

Oasis Restore



Safeguarding Policy

March 2026

<u>Version</u>	<u>Signed and agreed by</u>	<u>Date</u>	<u>Review by</u>
1.	Responsible Individual, Registered Manager and Directors	15 th January 2024	January 2025 (or when needed)
2.	Head of Safeguarding and Registered Manager	July 2024	July 2025
3.		March 26	March 27

Key Contacts for Safeguarding and Child Protection at Oasis Restore

Responsible Individual**CLARE WILSON**

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All Middle and Senior Leadership are also trained as DDSLs to respond as required.

Designated Lead for Children in Care and Care Leavers: ALEYDA MALLYON (SENDCO and Head of Inclusion)

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Contact email:

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Telephone:

LADO Admin - 01634 331 065.

LADO - 01634 331 307 / 01634 336 204

Single Point of Contact for PREVENT (SPOC)

Responsible Local Authority

Medway

Oasis Restore named contact

NEIL HOWLETT

Email

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Local Authority Safeguarding contact numbers and emails are held within the school.

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Scope and Purpose

The purpose of this Safeguarding Policy is to set out how Oasis Restore fulfils its duty to protect the welfare, rights, and safety of every child and young person in our care. The policy establishes a clear framework for prevention, identification, and response to safeguarding concerns, ensuring that all staff, volunteers, and partners understand their responsibilities in creating a safe, nurturing, and trauma-responsive environment.

This policy aims to:

- Promote the wellbeing, dignity, and rights of children in our care
- Ensure proactive safeguarding practices that prevent harm, abuse, neglect, and exploitation.
- Provide clear procedures for reporting, recording, and responding to concerns.
- Ensure compliance with statutory safeguarding requirements and national guidance.
- Support a culture where safeguarding is not a stand alone process, but a shared ethos and daily practice.

This policy applies to everyone who contributes to life at Oasis Restore, including employed Oasis and CNWL staff at all levels of the organisation, trustees and board members, contractors and visitors working on site as well as partner organisations and professionals delivering enrichment and services to children.

CNWL staff are also expected to work in line with CNWL's Safeguarding Children policy and as set out in the mandatory Safeguarding Children training which they undertake. The CNWL policy outlines additional aspects, such as the process when a LADO referral is made regarding a CNWL employed staff member and internal reporting requirements through the Datix reporting system. It is the responsibility of the Head of Healthcare and CNWL safeguarding leads to ensure that CNWL and NHS safeguarding practice requirements are adhered to alongside this policy.

Legislation and policy guidance underpinning this policy

This policy has been developed in line with the following key documents:

- Working Together to Safeguard Children (DfE, updated 18 March 2026).
- Keeping Children Safe in Education 2026
- Medway Safeguarding Children Partnership Arrangements, procedures, and thresholds
- Children Act 1989 and 2004; Care Standards and regulations for children's homes (including secure).

Managing Disclosures from Children

All staff receive mandatory safeguarding training that equips them to respond appropriately and professionally to any disclosure made by a child. Training covers the correct procedures for managing disclosures, including listening without interruption, refraining from asking leading questions, and providing only appropriate reassurance. Staff are instructed never to promise confidentiality and to make clear that information will be shared with safeguarding leads to protect the child. All staff are trained to report any disclosure immediately to the Designated Safeguarding Lead (DSL) or, in their absence, the Deputy DSL, and to take any necessary immediate action to ensure the child's safety. Staff must make a timely, factual, and accurate record of the disclosure on CPOMS in accordance with organisational and statutory guidance. Training also ensures staff understand their responsibilities for escalation, information sharing, and maintaining professional boundaries when managing disclosures.

Children may disclose safeguarding concerns during healthcare or therapeutic consultations. Where disclosures are made in clinical settings, healthcare staff will:

- Respond in trauma-informed and supportive manner
- Clearly explain the limits of confidentiality
- Escalate safeguarding concerns, without delay, in line with the policy.

Disclosures will be documented on CPOMs with relevant healthcare safeguarding information also documented on SystmOne in line with NHS information governance requirements. Information will be shared appropriately with safeguarding leads in accordance with information-sharing protocols. This will also be reported on Datix where appropriate.

