CAMERON & COOPER

LOVE, CARE AND CONSISTENCY

Child Protection and Safeguarding Policy

Approved by	**Wayne Grey, Responsible Individual and Head of Safeguarding**
Date approved	**August 2026**
Effective from	**1 September 2026**
Last reviewed	**August 2026**
Next review due	**August 2027**
Previous version	**April 2026**

Contents

- Implementation Checklist and Key Safeguarding Overview
- Introduction
- Purpose of the Policy
- Love, Care, and Consistency
- Legal and Regulatory Framework and Supporting Policies
- Definitions, Types, Signs, and Symptoms of Abuse
- Key Principles
- Early Identification and Intervention
- Accountability and Continuous Improvement
- Safeguarding Culture and Ethos
- Child-Centred Safeguarding
- Behaviour and Safety in the Homes and School
- Training and Continuous Development
- Incident Recording, Review, and Learning
- Safeguarding and Individualised Support
- Safer Recruitment
- Safer Caring Practices
- Support for Adults
- Risk Assessments
- Transition to Adulthood and Leaving Care
- Advocacy and Independent Support
- Working with Families and External Agencies
- Escalation Process
- Responding to Allegations or Concerns Regarding Adults
- Reporting and Managing Allegations
- Managing Low-Level Concerns and Whistleblowing
- Photography, Videography, and CCTV: Privacy and Data Protection
- Monitoring, Evaluation, and Review
- Case Review and Risk Management
- Governance, Oversight, and Ongoing Safeguarding Monitoring
- Safeguarding Audits and Compliance Monitoring
- Leadership Accountability and Oversight
- Key Safeguarding Contact Information
- Glossary of Terms
- Key Safeguarding Concerns

Implementation Checklist and Key Safeguarding Overview

Cameron and Cooper Limited – September 2026
This document clearly summarises key safeguarding responsibilities and procedures to ensure all adults at Cameron and Cooper Limited can consistently apply and uphold our safeguarding practices.

The 5 Essential Rs of Safeguarding:

- **Recognise: Clearly identify signs and symptoms of abuse, neglect, or safeguarding concerns.**
- **Respond: Act promptly and appropriately, prioritising the child's immediate safety and emotional wellbeing.**
- **Report: Immediately notify the Head of Safeguarding, DSL, or your line manager.**
- **Record: Accurately document all incidents using Clear Care, maintaining GDPR compliance.**
- **Refer: Promptly escalate unresolved concerns internally or to external agencies as necessary.**

Immediate Responsibilities for Adults:

- **Be vigilant, proactive, and responsive.**
- **Always prioritise the safety and wellbeing of young people.**

Key Contacts:

1. **Head of Safeguarding: Wayne Grey**
2. **Designated Safeguarding Leads (DSLs): Clearly identified within each children's home and the school.**
3. **Director: Camilla McInnes**

Core Safeguarding Practices:

Reporting and Documentation:

- **Use Clear Care to clearly document all safeguarding concerns immediately.**
- **Ensure all records are confidential, secure, and GDPR compliant.**

Support for Adults:

- **Monthly reflective group supervision.**
- **Optional 1:1 sessions available.**
- **Regular supervision meetings with line managers.**
- **Access to the Employee Assistance Programme (EAP).**

Monitoring and Evaluation:

- **Regular review during supervision, team meetings, and weekly risk register meetings.**

Photography and Videography:

- **Clearly obtain consent for all images and videos.**
- **Ensure secure storage and GDPR-compliant management upon young person's transition from care.**

Behaviour Management:

- **Consistently apply Team Teach principles.**
- **Physical intervention is only used as a last resort and must be proportionate, necessary, and documented clearly.**

Whistleblowing and Escalation:

- **Report serious unresolved concerns internally or externally to the LADO or Ofsted.**
- **Whistleblowers are fully protected when reporting concerns in good faith.**

Ensure regular reference to this checklist to maintain clarity, consistency, and effective safeguarding practice at all times.

Introduction

At Cameron and Cooper Limited, safeguarding is central to everything we do. Our responsibility is not only to protect children and young people from harm, but to create environments where they feel safe, valued, and loved.

We recognise that many of the children living within our homes have experienced adversity, instability, and disrupted relationships. As a result, safeguarding must be both protective and relational. It requires adults to be vigilant, professionally curious, and responsive, while also building trust, stability, and emotional safety.

Safeguarding is not viewed as a standalone process. It is embedded in daily practice, decision-making, and the quality of relationships between adults and young people. Every interaction, observation, and response contributes to a wider culture of safety and accountability.

All adults working within Cameron and Cooper Limited are expected to take an active role in safeguarding. This includes recognising concerns, responding appropriately, sharing information, and maintaining clear, accurate records. Safeguarding is everyone's responsibility, and no concern is ever considered too small to act upon.

We are committed to maintaining a safeguarding culture that is inclusive, reflective, and responsive. This includes recognising and addressing discrimination, bias, and inequality where they impact on children's safety and experiences. Adults are expected to challenge discriminatory language, behaviour, or practice and ensure that safeguarding responses are fair, proportionate, and centred on the individual needs of each child.

Purpose of the Policy

The purpose of this policy is to provide clear guidance on how Cameron and Cooper Limited safeguards and promotes the welfare of children and young people.

This policy sets out:

- The responsibilities of all adults in identifying and responding to safeguarding concerns
- The processes for reporting, recording, and escalating concerns
- The expectations for safe, consistent, and accountable practice
- The framework for working with external agencies to protect children effectively

This policy ensures that safeguarding practice across Cameron and Cooper Limited is consistent, evidence-based, and aligned with current legislation and statutory guidance.

It reflects our commitment to creating safe, stable, and nurturing environments where children feel protected and supported to achieve positive outcomes.

Safeguarding practice within the organisation is underpinned by clear leadership, strong multi-agency working, and ongoing review. The Head of Safeguarding, Registered Managers, and senior leaders maintain oversight of safeguarding activity to ensure that concerns are identified early, responded to promptly, and managed effectively.

This policy should be read alongside all related safeguarding and care policies and is intended to support adults in making safe, informed, and accountable decisions in their day-to-day practice.

