



Safeguarding and Child Protection Policy

Waldorf Cambridge

Reviewed: September 2025

Next Review: September 2026

Reviewed by: Charlotte Burdett (Designated Safeguarding Lead)

Endorsed by: Anya Kingsley (Safeguarding Trustee)

Related Policies: RSE & PSHEE Policy, Behaviour Policy, SEND Policy, Equal Opportunities/Inclusion Policy, Accessibility Policy, Attendance Policy, Online Safety Policy, Safer Recruitment Policy, Staff Code of Conduct, Whistleblowing Policy.

Introduction

Waldorf Cambridge fully recognises its responsibilities under section 175 of the Education Act 2002 (as amended), the Independent School Standards Regulations (2014), the Children Acts 1989/2004, and subsequent legislation.

This policy is informed by statutory guidance, including:

- Keeping Children Safe in Education (KCSIE, September 2025)
- Working Together to Safeguard Children (December 2023)
- Working Together to Improve School Attendance (May 2024, now statutory)
- Prevent Duty Guidance (March 2024)
- Information Sharing Guidance (May 2024)
- Cyber Security Standards for Schools and Colleges (2023)
- DfE Guidance on Filtering, Monitoring and Generative AI in Education (2025)

Safeguarding is everyone's responsibility. All staff, trustees, volunteers, and contractors share a duty to protect children from harm, both in and outside school and online.

1. Prevention

1.1 Whole School Culture

- Children know there are trusted adults to whom they can speak.
- Staff actively challenge prejudice-related behaviour, including sexism, misogyny, racism, homophobia, biphobia, and transphobia.
- Curriculum explicitly teaches consent, healthy relationships, resilience to misinformation/disinformation, and awareness of harmful online content.

1.2 Curriculum

Primary Pupils learn:

- How to identify unsafe family/friendship dynamics.
- Body autonomy, safe/unsafe touch, secrets, and online risks.

Secondary Pupils learn:

- Healthy friendships and intimate relationships.
- Sexual harassment/violence, coercive control, pornography, consent and withdrawal.
- Online reputation, harmful content, deepfakes, and risks of AI manipulation.

2. Procedures

2.1 Designated Safeguarding Leads (DSL)

- DSL: Charlotte Burdett
- DSL: Sofia Muncke Moutinho
- Safeguarding Trustee: Anya Kingsley

2.2 Referrals & Reporting

- All staff use MyConcern to log safeguarding issues.
- Urgent concerns are raised in person with DSL.
- If DSL unavailable and a child is at risk; staff must contact the Local Authority directly.

2.3 Multi-Agency Working

- Liaise with safeguarding partners (Local Authority, Police, Integrated Care Board).
- Follow Cambridgeshire & Peterborough Safeguarding Children Partnership Board procedures.

2.4 Attendance (UPDATED)

- Persistent absence/unexplained absence is treated as a safeguarding risk.
- In line with statutory guidance, the school must escalate concerns to children's services.

2.5 Alternative Provision (UPDATED)

- Written confirmation of safeguarding checks must be obtained.
- DSL maintains oversight of staff and student whereabouts.
- Half-termly reviews are conducted.
- Placement may be terminated if safeguarding concerns arise.

3. Supporting Children

We recognise that any child may be vulnerable to abuse or exploitation. We pay particular attention to:

- Children with SEND or disabilities (inclusive language in line with SEND Code of Practice)
- Young carers
- Children at risk of exploitation (criminal, sexual, county lines)
- Children frequently absent from education
- Children living with domestic abuse, substance misuse, or parental imprisonment
- Children in kinship care or with a social worker (NEW: Virtual School Heads now have a role supporting these groups – details in appendices)

4. Online Safety, Filtering & AI Governance (UPDATED)

- Waldorf Cambridge uses age-appropriate filtering and monitoring systems, regularly reviewed by the Governing Body.
- DSL oversees online safety and reporting processes.
- School implements DfE guidance on digital and AI safety.
- Staff and pupils are trained to critically assess online content, including misinformation, disinformation, conspiracy theories, and AI-generated content.

5. Safer Recruitment & Allegations

- Safer recruitment practices (DBS, barred list, identity, and reference checks) are followed in line with KCSIE 2025.
- References to TRA Secure Access/Employer Access removed – all checks via GOV.UK portals.
- At least one interview panel member has Safer Recruitment training.
- Allegations against staff follow Part Four of KCSIE 2025, with immediate referral to the LADO.
- Low-level concerns are recorded and monitored to ensure a transparent safeguarding culture.

6. Governance & Oversight

- Safeguarding embedded in all policies and practices.
- Trustees receive induction and refresher safeguarding training.
- Children's voices are listened to and acted upon.
- Annual Safeguarding Monitoring Report is reviewed and shared with the LA.

7. RSHE & Gender Guidance (PENDING)

- RSHE policy will align with forthcoming revised statutory guidance (expected 2025).
- School will review and incorporate forthcoming Government guidance on supporting gender-questioning children.

8. Confidentiality & Data Protection

- All safeguarding information is treated as 'special category data' under UK GDPR.
- Information is shared on a 'need to know' basis.
- Staff cannot promise confidentiality to children where safety is at risk.

9. Policy Monitoring & Review

- This policy is reviewed annually or sooner if statutory guidance changes.
- Next scheduled review: September 2026.

