

Safeguarding Policy

Approved by Directors:

June 2025

Review date:

June 2026

DIRECTOR LEAD

Sam Thompson

SCOPE

This policy and procedures applies to all employees of eCAPH.

This applies to all employees, officers, consultants, self-employed contractors, casual workers, agency workers, apprentices and volunteers. The policy also relates to job applicants and is relevant to all stages of the employment relationship.

The policy also applies to sexual harassment by third parties.

The policy and procedures do not form part of any employee's contract of employment, and it may be amended at any time following consultation with the recognised trade unions.

Any representative of eCAPH should follow the school / academy safeguarding policy whenever they are on the school / academy grounds. If this is not provided as they arrive, they should ask the headteacher at the school / academy to provide the information.

If staff or volunteers of eCAPH witness, overhear or are aware of any concerns whilst at a school / academy, they should raise this immediately with the designated safeguarding lead. If the concern is about the DSL, direct your concern to the chair of governors / trustees. Details of this can be found in the school / academy safeguarding policy.