Love, Care, and Consistency

At Cameron and Cooper Limited, our safeguarding practice is grounded in the principles of love, care, and consistency. These are not abstract values. They are reflected in how adults think, respond, and behave in their day-to-day practice.

Love
Children are supported through relationships built on warmth, respect, and genuine care. Adults demonstrate unconditional positive regard, even during times of challenge or conflict. This helps children feel valued, understood, and safe to express themselves.

Care
Safeguarding extends beyond protection from harm. It includes actively promoting each child's emotional, physical, and psychological well-being. Adults take time to understand individual needs, experiences, and vulnerabilities, ensuring that support is responsive, thoughtful, and consistent.

Consistency
Children benefit from predictable environments where boundaries, expectations, and responses are clear and reliable. Adults maintain consistent approaches to behaviour, safeguarding, and communication. This reduces uncertainty and supports children to develop trust and a sense of security.

These principles guide how safeguarding is understood and applied across the organisation. Adults are expected to respond in ways that are calm, proportionate, and reflective, particularly in situations of heightened risk or distress.

Safeguarding practice is strengthened through consistent routines, clear boundaries, and strong relationships. Children are more likely to share concerns, accept support, and engage with adults when they experience care that is steady, respectful, and reliable.

By embedding love, care, and consistency into everyday practice, Cameron and Cooper Limited creates environments where safeguarding is not only reactive, but preventative. Children are supported to feel safe, build resilience, and develop the confidence to seek help when they need it.

Legal and Regulatory Framework and Supporting Policies

Cameron and Cooper Limited operates in full compliance with current legislation, statutory guidance, and best practice frameworks that underpin safeguarding and child protection.

This includes, but is not limited to:

- Children Act 1989 and 2004
- Care Standards Act 2000
- Children's Homes (England) Regulations 2015
- Working Together to Safeguard Children (2026)

- Keeping Children Safe in Education (2025)
- The Ofsted Social Care Common Inspection Framework
- The Data Protection Act 2018 and UK GDPR
- The Equality Act 2010

Cameron and Cooper Limited recognises that safeguarding guidance continues to evolve. This policy has been reviewed in line with the latest published version of Working Together to Safeguard Children (2026), with particular attention to strengthened expectations around multi-agency collaboration, information sharing, early intervention, and safeguarding within residential settings. These areas are reflected within current organisational practice, including strengthened oversight through the weekly risk register, clear escalation processes, and defined information-sharing expectations.

The organisation is also aware of the Department for Education's proposed revisions to Keeping Children Safe in Education (2026). While these are currently subject to consultation, this policy recognises emerging themes, particularly in relation to online safety, low-level concerns, and safeguarding leadership. These areas are reflected within current organisational practice and will be reviewed further once final guidance is published.

Safeguarding practice within Cameron and Cooper Limited is also supported by the following internal policies:

- Promoting Positive Behaviour and Relationships Policy
- Complaints Policy
- Whistleblowing and low-level concerns policy
- Substance Misuse Policy
- Missing from Care and Absence Without Authority Policy
- Health and Safety Policy
- Equality, Diversity, and Inclusion Policy
- Countering Bullying Policy
- Online Safety and Digital Wellbeing Policy
- On-call Policy
- Self-Harm Response and Support Policy

All adults are expected to understand and apply this policy alongside the wider safeguarding framework, ensuring that practice remains consistent, responsive, and aligned with current statutory expectations.

Definitions, Types, Signs, and Symptoms of Abuse

Safeguarding and child protection are central to all practice within Cameron and Cooper Limited.

Safeguarding refers to the proactive steps taken to promote children's welfare and protect them from harm. This includes preventing abuse, neglect, and exploitation, as well as ensuring that children grow up in safe and effective care.

Child protection is a specific part of safeguarding and relates to the action taken when a child is suffering, or at risk of suffering, significant harm.

Understanding Abuse and Harm

Abuse can take many forms and may occur in isolation or alongside other risks. Children may experience more than one type of harm at the same time, and risks may present differently depending on the child's experiences, relationships, and environment.

Abuse may occur:

- Within the family
- Within peer relationships
- Within the community
- Online
- Within professional or organisational settings

Adults must remain alert to the possibility of multiple and overlapping harms and avoid viewing concerns in isolation.

Categories of Abuse

Physical Abuse
The deliberate infliction of physical harm. This may include hitting, shaking, burning, or causing injury. Indicators may include unexplained injuries, inconsistent explanations, or a reluctance to engage physically with others.

Emotional Abuse
Persistent emotional harm that impacts a child's development, self-worth, or sense of identity. This may include humiliation, rejection, intimidation, or exposure to harmful environments such as domestic abuse. Indicators may include withdrawal, low self-esteem, or heightened anxiety.

Sexual Abuse
Forcing or encouraging a child to take part in sexual activities. This includes both contact and non-contact abuse, such as grooming, exploitation, or exposure to sexual content. Indicators may include changes in behaviour, secrecy, distress, or age-inappropriate sexualised behaviour.

Neglect
The ongoing failure to meet a child's basic physical or emotional needs. This may include lack of supervision, inadequate access to food, healthcare, or emotional support. Indicators may include poor hygiene, unmet medical needs, or developmental delay.

Additional Safeguarding Risks

Children and young people may also experience harm through a range of contextual and relational risks. These include:

Child Criminal Exploitation
Involvement in criminal activity, often through coercion, manipulation, or control. This includes county lines activity and may involve missing episodes, unexplained money, or association with concerning individuals.

Child Sexual Exploitation
A form of sexual abuse where a child is manipulated or coerced into sexual activity in exchange for something, such as attention, gifts, or status.

Peer-on-Peer Abuse
Harm caused by other children or young people. This may include bullying, physical violence, sexual harassment, or coercive behaviour within friendships or relationships.

Abusive Relationships and Coercive Control
Young people may experience controlling, intimidating, or abusive behaviour within intimate or peer relationships. This may include pressure, threats, monitoring, or emotional manipulation.

Online Risks and Exploitation
Exposure to harm through digital platforms, including grooming, exploitation, cyberbullying, and exposure to harmful content. Online activity can increase vulnerability to other forms of abuse.

Radicalisation and Extremism
The process through which a child may be drawn into extremist beliefs or activities. Indicators may include changes in behaviour, isolation, or exposure to extremist content.

