone else into trouble;
- worry they will not be believed;
- not recognise that what has happened to them is abuse.

When a child makes a disclosure, staff will:

- remain calm;
- listen carefully without interrupting;
- allow the child to speak in their own words;
- avoid asking leading or investigative questions;
- reassure the child that they have done the right thing by telling someone;
- explain that the information cannot be kept secret because adults have a responsibility to help keep children safe;
- record the conversation as soon as possible using the child's own words wherever possible;
- sign and date the record;
- pass the information immediately to the DSL.

Staff must never:

- promise confidentiality;
- investigate the allegation themselves;
- ask repeated questions;
- express disbelief or shock;
- make assumptions about what has happened.

8.3 Recording Concerns

Accurate record keeping is an essential part of effective safeguarding.

Whenever a safeguarding concern arises, staff must make a written record as soon as possible.

Records should include:

- the child's full name;
- the date and time;
- the nature of the concern;
- what was seen, heard or reported;
- the child's own words where applicable;
- any action taken;
- who the concern was shared with;
- the reasons for decisions made;
- the outcome, where known;
- the name and signature of the person completing the record.

Records must be factual.

They should distinguish clearly between:

- facts;
- observations;
- professional opinion.

Safeguarding records will be stored securely and separately from general child records.

8.4 Family Help and Additional Support

Some children may benefit from additional support before concerns reach the threshold for statutory intervention.

Where appropriate, the DSL will work with parents, carers and partner agencies to ensure children receive appropriate support at the earliest opportunity.

Early support should always be considered where it is likely to improve outcomes for the child.

If concerns increase, or the child's circumstances deteriorate, the DSL will consider whether a referral to Children's Social Care is required.

8.5 Referrals to Children's Social Care

The DSL will make a referral to Children's Social Care where:

- a child is suffering significant harm;
- a child is likely to suffer significant harm;
- the threshold for statutory intervention has been met;
- advice from Children's Social Care indicates a referral should be made.

Where appropriate, referrals may also be made to:

- Sussex Police;
- Health professionals;
- Prevent/Channel;
- other safeguarding partners.

The DSL will maintain appropriate records of referrals, discussions and decisions.

8.6 If staff disagree with a decision

Safeguarding is everyone's responsibility.

If a member of staff believes that sufficient action has not been taken to protect a child, they have a professional responsibility to challenge decisions respectfully.

If concerns remain unresolved, staff should follow the Brighton & Hove Safeguarding Children Partnership escalation procedures or make a referral directly where appropriate.

Children's safety must always take priority over professional disagreement.

8.7 Working with Parents and Carers

Montessori Home School Hub values positive relationships with parents and carers.

In most circumstances, safeguarding concerns will be discussed openly and honestly with parents or carers.

However, information will not be shared where doing so would:

- place a child at greater risk of harm;
- prejudice a criminal investigation;
- increase the likelihood of evidence being destroyed;

- place another person at risk.

Advice will be sought from Children's Social Care where necessary before parents or carers are informed.

8.8 Professional Judgement

Every safeguarding concern is unique.

Although this policy provides guidance, professional judgement remains essential.

Staff should always consider:

- the child's wishes and feelings;
- the child's age and understanding;
- the wider context of the concern;
- cumulative concerns;
- patterns of behaviour over time;
- whether additional support or statutory intervention is required.

No single concern should be viewed in isolation where a wider pattern may indicate increasing risk.

9. Child-on-Child Abuse

Montessori Home School Hub recognises that children are capable of abusing other children. Such behaviour will never be dismissed as "banter", "part of growing up" or "children being children".

All allegations and concerns will be taken seriously, investigated appropriately and managed in a way that safeguards every child involved.

Child-on-child abuse may include, but is not limited to:

- bullying, including cyberbullying and prejudice-based bullying;
- physical abuse;
- emotional abuse;
- sexual violence or sexual harassment;
- harmful sexual behaviour;
- sharing or threatening to share nude or semi-nude images;
- initiation or hazing-type violence;
- abuse within intimate personal relationships between children.

