

Think Teachers Safeguarding and Child Protection Policy (2025 Edition)

Safeguarding children, supporting professionals, and promoting a culture of safety

1. Policy Statement

At **Think Teachers**, safeguarding and promoting the welfare of children is our highest priority. We are committed to ensuring that every child and young person we work with is protected from harm, treated with respect, and given the opportunity to thrive. Safeguarding is everyone's responsibility. All professionals working through Think Teachers — whether teaching, supporting, or administering — must take active steps to protect children and young people from abuse, neglect, and exploitation.

This policy is written with reference to:

- *Keeping Children Safe in Education (KCSIE 2024)*
- *Working Together to Safeguard Children (2023)*
- *Education Act 2002 (Section 175)*
- *Children Act 1989 & 2004*
- *Safeguarding Vulnerable Groups Act 2006*
- *UK GDPR and Data Protection Act 2018*

2. Designated Safeguarding Lead (DSL)

The Designated Safeguarding Lead (DSL) for Think Teachers is:

Greg Oram – CEO & Designated Safeguarding Lead (DSL)

☎ 01992 660 300 ✉ greg@thinkteachers.co.uk

Greg Oram holds TES-accredited training in:

- Safer Recruitment
- Child Protection
- Safeguarding Young People
- Prevent & Radicalisation Awareness
- Online Safety
- Domestic Abuse: Children and Young People

All Think Teachers consultants receive annual safeguarding and safer recruitment training appropriate to their role.

3. Safeguarding Aims

We aim to:

- Provide a safe and trusted service for schools and pupils.
- Prevent unsuitable individuals from working with children.
- Ensure robust reporting, escalation, and support systems are in place.
- Promote a professional culture where safeguarding is central to daily practice.
- Work collaboratively with schools, Local Authorities, and other safeguarding partners.

4. Our Responsibilities

Think Teachers will:

- Embed safeguarding in all recruitment and operational processes.
- Ensure all staff and candidates are trained and aware of their safeguarding duties.
- Provide clear channels for reporting and escalation of concerns.
- Respond quickly and appropriately to any safeguarding issue or allegation.
- Maintain accurate and confidential safeguarding records.

- Support candidates and schools in fulfilling their statutory responsibilities.

All Candidates and Supply Staff must:

- Read and follow this policy **and** the host school's safeguarding policy.
 - Identify the **school's Designated Safeguarding Lead (DSL)** on arrival.
 - Report any concerns **immediately** to the school's DSL and to Think Teachers' DSL.
 - Maintain professional boundaries at all times.
 - Never promise confidentiality to a child.
 - Follow the **Think Teachers Professional Conduct Guide** and **Terms of Engagement**.
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5. Recognising Abuse and Neglect

Abuse can occur in any setting and is not always immediately visible.

The four main categories of abuse are:

- **Physical abuse** – causing physical harm or failing to prevent injury.
- **Emotional abuse** – persistent ill-treatment affecting emotional development.
- **Sexual abuse** – forcing or enticing a child into sexual activities or exposure.
- **Neglect** – persistent failure to meet a child's basic physical or emotional needs.

All staff must remain alert to the **signs of harm**, such as:

- Unexplained injuries or bruising.
 - Sudden changes in behaviour or emotional state.
 - Frequent absences or reluctance to go home.
 - Inappropriate relationships or boundaries.
 - Evidence of neglect or poor hygiene.
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6. Reporting and Escalation Procedures

If you have a safeguarding concern or a child makes a disclosure:

- 1 **Listen carefully** — do not interrupt or show disbelief.
- 2 **Reassure** the child that they've done the right thing by telling you.
- 3 **Do not promise confidentiality** or ask leading questions.
- 4 **Report immediately** to the **school's DSL** (or senior leader if unavailable).
- 5 **Contact Think Teachers' DSL (Greg Oram)** to share the concern.
- 6 **Record** the details in writing using the child's own words as soon as possible.

Think Teachers will maintain oversight of all safeguarding cases and liaise directly with the school, Local Authority Designated Officer (LADO), or police as appropriate.

7. Allegations Against Staff or Candidates

If an allegation is made against a Think Teachers candidate or staff member:

- The individual will be **immediately withdrawn** from all placements.
- The **school** and **LADO** will be informed without delay.
- A full internal investigation will be conducted.
- Records will be kept securely in line with GDPR.
- Referrals to the **DBS** and/or **Teaching Regulation Agency (TRA)** will be made when thresholds are met.

Think Teachers will support individuals through the process while prioritising child safety at all times.

8. Training and Professional Development

- All candidates must hold current **Child Protection** and **Prevent** training (within the last three years).
- Think Teachers ensures all consultants and staff receive annual safeguarding updates.
- Refresher training and policy updates are issued whenever national guidance changes.

9. Confidentiality and Data Protection

All safeguarding information is handled confidentially and stored securely in compliance with **UK GDPR** and **KCSIE 2024**.

Information is shared only when it is necessary to protect a child or fulfil a statutory duty.

Schools may request verification of compliance checks for inclusion in their **Single Central Record (SCR)**.

10. Whistleblowing and Professional Integrity

Think Teachers promotes an open culture where safeguarding concerns can be raised without fear of reprisal. Staff are encouraged to speak up if they have concerns about a colleague's conduct, unsafe practice, or policy breaches.

Whistleblowing concerns can be directed to:

- **Greg Oram (DSL)** at register@thinkteachers.co.uk
- Or, if the concern involves the DSL, to the **Local Authority Designated Officer (LADO)** directly.

11. Partnership with Schools

Safeguarding is a shared responsibility.

Think Teachers works collaboratively with schools by:

- Providing fully vetted and trained staff.
- Supplying schools with confirmation of safeguarding checks.
- Sharing relevant safeguarding information appropriately.
- Supporting schools during investigations and reviews.

12. Policy Review

This policy is reviewed **annually** or sooner if statutory guidance changes.

Updates are approved by the **CEO/DSL** and shared with all staff, candidates, and partner schools.