Domestic Abuse
Children may experience harm through direct exposure to domestic abuse or through living in environments where abuse is present. This can significantly impact emotional well-being and safety.

Honour-Based Abuse, Forced Marriage, and Female Genital Mutilation
Forms of abuse linked to cultural, social, or familial expectations. These are serious safeguarding concerns and must be responded to immediately.

Self-Harm and Suicidal Ideation
Behaviours or expressions indicating emotional distress or risk of harm to self. These require immediate safeguarding response and appropriate professional support.

Recognising Signs and Indicators

Adults must remain vigilant to changes in behaviour, presentation, or patterns that may indicate a safeguarding concern.

Possible indicators include:

- Sudden changes in mood or behaviour
- Withdrawal or isolation
- Increased aggression or distress
- Unexplained injuries or physical complaints
- Changes in relationships or peer groups

- Increased secrecy, particularly around phone or online use
- Repeated missing episodes
- Reluctance to engage with trusted adults

These indicators should not be viewed in isolation. Adults must consider the wider context, the child's history, and any patterns over time.

Professional Curiosity and Response

Adults must approach all safeguarding concerns with professional curiosity. This means:

- Asking appropriate questions
- Not accepting explanations at face value where concerns remain
- Sharing information with safeguarding leads
- Recording concerns clearly and factually

No single concern should be dismissed without consideration. Early identification and appropriate response are essential in preventing harm and ensuring children receive the support they need.

Key Principles

Person-Centred Practice

The welfare of the child is paramount. Children's and young people's views, wishes, and feelings are actively sought and valued. Every safeguarding decision is made in their best interests, and all interventions prioritise their safety and wellbeing.

Children and young people are supported to express themselves in ways that are meaningful to them. Adults take time to listen, observe, and understand, recognising that communication may not always be verbal. Safeguarding responses reflect the individual needs, experiences, and identity of each child.

A Culture of Vigilance

All adults must remain alert to signs of abuse and neglect and act without delay. Safeguarding concerns may present in subtle or changing ways, and it is the responsibility of adults to recognise patterns, changes in behaviour, and emerging risks.

When a young person discloses a concern, adults must:

- **Believe what is being said and take concerns seriously**
- **Remain calm and listen carefully**
- **Explain clearly that the information will be shared to keep them safe**
- **Avoid leading questions or introducing new ideas**
- **Never promise confidentiality where this cannot be maintained**

No concern should be dismissed. Early identification and timely action are essential in preventing harm and ensuring appropriate support.

Organisational Oversight and Governance

The Head of Safeguarding holds strategic oversight of all safeguarding activity across Cameron and Cooper Limited, ensuring that practice remains aligned with legislation, statutory guidance, and organisational expectations.

A Designated Safeguarding Lead is available at all times, including through the on-call system outside of office hours, to provide guidance, oversight, and decision-making support.

All safeguarding concerns must be reported immediately and, in all cases, within the same working shift to the home manager, deputy manager, or on-call safeguarding lead. Where a child is at immediate risk of harm, action must be taken without delay, including referral to the local authority and, where necessary, the police.

All safeguarding concerns must also be communicated to the wider safeguarding leadership team, including the Head of Safeguarding, to ensure appropriate oversight, review, and accountability.

Record-Keeping and Monitoring

Accurate and timely recording is a fundamental part of safeguarding practice. All safeguarding concerns and incidents must be recorded using ClearCare, ensuring that records are clear, factual, and reflective of the child's voice where appropriate.

Adults must ensure that:

- The Designated Safeguarding Lead is informed verbally prior to completing safeguarding records
- Disclosures, injuries, or concerns are recorded using the young person's own words where appropriate
- Records remain factual, objective, and accessible only to authorised personnel
- Weekly management oversight is undertaken to identify patterns, risks, and required actions
- Safeguarding concerns that meet the organisation's risk threshold are recorded within the organisation's risk register to support senior leadership oversight

Clear and consistent recording supports effective safeguarding, informs decision-making, and ensures accountability across the organisation.

Multi-Agency Collaboration

Cameron and Cooper Limited recognises that safeguarding is most effective when it is a shared responsibility across agencies. The organisation works proactively and collaboratively with external partners to ensure that concerns are addressed in a coordinated, timely, and effective manner.

Our approach is guided by Working Together to Safeguard Children (2026), with a clear focus on effective information sharing, joint decision-making, and strong professional challenge where required.

Adults are expected to engage proactively with external professionals, contribute to safeguarding processes, and advocate for the needs of the child at all times.

Key Multi-Agency Partnerships

Cameron and Cooper Limited works closely with the following safeguarding agencies:

- Surrey Early Help Team – Supporting children and families at the earliest opportunity to prevent safeguarding concerns from escalating
- Hampshire Safeguarding Hub – Providing a central point of contact for safeguarding referrals and enabling timely multi-agency responses
- Prevent and Counter-Terrorism Partnerships – Supporting children who may be vulnerable to radicalisation or extremist influence
- Local Domestic Abuse Services – Providing specialist support for children affected by domestic abuse
- Local Authority Designated Officer (LADO) – Managing allegations or concerns relating to adults working with children
- Police and Youth Offending Teams – Responding to concerns relating to exploitation, offending behaviour, missing episodes, and wider community risk
- Health Professionals – Including CAMHS, GPs, paediatric services, and specialist practitioners
- Education Providers – Including schools, colleges, alternative provisions, and virtual schools

Where children are placed from outside the local area, Cameron and Cooper Limited will work with both the placing authority and the host authority to ensure safeguarding arrangements remain clear, coordinated, and effective.

Information Sharing and Compliance

Information sharing is essential to effective safeguarding. Cameron and Cooper Limited follows clear protocols to ensure that information is shared appropriately, lawfully, and without delay where there is a risk of harm.

This includes compliance with:

- The Data Protection Act 2018 and UK GDPR
- Working Together to Safeguard Children (2026)
- Local safeguarding partnership procedures

Safeguarding takes precedence over confidentiality where there is a risk to a child's safety.