We recognise that:

- abuse can occur between children of any age or gender;
- online abuse may occur as well as face-to-face abuse;
- children who harm others may themselves have experienced abuse or trauma;
- both the child who has experienced the abuse and the child whose behaviour has caused concern may require safeguarding support.

Where concerns arise:

- the DSL will be informed immediately;
- an appropriate risk assessment will be completed;

- support will be provided for all children affected;
- referrals will be made where appropriate.

10. Online Safety

Online safety is an integral part of safeguarding.

Children increasingly learn, communicate and socialise online. While technology provides many benefits, it also presents safeguarding risks.

Staff will remain alert to concerns including:

- cyberbullying;
- online grooming;
- child sexual exploitation;
- child criminal exploitation;
- exposure to harmful or inappropriate content;
- online coercion or blackmail;
- radicalisation;
- online fraud;
- the misuse of artificial intelligence (AI).

Children will be encouraged to talk openly about their online experiences and to seek help whenever something online makes them feel unsafe or uncomfortable.

10.1 Making or Sharing Nudes and Semi-Nudes

Any incident involving the making, possession or sharing of nude or semi-nude images involving children under the age of 18 will be treated as a safeguarding concern.

This includes images that are:

- self-generated;
- shared voluntarily;
- shared under pressure;
- created or manipulated using artificial intelligence (AI), including "deepfake" imagery.

Staff must not:

- view or forward images unnecessarily;
- ask children to send images;
- copy, print or store images;
- investigate the incident themselves.

All concerns must be reported immediately to the DSL.

The DSL will determine whether referrals to Children's Social Care or the Police are required and will record all decisions and actions taken.

11. Specific Safeguarding Issues

All Staff should be aware that safeguarding concerns may arise in many different forms.

These include, but are not limited to:

- child sexual exploitation (CSE);
- child criminal exploitation (CCE);
- county lines;
- serious violence;
- domestic abuse;
- honour-based abuse;
- forced marriage;
- female genital mutilation (FGM);
- modern slavery;
- trafficking;
- missing education;
- mental health concerns;
- radicalisation and extremism.

Safeguarding concerns should never be viewed in isolation. Staff should consider the wider context and seek advice whenever they are uncertain.

11.1 Female Genital Mutilation (FGM)

Female Genital Mutilation (FGM) is illegal and is a form of child abuse.

Staff must never examine a child to determine whether FGM has taken place.

Where a member of staff believes a child may be at risk of FGM, or has concerns that FGM may have taken place, they must report the concern immediately to the DSL.

Where the mandatory reporting duty applies to teachers, reports must also be made directly to the Police in accordance with current legislation.

11.2 Prevent Duty

Montessori Home School Hub recognises its responsibility to safeguard children from radicalisation and extremism.

Staff will receive appropriate Prevent awareness training and will remain alert to indicators that a child may be vulnerable to extremist ideology.

Concerns will be reported to the DSL immediately.

Where appropriate, referrals will be made to the Prevent or Channel programme in accordance with local procedures.

11.3 Serious Violence

Staff should be aware that involvement in serious violence may increase a child's risk of harm.

Indicators may include:

- unexplained injuries;
- increased absence;
- changes in friendships;
- carrying weapons;
- involvement in criminal exploitation;
- emotional or behavioural changes.

Where concerns arise, staff should report them immediately to the DSL.

11.4 Mental Health

We recognise that mental health concerns may be an indicator that a child has experienced, or is at risk of experiencing, abuse, neglect or exploitation.

Mental health concerns do not automatically constitute a safeguarding issue.

However, where concerns suggest that a child may be at risk of harm, safeguarding procedures will be followed.

If staff feel that a child is in danger, they should call 999 or arrange for them to be taken to A&E immediately by a parent/carer or other suitable person. If a child needs help urgently for their mental health, but it's not an emergency, staff can get help from NHS 111 online or call 111 and select the mental health option.

Staff should be alert to:

- self-harm;
- suicidal thoughts or behaviours;
- significant changes in mood or behaviour;
- withdrawal from normal activities;
- signs of emotional distress.

Concerns should always be reported to the DSL.

12. Allegations About Adults Working with Children

Montessori Home School Hub takes all allegations concerning adults working with children seriously.