Signatures:

Chair of College: Tina Hobday

Chair of Trustees: Joel Chalfen

Designated Safeguarding Lead: Charlotte Burdett

Appendix A: Legal framework and references — verified dates (as of 4 September 2025)

This section replaces the references list in your policy. It lists each statutory and key non-statutory guidance we used, with its official publication and ‘last updated / in force’ dates. Items marked *statutory* are duties you must ‘have regard to’.

Title	Status	Publisher	Published	Last updated / in force	Notes
Keeping children safe in education (KCSIE) 2025	Statutory	Department for Education	26 March 2015	Applies from 1 September 2025 (latest version)	Core safeguarding framework for schools and colleges.
Working together to safeguard children 2023	Statutory	Department for Education	15 December 2023	Current edition (in force)	Multi-agency safeguarding guidance.
Working together to improve school attendance	Statutory (from 19 Aug 2024)	Department for Education	6 May 2022	19 August 2024	Roles and responsibilities and interventions for attendance.
Prevent duty guidance: England and Wales (2023)	Statutory	Home Office	Issued 7 September 2023	Came into force 31 December 2023 (page last updated 6 March 2024)	Duties to prevent people being drawn into terrorism.
Information sharing: advice for practitioners	Non-statutory (DfE)	Department for Education	May 2024	May 2024	Replaces the 2018 HM Government advice; includes the ‘7 golden rules’.
Searching, screening and confiscation in schools	Statutory & non-statutory elements	Department for Education	14 February 2014	19 July 2023 (current)	Explains legal powers; read alongside behaviour policy and mobile phones guidance.

Use of reasonable force in schools	Statutory guidance	Department for Education	17 July 2013	15 January 2025	Guidance on restraint/physical intervention.
UKCIS: Sharing nudes and semi-nudes (advice for education settings)	Non-statutory (sector guidance)	UKCIS	Originally 2017/2020; latest update 11 March 2024	11 March 2024	How schools respond to incidents; complements KCSIE and the law.
Out-of-school settings: safeguarding guidance for providers	Non-statutory	Department for Education	21 October 2020	29 May 2025	For community activities, after-school clubs and tuition providers.
Meeting digital and technology standards in schools and colleges (collection) — inc. Filtering & Monitoring Standards; Cyber Security Standards	Non-statutory (DfE standards)	Department for Education	23 March 2022	10 March 2025 (collection). Filtering & Monitoring: new standards 29 March 2023; major update 22 Oct 2024; referenced in KCSIE 2025. Cyber Security Standards first added 10 Oct 2022; updated 20 May 2024; 10 Mar 2025.	Practical standards to meet KCSIE online safety expectations.
Generative AI in education (policy & guidance hub)	Non-statutory	Department for Education	29 March 2023	12 August 2025	DfE advice on safe and effective AI use in schools; linked from KCSIE 2025.
Product safety expectations for providers of general-purpose	Non-statutory (central govt guidance)	Department for Business & Trade / Office for	22 January 2025	22 January 2025	Context for AI safety expectations in the UK.

AI systems		Product Safety and Standards			
NPCC: When to call the police — guidance for schools and colleges	Non-statutory (police advice)	National Police Chiefs' Council	February 2020	2020 (current)	Decision-making framework for incidents that may be crimes.

Note: Some GOV.UK pages show the date the page was first published alongside the date it was last updated. Where the guidance 'came into force' on a later date (for example, the Prevent duty guidance issued 7 Sept 2023 coming into force on 31 Dec 2023), we have shown both.

Appendix B: Safeguarding Assurance Form for Alternative Provision Providers

This form must be completed by all Alternative Provision (AP) providers before Waldorf Cambridge places a pupil with them. It provides written confirmation that all statutory safeguarding checks and requirements have been met.

Safeguarding Requirement	Confirmation (tick ✓ or provide details)
Enhanced DBS check with children's barred list information completed	
Identity check completed	
Right to work in the UK verified	
Professional qualifications checked (if applicable)	
References obtained and verified	
Prohibition from teaching check completed (if applicable)	
Section 128 management prohibition check completed (if applicable)	
Overseas checks completed (if applicable)	
Safeguarding/Child Protection policy in place (aligned with KCSIE)	
Staff safeguarding and child protection training provided (including online safety)	
Induction process includes code of conduct and whistleblowing	
Named Designated Safeguarding Lead (DSL) in place – provide details below	

Provider Details:

Organisation Name: _____

Address: _____

DSL Name & Contact: _____

I confirm that the above safeguarding checks and requirements have been met:

Signed: _____ Date: _____

Print Name & Position: _____

Appendix C: Virtual School Head – Cambridgeshire

The Virtual School Head (VSH) is the statutory role responsible for promoting the educational achievement of:

- Children looked after by the Local Authority
- Previously looked-after children
- Children with a social worker
- Children in kinship care (non-statutory responsibility from 2025)

Current Virtual School Head for Cambridgeshire

Name: Claire Hiorns

Role: Head Teacher, Virtual School (Cambridgeshire)

Organisation: Cambridgeshire County Council

Website: <https://www.cambslearntogether.co.uk/cambridgeshire-school-improvement/cambridgeshire-virtual-school>

General Enquiries: virtualschool@cambridgeshire.gov.uk

The DSL must liaise with the Virtual School Head for advice and guidance when working with children in care, children with a social worker, or those in kinship care placements.