Key Information Sharing Principles

- Timely – Information is shared promptly to ensure that safeguarding concerns are not delayed
- Proportionate – Only relevant and necessary information is shared

- Lawful – Information sharing complies with legal and regulatory requirements
- Transparent – Decisions are made clearly and can be explained where required
- Recorded – All information sharing decisions and actions are documented

Multi-Agency Meetings and Record-Keeping

Multi-agency meetings are a critical part of safeguarding planning and coordination. Cameron and Cooper Limited ensures that all relevant meetings are attended and that contributions are meaningful and informed.

This includes:

- Attending strategy discussions, child protection conferences, core group meetings, and early support planning meetings
- Clearly recording discussions, decisions, and agreed actions
- Ensuring actions are followed up and reviewed
- Escalating concerns where multi-agency responses are not timely or effective

Through strong multi-agency engagement, clear information sharing, and consistent recording, Cameron and Cooper Limited ensures that children receive coordinated safeguarding support and protection.

Early Identification and Intervention

Recognising concerns at the earliest opportunity is essential in preventing harm and ensuring that children receive the right support at the right time.

Adults at Cameron and Cooper Limited are expected to remain proactive in identifying emerging risks, changes in behaviour, and patterns of concern. Safeguarding is not limited to responding to incidents. It includes ongoing observation, professional curiosity, and informed judgement.

Where concerns are identified, adults must take timely action. This may include:

- Reporting concerns in line with safeguarding procedures
- Contributing to risk assessments and safeguarding plans
- Sharing information with safeguarding leads and relevant professionals
- Engaging with early support and multi-agency planning where appropriate

Intervention is coordinated, proportionate, and responsive to the individual needs of the child. Where appropriate, Cameron and Cooper Limited works with external agencies to ensure that support is aligned, consistent, and effective.

Stability, trust, and consistent relationships remain central to safeguarding practice. Children are more likely to engage with support and share concerns when they feel safe, understood, and supported by the adults around them.

Accountability and Continuous Improvement

Safeguarding is a shared responsibility across Cameron and Cooper Limited. All adults are accountable for identifying, reporting, and responding to concerns. Safeguarding leadership, including the Head of Safeguarding and Designated Safeguarding Leads, provide oversight, direction, and assurance that safeguarding practice is effective and consistent.

The organisation is committed to continuous improvement in safeguarding practice. This is achieved through:

- Regular review of safeguarding concerns through weekly risk register meetings
- Oversight of incidents, patterns, and emerging risks by senior leaders
- Learning from incidents, complaints, and regulatory feedback
- Ongoing supervision, training, and reflective practice for all adults
- Review of safeguarding practice through internal monitoring and external processes, including Regulation 44 and Regulation 45

Safeguarding practice is regularly reviewed to ensure it remains aligned with current legislation, statutory guidance, and best practice. Where learning is identified, this is used to strengthen systems, improve practice, and reduce future risk.

By maintaining clear accountability, strong oversight, and a culture of learning, Cameron and Cooper Limited ensures that safeguarding remains proactive, effective, and centred on the needs of children and young people.

Safeguarding Culture and Ethos

Safeguarding within Cameron and Cooper Limited is evident in the day-to-day experiences of children and young people, not just in policy or procedure.

Children are supported to feel loved and safe through consistent relationships, clear boundaries, and predictable routines. Adults are visible, available, and responsive, creating an environment where children know who to go to, feel listened to, and are taken seriously.

Safeguarding information is shared in ways that are accessible and meaningful. Children are supported to understand their rights, how to raise concerns, and what will happen when they do. Opportunities to speak, ask questions, and seek support are built into daily practice, including key working, informal conversations, and group discussions.

Adults create a culture where concerns are recognised early and responded to consistently. This includes noticing changes in behaviour, checking in with children, and acting on small concerns before they escalate.

Respect, inclusion, and fairness underpin safeguarding practice. Adults are expected to challenge discriminatory language or behaviour and ensure that all children feel safe, respected, and understood.

Through consistent, attentive, and relationship-based practice, Cameron and Cooper Limited ensures that safeguarding is experienced by children as something real, reliable, and part of everyday life.

Child-Centred Safeguarding

Safeguarding at Cameron and Cooper Limited is centred on the experiences, voice, and participation of children and young people. Children are supported to feel safe, heard, and involved in decisions that affect their lives.

Empowering Children to Speak Up

Young people are actively encouraged to express their views, raise concerns, and contribute to decisions affecting them. Opportunities to do this are built into everyday practice.

This is achieved through:

- Regular key adult sessions focused on safety, well-being, and emotional expression
- House meetings where young people can share views, raise concerns, and contribute to decision-making
- Active involvement in care planning and safeguarding discussions, ensuring their views shape their experience in the home
- Access to independent advocacy services, providing an additional route for young people to raise concerns or seek support

Adults create an environment where children feel listened to and taken seriously. Concerns raised by children are responded to consistently and without delay.

Ensuring Safeguarding Information is Accessible to All Young People

Children are supported to understand their rights, how to seek help, and what support is available to them. Safeguarding information is shared in ways that are clear, accessible, and appropriate to the child's age and understanding.

This includes:

- A child-friendly version of the Safeguarding Policy, explaining rights and processes in clear, age-appropriate language
- A safeguarding guide outlining how to report concerns and what happens next
- Visual reminders and key safeguarding contacts displayed within the home
- Information on how to contact external safeguarding organisations, including NSPCC, Childline, and Ofsted

Adults reinforce this information through ongoing conversations, ensuring that children understand how to access support when they need it.

Ensuring Children Feel Loved and Safe in the Home Environment

Children's sense of safety is shaped by their day-to-day experiences. Adults are expected to create environments that are consistent, predictable, and emotionally safe.

This includes:

- Building strong, trusting relationships where children feel comfortable seeking support
- Recognising when a child may not feel safe and creating opportunities for them to talk

- Maintaining consistent boundaries, routines, and responses to support stability and security

Safeguarding is strengthened through relationships that are reliable, respectful, and responsive to each child's needs.

Behaviour and Safety in the Homes and School

Cameron and Cooper Limited maintains environments that are safe, structured, and supportive, where behaviour is understood and responded to in a consistent and proportionate way.

This section provides an overview of the organisation's approach to behaviour and safety. Full guidance is set out within the Promoting Positive Behaviour and Relationships Policy.