This includes allegations relating to:

- employees;
- volunteers;
- contractors;
- agency staff;
- visitors.

Where an allegation suggests that an adult may have:

- behaved in a way that has harmed a child or may have harmed a child;
- committed a criminal offence against or related to a child;
- behaved towards a child in a way that indicates they may pose a risk to children;
- behaved in a way that suggests they may not be suitable to work with children,

the matter will be reported immediately to the Designated Safeguarding Lead (or, where appropriate, the Directors).

Advice will be sought from the Local Authority Designated Officer (LADO) before any internal investigation takes place.

Where required, referrals will also be made to:

- the Police;
- Children's Social Care;
- the Disclosure and Barring Service (DBS).

12.1 Low-Level Concerns

Montessori Home School Hub recognises the importance of responding appropriately to low-level concerns.

A low-level concern is any concern, however small, that an adult working with children may have acted in a way that is inconsistent with the Staff Code of Conduct, but which does not meet the threshold for referral to the LADO.

Examples may include:

- inappropriate language;
- over-familiar behaviour;
- failing to maintain professional boundaries;
- behaviour that could be misunderstood by a child or parent.

Low-level concerns will:

- be recorded;
- be reviewed by the Directors and/or DSL;
- be addressed appropriately;
- be used to identify any emerging patterns of behaviour.

Creating a culture where staff feel able to share concerns supports safer working practices and helps protect both children and adults.

13. Record Keeping

Accurate, timely and secure record keeping is an essential part of safeguarding practice.

All safeguarding concerns, discussions, decisions and actions taken will be recorded as soon as possible after the event.

Safeguarding records will:

- be clear, factual and contemporaneous;
- distinguish between fact, observation and professional opinion;
- include the reasons for decisions made;
- record any actions taken and their outcomes;
- include the name of the person making the record together with the date and time.

Safeguarding records will be:

- stored securely;

- treated as confidential;
- accessible only to those who have a legitimate safeguarding need to know;
- retained in accordance with legal and organisational requirements.

Where appropriate, safeguarding information will be shared with other agencies in accordance with data protection legislation and safeguarding responsibilities.

14. Safeguarding Training

Montessori Home School Hub is committed to ensuring that all staff and volunteers understand their safeguarding responsibilities.

14.1 Designated Safeguarding Lead

The Designated Safeguarding Lead will:

- undertake appropriate safeguarding training for the role;
- complete Prevent awareness training;
- maintain an up-to-date knowledge of safeguarding legislation and guidance;
- access additional training whenever safeguarding guidance changes significantly.

14.2 Staff and Volunteers

All staff and volunteers will receive safeguarding training appropriate to their role.

Training will include:

- child protection;
- recognising abuse and neglect;
- child-on-child abuse;
- online safety;
- professional boundaries;
- whistleblowing arrangements;
- Prevent awareness;
- responding to disclosures;
- recording safeguarding concerns.

Safeguarding training will be refreshed regularly and whenever significant changes to safeguarding guidance occur.

All staff will read:

- this Safeguarding Policy;

- Part One of *Keeping Children Safe in Education 2026*;
- any additional safeguarding guidance relevant to their role.

15. Safer Working Practice

All adults working at Montessori Home School Hub are expected to maintain appropriate professional boundaries at all times.

Staff and volunteers will:

- treat all children with dignity and respect;
- avoid behaviour that could be misinterpreted;
- work openly and transparently;
- report any safeguarding concerns immediately;
- challenge poor safeguarding practice where appropriate.

Adults should always consider how their behaviour may be perceived by children, parents and colleagues.

16. Monitoring and Review

colleagues. The Directors are responsible for ensuring that this policy remains effective and reflects current safeguarding legislation, statutory guidance and local safeguarding procedures.

This policy will be:

- reviewed annually;
- reviewed immediately following any significant safeguarding incident;
- updated whenever changes to safeguarding legislation or statutory guidance require amendment.

The annual review will consider:

- changes to statutory guidance;
- local safeguarding arrangements;
- learning from safeguarding practice;
- any recommendations arising from incidents, complaints or audits;
- feedback from staff where appropriate.

The most recent version of this policy will be made available to staff and, where appropriate, to parents and carers.