VERSION NO:	TITLE:	ISSUE DATE:
1.0	Safeguarding & Child Protection Policy	01/08/2026
PLANNED REVIEW:	**PREPARED BY:**	**PLANNED REVIEW DATE:**
Annual	Andy Murphy, CEO	01/08/2027

Statement of Intent

PEAK is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults it works with, and expects all staff, tutors, coaches, subcontractors and visitors to share this commitment.

This policy applies to all PEAK staff and to every apprentice and learner, regardless of age, and sits alongside PEAK's Safeguarding Guidance, which sets out the practical procedures, referral routes and case examples that support this policy.

Legal Framework

This policy reflects the Children Act 1989 and 2004, the Care Act 2014, the Children and Social Work Act 2017, Working Together to Safeguard Children, and Keeping Children Safe in Education, together with the Prevent duty under the Counter-Terrorism and Security Act 2015. It is reviewed annually and whenever statutory guidance changes.

Roles and Responsibilities

Gemma Nicholson is PEAK's Designated Safeguarding Champion and holds overall day to day responsibility for safeguarding across the organisation. Kate Slee (kate@peakapprenticeships.co.uk) and Hayley Bate (hayley@peakapprenticeships.co.uk) are Deputy Designated Safeguarding Champions and act in Gemma's absence.

Andy Murphy, CEO, holds overall strategic accountability for safeguarding at Board level, including ensuring PEAK has the resources, training and oversight in place to meet this policy.

Every member of staff has a personal responsibility to act on any safeguarding concern without delay, in line with PEAK's Safeguarding Guidance.

Scope

This policy covers all forms of abuse and neglect, including physical, emotional and sexual abuse, neglect, exploitation (including criminal and sexual exploitation), online harm, radicalisation, and domestic abuse. It applies wherever PEAK has contact with an apprentice or learner, including at their employer's premises, during remote delivery, and at any PEAK-organised event.

Raising a Concern

Any member of staff, apprentice, employer or other individual with a safeguarding concern should contact PEAK's Designated Safeguarding Champion, Gemma Nicholson, at gemma@peakapprenticeships.co.uk, or a Deputy Designated Safeguarding Champion, without delay. Full step by step procedures are set out in PEAK's Safeguarding Guidance.

If a child or adult is in immediate danger, call 999.

Prevent and Online Safety

PEAK's approach to the Prevent duty is set out in its Prevent Duty Statement, and its approach to online safety in its E-Safety Policy and IT Acceptable Use Policy. Both are treated as part of this safeguarding framework rather than as separate strands of work.

Safer Recruitment and Training

All staff undergo an enhanced DBS check and safer recruitment checks before starting work, and complete safeguarding induction training followed by annual refresher training. The Designated Safeguarding Champion and Deputies complete additional, more advanced training appropriate to their role.

Monitoring and Review

This policy is reviewed annually, and sooner following any safeguarding incident, inspection feedback, or change in statutory guidance.