Behaviour Management Framework

Behaviour is understood as a form of communication. Adults respond to behaviour in a way that is consistent, relational, and focused on understanding the underlying needs of each child.

Our approach is guided by the following principles:

- **Relational Approaches**
  Adults seek to understand the reasons behind behaviour, recognising the impact of past experiences, emotional needs, and current circumstances. Responses are focused on building trust, safety, and positive relationships.
- **Positive Reinforcement and De-escalation**
  Positive behaviour is recognised and reinforced. Adults use de-escalation strategies to reduce risk and support children to regulate safely.
- **Team Teach Principles**
  All adults are trained in Team Teach. Physical intervention is only used as a last resort, where there is an immediate risk of harm, and must be reasonable, proportionate, and necessary. All interventions are recorded and reviewed.
- **Structured Risk Assessments**
  Individual risk assessments are used to identify triggers, assess risk, and inform behaviour support strategies. These are regularly reviewed to reflect changes in need, behaviour, or risk.

Behaviour Management and De-Escalation

To support children safely and reduce the likelihood of escalation, adults are expected to use de-escalation strategies consistently and at the earliest opportunity.

The following approaches should be used in practice before physical intervention is considered:

1. **Remain calm**
   Maintain a steady tone of voice and non-threatening posture to reduce tension and support emotional regulation.

2. **Provide space**
   Allow the young person appropriate physical and emotional space where safe to do so.
3. **Use active listening**
   Acknowledge feelings, show empathy, and demonstrate that the young person has been heard.
4. **Offer choices**
   Provide clear and realistic options to support a sense of control and reduce confrontation.
5. **Redirect attention**
   Support the young person to shift focus to a different activity or topic where appropriate.

Physical intervention must only be used as a last resort, where there is an immediate risk of harm. Any use of physical intervention must be reasonable, proportionate, and necessary, and must be clearly recorded and reviewed in line with organisational procedures.

Use of Physical Intervention

At Cameron and Cooper Limited, physical intervention is only used as a last resort, where all other strategies have been attempted and there is an immediate risk of harm to the child or others.

Physical intervention is never used as a form of punishment, to enforce compliance, or as a substitute for relationship-based practice.

- **Legal Compliance**
  All interventions are carried out in line with relevant UK legislation and statutory guidance. Any use of force must be lawful, proportionate, and in the best interests of the child.
- **Reasonable and Necessary**
  Physical intervention is only used where it is necessary to prevent injury, serious harm, or significant property damage. The level of intervention must always be proportionate to the level of risk presented.
- **Prohibition of Harmful Practices**
  Corporal punishment, degrading treatment, or the use of excessive force is strictly prohibited. The dignity, safety, and rights of the child must be maintained at all times.

All incidents involving physical intervention must be clearly recorded, reviewed, and subject to management oversight. Where appropriate, this will inform updates to risk assessments and behaviour support plans to reduce the likelihood of future incidents.

Training and Continuous Development

Cameron and Cooper Limited ensures that all adults receive effective, ongoing safeguarding training to support safe, consistent, and informed practice.

Training is designed to equip adults with the knowledge, skills, and confidence to recognise concerns, respond appropriately, and maintain high standards of care and safeguarding.

Safeguarding and Behaviour Management Training

All adults receive comprehensive training in safeguarding and behaviour management to support safe and consistent responses to risk and challenge.

This includes:

- **Mandatory Team Teach Training**
  All adults complete Team Teach training, including de-escalation strategies, positive behaviour support, and the safe and appropriate use of physical intervention.
- **Ongoing Professional Development**
  Regular refresher training and reflective practice ensure that knowledge remains current and practice remains consistent.
- **Emotional Regulation and Practice Awareness**
  Training supports adults to understand behaviour, recognise emotional needs, and respond in a way that promotes safety, stability, and positive relationships.

Strengthening Safeguarding Training Requirements

Safeguarding training is regularly reviewed and updated to reflect local priorities, emerging risks, and national guidance.

This includes:

- **Designated Safeguarding Lead Training**

  Designated Safeguarding Leads complete safeguarding training in line with statutory guidance and are supported to maintain up-to-date knowledge and skills relevant to their role.

  As a minimum, DSLs complete formal refresher training at least every two years. In addition, they receive ongoing updates through supervision, safeguarding briefings, and engagement with local safeguarding procedures to ensure their knowledge remains current.
- **Local Safeguarding Updates**
  Adults receive ongoing briefings and training in relation to local safeguarding risks, including exploitation, missing episodes, and changes to multi-agency procedures.
- **Structured Induction Programme**
  All new adults complete safeguarding induction prior to working independently. This includes safeguarding procedures, reporting expectations, and local safeguarding contacts.
- **Monitoring and Oversight of Training**
  Training completion is tracked and reviewed to ensure that all adults meet required standards. Gaps in training are identified and addressed promptly.

Training, Practice, and Continuous Improvement

Training is linked directly to practice. Learning from incidents, safeguarding concerns, and regulatory feedback informs ongoing training and development.

Supervision, team discussions, and safeguarding reviews provide opportunities to reflect on practice, reinforce expectations, and identify further development needs.

Through ongoing training, clear expectations, and consistent oversight, Cameron and Cooper Limited ensures that adults are equipped to safeguard children effectively and respond to risk in a confident and informed way.

Incident Recording, Review, and Learning

Cameron and Cooper Limited is committed to transparency, accountability, and continuous improvement in all aspects of safeguarding and behaviour management.

All incidents, concerns, and significant events are recorded, reviewed, and used to inform ongoing safeguarding practice.

- **Incident Recording**
  All safeguarding incidents, including the use of physical intervention, must be recorded clearly and without delay. Records must provide an accurate account of what happened, the actions taken, and the outcome, and should reflect the child's voice where appropriate.
- **Notification and Communication**
  Where appropriate, parents, carers, and relevant professionals are informed of significant incidents in a timely manner, in line with safeguarding procedures and individual care planning arrangements.
- **Post-Incident Reflection and Support**
  Following incidents, a debrief is completed with both the child and the adults involved. This supports emotional recovery, helps to understand what has happened, and identifies any changes required to reduce future risk.
- **Review and Oversight**
  Incidents are reviewed by managers and safeguarding leads to ensure that responses are appropriate, proportionate, and consistent. Patterns, themes, and emerging risks are identified through ongoing monitoring.
- **Learning and Practice Development**
  Learning from incidents, safeguarding concerns, and feedback is used to inform updates to risk assessments, behaviour support plans, and wider practice. This includes discussion in supervision, team meetings, and safeguarding oversight processes, including the organisation's weekly risk register.

