

Pro Education aims to positively promote the well-being of children and wishes all of the Candidates who have registered with us to be fully aware of the importance of child protection and as part of a Candidate's registration process, it is mandatory for them to complete our [on-line safeguarding programme](#) if they do not already have an equivalent certificate dated within the last year.

All children deserve the opportunity to achieve their full potential. Five areas were identified within the "Every Child Matters" agenda as being vital to the well-being of children and young people to be addressed by schools:-

- Stay Safe
- Be Healthy
- Enjoy & Achieve
- Make a positive contribution
- Achieve economic well-being

To achieve this, children need to feel supported and valued by a network of reliable professions. Pro Education's policies and procedures adhere to the current legislation as defined in the Children Act 1989 and 2004 and the guidance given within the Keeping Children Safe in Education (2024) guidelines.

Pro Education wishes to inform all Candidates of the position outlined in the 1996 Education Act that any form of physical contact with a child in the form of corporal punishment is prohibited and Pro Education operates a "hands off" policy.

Everybody who works with or has contact with children, parents and other adults in contact with children have a responsibility to recognise, and know how to act on, evidence that a child's health or development is, or may be, being impaired and especially when they are suffering, or at risk of suffering significant harm.

In view of their daily contact with children, Candidates working through Pro Education are well placed to observe abuse or neglect. It is their responsibility to report suspected or alleged abuse. Child abuse is a form of maltreatment of a child or young person. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institution, education or community setting by those known to them or more rarely by other unknown to them (i.e. internet). They may be abused by an adult or adults or by another child or children. Child abuse can be:

- **Physical.** Signs include finger mark bruising, injuries in several stages of healing, bald patches, injuries forming shapes or patterns, scalds and burns, flinching when touched, failure to recall how injuries occurred, wearing clothing not consistent with weather conditions.
- **Sexual.** Signs include behaviour changes, not wanting to undress for sports activities, sexual knowledge beyond their age, self-harming, fear or avoidance of a group of people, being withdrawn, unexplained amounts of money, sexualised drawings,
- **Emotional.** Signs include; self harm marks, erratic weight or growth patterns, delayed development, erratic behaviour.
- **Neglectful behaviour towards a child.** Demanding constant attention and affection, difficulty in making friends, missing or irregular attendance, frequent lateness, stealing or begging for food, withdrawal, lack of aspiration, low self-esteem, poor social relationships, alcohol or substance misuse, development delay

Pro Education Candidates working within a school or nursery, have a duty to take note, not only of major incidents, but also of signals which give cause for suspicion or concern: If a candidate has reason to believe that

a young person is being abused either by observation or from a disclosure by a Child, information cannot be kept confidential and the safety and welfare of that child has to be the paramount consideration in deciding what action needs to be taken.

When an issue is identified or raised during an assignment, the Candidate must report any concerns to the school's designated Safeguarding Representative. It is also a Candidate's responsibility to adhere to the specific guidelines set out in each school's Child Protection Policy. It is therefore important that all candidates familiarise themselves with Child Protection Policy at each establishment they work. Issues raised will be dealt within in accordance with timescales detailed in the establishments own Policy.

Pro Education Candidates working outside of the school or nursery environment, have a duty to report any concerns to the Social Service Department (Devon: 01392 383000, Dorset: 01305 228558). Issues raised will be dealt within in accordance with timescales detailed in the relevant Social Services Department's own Policy.

Pro Education's designated Safeguarding Representative is Jason Wright (Telephone 01793 416650, e-mail jasonw@pro-education.co.uk). Jason Wright will liaise with the appropriate people immediately and will fully cooperate with any resulting enquiries.

Any communications or actions taken by Pro Education will be documented and kept securely either in password protected documents or locked filing cabinets.

Failure by a Candidate to comply with the spirit of this Policy or the relevant legal requirements will result in their removal from our register and may result in a referral to the DBS