In some cases, particularly if the disclosure is related to the safety of a child not currently resident at Oasis Restore, the healthcare team may directly refer to the appropriate local authority MASH team. Healthcare leads will notify DSLs of any such referrals made.

Allegations against staff

Staff are required to report allegations immediately to the DSL or a member of the Senior Leadership Team, who will take prompt action in line with our Allegations Policy. Staff understand their responsibility to maintain confidentiality, preserve evidence, and ensure that no steps are taken that could compromise an investigation. A factual record of the concern must be made on Staff Safe without delay. All staff have a duty to promptly report any safeguarding concerns relating to adults or children to the Local Authority Designated Officer (LADO), in line with statutory guidance and organisational procedures. Where concerns involve the conduct of staff or professionals, individuals must also engage the organisation's whistleblowing procedures, which are designed to support the safe and confidential reporting of concerns. Further detail on processes, roles, thresholds, and external notifications is set out in our Allegations Policy.

Multi-agency Working

There may be safeguarding issues that are specific to the local area or population (where the child has been placed from) that need to be identified in partnership with the Multi-Agency Safeguarding Arrangements (MASA) and or other agencies such as gang membership, FGM, exploitation, extremism, and the safeguarding of vulnerable people. This is again a greater challenge for Oasis Restore as most of the children are from London, but also will arrive from the South East and other locations throughout the UK meaning we have a number of challenges across a wider footprint. The Restore Networkers will lead on building and maintaining relationships with our partners in particular contextual safeguarding leads in order to understand the localized knowledge and supporting to assess contextual risk for children as they arrive to and transition from Oasis Restore.

Healthcare teams will actively contribute to multi-agency safeguarding processes ensuring that relevant health information informs safeguarding decision-making and outcomes.

Online Safety

It is essential that children are safeguarded from potentially harmful and inappropriate communications and online material. As such, Oasis Restore ensures appropriate procedures, filters and monitoring systems are in place in accordance with the following policies:

- Oasis E-Safety,
- Web Filtering and Smooth wall Device Monitoring.

All children will have access to the internet in their rooms and school. To ensure their safety our firewall will block all content unless added to an approved list. This significantly reduces the risk of

online engagement. However online safety will be explored as part of the PSHCE curriculum and transitioning planning. Where Oasis Restore is providing Wi-Fi this will also have the desired security settings. Children will be reminded of Internet Safety rules. Staff delivering teaching online should listen for any cues that indicate a safeguarding concern and report these to the DSL as soon as possible. It is however important that children are supported and equipped with the skills and knowledge of technology and online safety as when they leave us.

All staff devices will remain on the school site. Those staff with allocated devices will keep these outside the secure perimeter unless permission is given by Principal Director or Registered Manager. Staff will not be allowed mobile phones, laptops, smart watches etc onto site to reduce the risk of authorised contact, harm, or communications.

Lived Experience

We recognise that all staff bring their own life experiences to their work at Oasis Restore, and that these experiences vary greatly in nature and impact. This may include colleagues who, themselves or through their loved ones, have experienced the care system, the youth or adult justice system, trauma, loss, or other significant personal or professional challenges.

We deeply value the insight, empathy, and relational skill that lived experience brings to our organisation and to the children in our care. These perspectives strengthen our practice and enrich our culture.

Where staff have lived experience that may intersect with their role or create specific vulnerabilities, individual risk assessments and supportive plans are put in place. These are designed to ensure staff feel safe, supported, and able to thrive in their role, while maintaining a secure and consistent environment for the children and community.

Staff Training and Development

The ongoing development and training for our staff at Oasis Restore is critical to the care and wellbeing of our children and staff. Therefore, all staff will complete safeguarding and child protection training as part of their induction. This is inclusive of both staff and volunteers. All staff will have access to appropriate safeguarding training that is inclusive of indicators of abuse, ACSE, contextual safeguarding, exploitation and extremism, this will be bespoke to Oasis Restore and representative of our children.

All staff will be required to attend updating safeguarding training and engage with safeguarding briefings annually. This will be organised by the Designated Safeguarding Lead. Staff will be given time to ensure that this training is undertaken. Updates throughout the year will be shared by the DSL, leadership team and safeguarding team.