Safeguarding and Individualised Support

Safeguarding at Cameron and Cooper Limited is supported through individualised planning that reflects each child's needs, risks, and experiences.

Each child is supported through a combination of risk assessments, behaviour support planning, and ongoing review to ensure that safeguarding responses are appropriate, consistent, and responsive to change.

- **Preventative and Early Intervention Strategies**
  Adults focus on early identification of risk and use proactive strategies to reduce the likelihood of escalation. This includes recognising triggers, supporting emotional regulation, and responding to emerging concerns at the earliest opportunity.

- **Individualised Support Planning**
  Each child has a personalised behaviour support plan and relevant safeguarding risk assessments. These are informed by their history, needs, and current presentation, and are regularly reviewed to reflect any changes in risk or circumstance.
- **Consistent and Relationship-Based Practice**
  Support is delivered through consistent relationships, clear expectations, and predictable responses. Adults work to build trust and provide stability, ensuring that children feel safe, understood, and supported.

Safeguarding planning is dynamic and evolves in response to new information, incidents, and multi-agency involvement. Adults are expected to follow agreed plans, contribute to their review, and ensure that practice remains aligned with the child's current needs.

Safer Recruitment

Cameron and Cooper Limited is committed to ensuring that all adults working with children are suitable, safe, and aligned with the organisation's safeguarding values and expectations.

Safer recruitment practices are in place to prevent unsuitable individuals from working with children and to ensure that all adults are appropriately vetted prior to commencing their role.

Recruitment Process

All recruitment is carried out in line with safer recruitment principles and relevant statutory guidance.

This includes:

- Clear safeguarding statements within job advertisements and recruitment materials
- A structured application process to identify gaps or inconsistencies in employment history
- Interviews that assess candidates' understanding of safeguarding responsibilities and suitability to work with children
- Verification of identity and employment history

Pre-Employment Checks

No adult is permitted to work with children until all required pre-employment checks have been completed.

These include:

- Enhanced Disclosure and Barring Service check, including children's barred list
- A minimum of two references, including the most recent employer, which are verified prior to employment
- Verification of qualifications where relevant
- Right to work checks

Any concerns identified through the recruitment process are explored and assessed prior to any appointment being confirmed.

Ongoing Safeguarding Responsibilities

Safer recruitment continues beyond appointment. Cameron and Cooper Limited maintains a culture of vigilance, where the suitability of adults is continually considered.

This includes:

- Clear expectations regarding professional conduct and boundaries
- Ongoing supervision and safeguarding training
- Immediate action where concerns about an adult's conduct or suitability arise
- Reporting and management of concerns in line with safeguarding procedures and statutory guidance

The Head of Safeguarding and senior leaders maintain oversight of safer recruitment practice to ensure compliance and consistency across the organisation.

Safer Caring Practices

Cameron and Cooper Limited recognises that children need relationships built on trust, consistency, and emotional security. Safer caring practices ensure that these relationships are both warm and supportive, while always maintained within clear and appropriate professional boundaries.

Adults are expected to provide care that is relational, responsive, and consistent, while maintaining a clear awareness of their professional role and responsibility to safeguard.

This includes:

- Maintaining appropriate boundaries in all interactions with children
- Demonstrating respectful, predictable, and consistent behaviour
- Building trusting relationships that enable children to feel safe to seek support
- Avoiding situations where they may be alone with a child in a way that could be misinterpreted, unless this is planned, risk assessed, and appropriate
- Following agreed guidance in relation to physical contact, personal care, and one-to-one support

Adults must balance warmth and care with professional responsibility. Support should be delivered in a way that promotes safety, dignity, and respect, ensuring that children experience care that is both nurturing and appropriately boundaried.

Safeguarding is supported through a culture of openness and accountability. Supervision, team discussions, and safeguarding reviews provide regular opportunities to reflect on practice, reinforce expectations, and address any concerns.

Through consistent relationships, clear boundaries, and reflective practice, Cameron and Cooper Limited ensures that care remains both protective and relational.

Support for Adults

Cameron and Cooper Limited recognises that adults require appropriate support, guidance, and reflection to carry out their safeguarding responsibilities effectively.

Adults are supported through a combination of structured supervision, reflective practice, and access to external support services.

This includes:

- **Monthly Reflective Group Supervision**
  Adults take part in regular group supervision sessions, providing opportunities to reflect on practice, discuss safeguarding concerns, and learn from shared experiences.
- **Optional Individual Support**
  Adults have access to individual sessions with the group facilitator where additional support or reflection is required.
- **Formal Line Management Supervision**
  Regular supervision with line managers provides oversight of practice, supports accountability, and ensures that safeguarding concerns, performance, and development needs are addressed.
- **Employee Assistance Programme**
  Adults have access to confidential emotional support and counselling services through the Employee Assistance Programme.

Supervision and support processes provide a safe space for reflection, promote professional curiosity, and ensure that adults remain confident, supported, and accountable in their safeguarding practice.

Risk Assessments

Risk assessment is a key part of safeguarding practice at Cameron and Cooper Limited. It supports the identification, management, and reduction of risk while enabling children to participate safely in everyday experiences.

Risk assessments are completed at individual, environmental, and organisational levels, ensuring that risks are understood within the context of each child's needs and circumstances.

Each child has personalised risk assessments that are regularly reviewed and updated to reflect changes in behaviour, presentation, and external factors. These assessments inform daily practice, support planning, and safeguarding decision-making.

Environmental risk assessments are undertaken routinely to ensure that the home remains safe and appropriately managed. Wider assessments also consider external risks, including online activity, community influences, and contextual safeguarding concerns.

Risk management is dynamic and responsive. Adults are expected to remain alert to emerging risks, contribute to ongoing assessment, and follow agreed strategies to reduce harm.

Risk assessments are subject to regular oversight and review to ensure that they remain relevant, proportionate, and effective in supporting the safety and well-being of children.

Transition to Adulthood and Leaving Care

While young people living within Cameron and Cooper Limited's children's homes do not remain in our care beyond their 18th birthday, we are committed to ensuring that transitions into adulthood are planned, supported and safe.

Transition planning begins at an early stage and is informed by the individual needs, risks and aspirations of each young person. Cameron and Cooper Limited works alongside the young person's local authority and relevant professionals to support effective planning for their move into appropriate post-18 arrangements.

Key Principles of Transition Support

Early Transition Planning

Planning for adulthood begins well in advance of a young person turning 18, ensuring that transitions are gradual, well-prepared and reduce the risk of disruption.

Multi-Agency Coordination

Cameron and Cooper Limited works in partnership with the young person's local authority, social worker and pathway planning team to ensure that plans are coordinated, realistic and responsive to the young person's needs.

Emotional and Practical Support

Young people are supported to develop the skills needed for adulthood, including managing finances, accessing healthcare, engaging in education or employment and building emotional resilience.

Advocacy and Rights Awareness

Young people are supported to understand their rights, entitlements and available support, including post-18 services and advocacy.

Referral to Adult Services (where required)

Where ongoing needs are identified, appropriate referrals are made to Adult Social Care and relevant services to ensure continuity of support.

Safeguarding During Transition

Safeguarding remains a priority throughout the transition process. Cameron and Cooper Limited works with relevant professionals to ensure that risks are identified, managed and appropriately communicated as young people move into new arrangements.

Transition is not viewed as a single event, but as a process that requires planning, consistency and coordination. Cameron and Cooper Limited ensures that young people are supported to move into adulthood in a way that promotes safety, stability and independence.

Advocacy and Independent Support

Cameron and Cooper Limited recognises the importance of independent advocacy in ensuring that children’s rights are upheld and their voices are heard.

All children are supported to access independent advocacy services. Information about advocacy is shared in a way that is accessible and appropriate to the child’s age and understanding.

Adults are expected to:

- Inform children of their right to an independent advocate
- Support children to access advocacy services where requested
- Encourage children to seek support where they may not feel able to raise concerns directly
- Respect and support the involvement of independent advocates and other external professionals

Children may also access support through independent visitors and external agencies where appropriate.

Access to advocacy is a key part of safeguarding practice, ensuring that children have a voice beyond the home and are able to raise concerns safely and independently.

Working with Families and External Agencies

Cameron and Cooper Limited recognises that effective safeguarding requires clear, consistent, and professional collaboration with families and external agencies.

Where appropriate, families are engaged in a way that supports the child's safety and well-being. Communication with families is managed sensitively, with careful consideration given to safeguarding risks, the child's wishes, and any relevant care planning arrangements.

Adults are expected to:

- Share relevant information with families where it is appropriate and safe to do so
- Maintain professional boundaries while building constructive and respectful relationships
- Seek guidance from safeguarding leads where there is uncertainty about information sharing or contact
- Ensure that communication with families does not compromise the safety or well-being of the child

Cameron and Cooper Limited works in partnership with external professionals to ensure that safeguarding responses are coordinated, timely, and effective. This includes sharing information, contributing to planning, and following agreed actions.

Where there are differences in professional opinion or where safeguarding concerns are not being addressed, adults are expected to escalate concerns in line with local safeguarding procedures.

Through clear communication, professional accountability, and appropriate challenge, Cameron and Cooper Limited ensures that safeguarding remains the priority in all partnership working.

Escalation Process

Cameron and Cooper Limited is committed to ensuring that safeguarding concerns are acted upon promptly and effectively. Where concerns are not appropriately addressed through normal multi-agency processes, they will be escalated without delay.

All adults are expected to raise concerns where they believe that a child is at risk and that appropriate action has not been taken.

Where concerns remain unresolved, the Designated Safeguarding Lead and/or Head of Safeguarding will lead the escalation process as outlined below

1. **Internal Escalation**
   Concerns must first be raised with the Designated Safeguarding Lead and/or Head of Safeguarding. The concern will be reviewed, and a decision made regarding appropriate next steps.
2. **Formal External Escalation**
   Where concerns are not resolved, they will be escalated to the relevant Children's Services Team or Local Authority Designated Officer. This will include a clear written record outlining the concern, actions taken, and responses received.
3. **Multi-Agency Resolution and Dispute Process**
   Where safeguarding concerns continue, Cameron and Cooper Limited will follow local escalation procedures, including:
   - Surrey: Finding Solutions Together process
   - Hampshire: Professional Differences Resolution process
4. **Referral to Ofsted**
   Where there is a continued failure to protect a child and all escalation routes have been exhausted; the concern will be referred to Ofsted without delay. The Head of Safeguarding or Registered Manager will ensure that a clear record of concerns and actions is provided.

All escalation activity must be clearly recorded to ensure accountability and oversight.

Adults are expected to demonstrate professional curiosity and persistence, ensuring that safeguarding concerns are not minimised or overlooked.

Responding to Allegations or Concerns Regarding Adults at Cameron and Cooper Limited

Cameron and Cooper Limited is committed to ensuring that any allegation or concern regarding an adult's conduct is taken seriously, responded to promptly, and managed in line with statutory safeguarding procedures.

This procedure applies where an adult has:

- Behaved in a way that has caused harm, or may have caused harm, to a child
- Possibly committed a criminal offence against, or related to, a child
- Behaved in a way that indicates they may pose a risk to children

- Demonstrated behaviour outside of work that raises concerns about their suitability to work with children

All concerns must be reported immediately and managed in line with safeguarding procedures, with appropriate oversight from the Designated Safeguarding Lead and Head of Safeguarding.

Examples of Behaviour That May Constitute Harm

The following are examples of behaviours that may indicate a safeguarding concern and must be reported without delay:

- Engaging in a sexual relationship with a child under 18 while in a position of trust
- Grooming behaviour, including attempts to form inappropriate relationships with a child
- Inappropriate communication with a child, including personal, suggestive, or secretive contact via phone, messaging, or social media
- Possession, distribution, or creation of indecent images of children

This list is not exhaustive. Any behaviour that may place a child at risk of harm must be treated as a safeguarding concern.