The Designated Safeguarding Lead, Deputy Safeguarding Leads and Restore Networkers are appropriately trained and be in virtual attendance at Multi-Agency Safeguarding meetings. Training will be in line with the requirements of KCSIE 2026. The principal will attend advanced training with a designated provider identified by Oasis Community Learning.

Healthcare staff will complete mandatory safeguarding training at required level and maintain competencies appropriate to their role, in line with NHS and professional regulatory requirements. Staff will have access to safeguarding supervision to support professional judgement and reflective practice, and receive ongoing updates, learning from incidents, and safeguarding reviews. Safeguarding competence and compliance will be monitored through CNWL governance structures and reported as required.

Data Protection and GDPR

All safeguarding records are kept separately from pupil records and stored securely, and access is restricted where required. Information from these files will only be shared with relevant staff when it is necessary to do so and in a manner consistent with data protection legislation.

When a child transitions from Restore to community and maybe back into school, child protection and safeguarding information will be shared with the relevant agencies supporting the child most likely the Local Authority, Youth Justice Team, School, and health services. This will ensure safe and consistent support for that child. This will also include transferring to the adult estate or another secure setting (YOI/ STC/ secure children's home).

Safer Recruitment

Safer recruitment is fundamental to maintaining a safe and protective environment for children and young people. At Oasis Restore, we are committed to ensuring that all staff, volunteers, and adults working with us are suitable, safe, and appropriately vetted.

Our safer recruitment processes follow the procedures set out in the:

- Recruitment & Selection Policy
- Recruitment Toolkit

These reflect the statutory requirements outlined in Keeping Children Safe in Education (KCSIE) 2025, specifically Part Three: Safer Recruitment, which details mandatory pre-employment checks, identity verification, right-to-work checks, DBS requirements, and other vetting processes.

In line with KCSIE 2025, schools and colleges must undertake risk assessments for all volunteers and partners to determine whether they are engaged in regulated activity and what level of checking is required.

Where the volunteer or partners' role involves working directly with children, Oasis Restore will ensure that an enhanced DBS check with a Barred List check is completed. We will also carry out appropriate due diligence checks on any external visitor, speaker, or facilitator.

The Single Central Record (SCR) is a core element of our safeguarding assurance. It provides a central record of all required vetting and recruitment checks. KCSIE identifies the SCR as an essential tool for evidencing compliance with safer recruitment requirements.

At Oasis Restore, the SCR will be:

- Maintained by a designated member of Peoples Services Department
- Overseen and directly managed by the Principal Director
- Audited during COO visits as part of governance oversight
- Reviewed by the National Safeguarding Lead as part of systems and practice reviews
- Scrutinised by the Oasis Restore Board

These layers of oversight ensure rigorous and sustained compliance with safer recruitment expectations and support the effective safeguarding of children and young people.

Roles & responsibilities within Oasis

Safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their parents or carers has a role to play in safeguarding children.

Knowing what to look for is vital to the early identification of abuse and neglect and if staff are unsure, they should always speak to the designated safeguarding lead or deputy – if in exceptional circumstances, the designated safeguarding lead or deputy leads are not available, staff should consider speaking to a member of the SLT (including on call). All actions that are completed in the absence of a designated safeguarding lead should be shared with them at the very earliest opportunity and recorded on CPOMs or Staff Safe.

The Board of Trustees will determine and keep under review safeguarding policy and practice in Oasis Restore.

The Chief Operations Officer, as delegated by the Board of Trustees, is accountable for safeguarding children through Oasis Professional Governance and the Safeguarding Steering Group. The COO reports to the Board on all Safeguarding issues.

All staff working (including visiting staff) must:

- Observe and comply with the staff code of conduct.
- Attend all relevant training and development opportunities.
- Keeping Children Safe in Education Part 1 has to be read by all members of the staff; and for everyone working directly with children, they also need to read Annex A
- Know how to deal with a disclosure; if a child discloses to a member of staff that they are being abused, the staff member should refer to the process for responding to safeguarding concerns.
- Report instances of actual or suspected child abuse or neglect to the Designated Safeguarding Lead, or in their absence, the Deputy DSL. This is in line with the Child Protection Procedures and legal duty for reporting FGM.
- Be alert to the signs of harm and abuse, including issues that can manifest themselves due to peer-on-peer abuse. This is most likely to include, but not limited to: bullying (including cyber bullying), gender-based violence/sexual assaults.
- Know who the Designated and Deputy Safeguarding Leads are and how to contact them.
- Record concerns factually and promptly on CPOMs (and other relevant systems where applicable)
- Must maintain professional boundaries at all times
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The Principal Director (and Responsible Individual) will:

- Be responsible for the effective safeguarding of children at Oasis Restore and for developing a culture of safeguarding in all aspects of the school, home, health and central services.
- Be responsible for the implementation of this and all related policies and procedures, ensuring that the outcomes are monitored.
- Ensure that whilst the activities of the designated safeguarding lead (DSL) can be delegated to appropriately trained deputies, the ultimate lead responsibility for safeguarding and child protection, as set out below, remains with the designated safeguarding lead.
- Through the DSL team ensure that:
 - All staff are vigilant to harm and abuse, are able to identify those students for whom there are child protection concerns and can make appropriate referrals, including to early help services.
 - All staff and volunteers are trained sufficiently so they have the skills, knowledge and understanding necessary to always keep children safe
- Ensure that the KCSiE guidelines for effectively managing SEND and safeguarding are in place including the 2026 updates to this area when they are published.
- Communicate clearly to visitors, parents and students so everyone understands Oasis Restore

safeguarding policy and procedures.

- Ensure consideration to the range of responsibilities the DSL undertakes e.g., the DSL needs to have the flexibility to act immediately on a referral that requires an urgent response and time to attend lengthy meetings or case conferences.
- Ensure that contact and role details of the DSL and Deputy DSL are clearly displayed in staff areas, the staff handbook and website (along with this policy).
- Ensure safe recruitment practice is followed when recruiting to posts, and ensure appropriate action is taken when an allegation is made against a member of staff.

The Designated Safeguarding Lead is responsible for:

- Ensuring that all cases of suspected or actual problems associated with child protection are referred to the appropriate agencies in line with procedures set out in this policy, keeping the Principal Director appraised.
- Being aware of the latest national and local guidance and requirements and keeping the Principal Director and staff informed as appropriate.
- Attend accredited, enhanced training as defined by the local Multi-Agency Safeguarding Arrangements to fulfil the role.
- Ensuring that appropriate training for staff is organised according to the agreed programme with the Principal Director and renewed through ongoing professional development.
- Ensuring families are fully aware of the safeguarding policies and procedures and are kept informed and involved.
- Keeping Children Safe in Education 2025 says that schools should have at least two emergency contacts for every child in the school in case of emergencies, and in case there are welfare concerns at home. The DSL is responsible for ensuring this is in place.
- Ensuring that effective communication and liaison takes place between Oasis Restore and the Local Authority, and any other relevant agencies, where there is a Safeguarding concern in relation to an academy student.
- Ensuring that all staff have an understanding of child abuse, neglect and exploitation and their main indicators, including for children in care and additional vulnerabilities of children with special educational needs (SEN) and disabilities.
- Maintaining details of any child in care's social worker and the name of the virtual school head (in the authority that looks after the child)
- Dealing with allegations of abuse in accordance with local and statutory procedures.
- Ensuring that adequate reporting and recording systems are in place.
- Ensuring relevant records are passed on appropriately when students transfer back into schools in the community or the adult secure estate.

In addition to following Oasis Restore Secure School safeguarding processes, the Head of Healthcare is also responsible for ensuring compliance with NHS safeguarding requirements, healthcare professional standards, and healthcare regulatory duties, including appropriate clinical escalation, governance, and reporting through NHS safeguarding and assurance frameworks.

Where there are differing views on safeguarding thresholds and referrals out, the Head of Healthcare, supported by CNWL Safeguarding Leads may consider separate escalation of concerns to the appropriate local authority.

Approvals

This document requires the following approvals.

Organisation	Date Approved
Oasis Restore Board	January 2024
Executive – COO, CPO, CFO	February 2024
Oasis Director for Safeguarding	October 2023
Ministry of Justice/ Youth Custody Service (safeguarding leads)	December 2023
NHS (safeguarding leads)	September 2023
Safeguarding Childrens Partnership	October 2023