Reporting and Managing Allegations

All allegations or concerns regarding an adult must be reported immediately to the Designated Safeguarding Lead or Head of Safeguarding.

On receipt of a concern, the Designated Safeguarding Lead and/or Head of Safeguarding will assess the information and take appropriate action without delay.

Where the concern meets the threshold for an allegation, the Local Authority Designated Officer will be contacted for advice and guidance. No internal investigation will take place prior to consultation with the Local Authority Designated Officer.

Action may include:

- Referral to the Local Authority Designated Officer for formal consideration
- Informing Ofsted, the police, or other relevant agencies where required
- Implementing precautionary measures, including suspension or alternative duties, where there is a potential risk to children

All allegations are managed in a way that is fair, consistent, and in line with statutory guidance. Confidentiality is maintained, and information is shared on a need-to-know basis.

Appropriate support will be provided to both the child and the adult involved throughout the process.

The safety and well-being of children remain the primary consideration at all times.

Managing Low-Level Concerns and Whistleblowing

Cameron and Cooper Limited promotes a culture of openness, transparency, and accountability. Adults are expected to raise concerns about practice or behaviour at the earliest opportunity to ensure that children remain safe and that professional standards are maintained.

This section outlines how low-level concerns are managed and how whistleblowing procedures support the reporting of more serious safeguarding issues.

Recognising Low-Level Concerns

Low-level concerns may include, but are not limited to:

- Being overly friendly with a child in a way that creates blurred professional boundaries.
- Favouritism or giving a child special treatment that could be misinterpreted.
- Using inappropriate language, jokes, or comments around children.
- Engaging in unnecessary physical contact or interactions that lack a clear professional intent.
- Failing to maintain professional boundaries, either in person or online.

These behaviours may not constitute abuse or serious misconduct but addressing them early and transparently is key to maintaining a strong safeguarding culture.

Reporting Low-Level Concerns

All adults are expected to report low-level concerns without delay to the Designated Safeguarding Lead, Registered Manager, or Head of Safeguarding.

Concerns should be:

- Recorded clearly and factually
- Shared as soon as possible
- Managed in line with safeguarding procedures

Where appropriate, the adult involved will be spoken to, and the concern will be addressed through supervision, guidance, or further action.

Monitoring and Escalation

All low-level concerns are recorded and reviewed to identify patterns or repeated behaviours.

Where concerns:

- Are repeated
- Indicate a potential safeguarding risk
- Raise questions about suitability

They will be escalated and managed as a safeguarding concern or allegation, with referral to the Local Authority Designated Officer where appropriate.

Whistleblowing

Whistleblowing is the reporting of serious concerns about safeguarding practice, wrongdoing, or failures that may place a child at risk. It is a critical part of maintaining a safe and accountable environment.

When to Raise a Whistleblowing Concern

Whistleblowing applies where concerns involve:

- A serious breach of safeguarding procedures, including abuse, neglect, or misconduct
- A failure to act on known safeguarding concerns
- Unsafe practices or non-compliance with statutory requirements
- Attempts to conceal concerns or discourage reporting

Whistleblowing should be used where concerns are serious, systemic, or not being appropriately addressed through normal safeguarding processes.

Reporting Whistleblowing Concerns

Adults are expected to raise concerns without delay.

- **Internal Reporting**
  Concerns should be reported to a line manager, Designated Safeguarding Lead, Head of Safeguarding, or senior leader.
- **External Reporting**
  Where concerns cannot be addressed internally, or where there is a risk of inaction or repercussion, concerns may be raised directly with:
    - Local Authority Designated Officer
    - Ofsted
    - NSPCC Whistleblowing Helpline

Adults are not required to follow internal reporting routes where this may place a child at risk or where concerns involve senior staff.

Protection for Whistleblowers

Cameron and Cooper Limited is committed to ensuring that all adults who raise concerns in good faith are protected.

- Adults are protected under UK whistleblowing legislation and will not be subject to dismissal, disadvantage, or victimisation
- Concerns will be handled confidentially and shared on a need-to-know basis
- No form of retaliation, intimidation, or adverse treatment will be tolerated

Any concerns regarding the treatment of a whistleblower will be taken seriously and investigated.

Response and Learning

All whistleblowing concerns will be taken seriously and acted upon without delay.

Concerns will be:

- Reviewed and investigated appropriately
- Referred to external agencies where required

- Used to inform learning, improve practice, and strengthen safeguarding systems

Adults raising concerns will be supported throughout the process and kept informed where appropriate.

Photography, Videography, and CCTV: Privacy and Data Protection

Cameron and Cooper Limited recognises that photography and videography may be used to record achievements and positive experiences. This is balanced with a clear responsibility to safeguard children's privacy and ensure that images are used appropriately, securely, and in their best interests.

Consent and Authorisation

Photography and video recording must only take place where there is a clear purpose and appropriate consent.

- Manager approval must be obtained prior to any images or recordings being taken
- Children must be supported to understand why images are being taken and provide informed consent where appropriate
- Consent must always be sought from the child or young person, ensuring they understand the purpose of the image or recording. Where the child is under 13, consent must also be obtained from a parent, carer, or social worker. For young people aged 13 and above, their consent will usually be sufficient unless safeguarding concerns or legal restrictions require additional authorisation.
- Where a child is unable to provide informed consent, authorisation must be obtained from a person with legal responsibility

External photographers or videographers must:

- Be appropriately briefed on safeguarding expectations
- Be clearly identifiable
- Not be left unsupervised with children
- Follow organisational requirements for storage and use of images

Storage, Security, and Use of Equipment

All images and recordings must be managed securely to prevent misuse or unauthorised access.

- Only approved devices may be used to capture images or recordings
- Personal devices must not be used unless explicitly authorised by a manager and agreed with the Designated Safeguarding Lead
- Images must be stored securely and not shared outside approved systems
- Cameras and storage devices must be kept in a secure location when not in use

Adults must not use personal devices to record safeguarding incidents. Organisational recording procedures must always be followed.

Use of CCTV and Surveillance

Cameron and Cooper Limited does not use CCTV as a substitute for appropriate adult supervision, relational safeguarding practice or effective risk management. CCTV will only be used where there is a clear and evidenced security or safeguarding purpose and where its use is necessary, proportionate and respectful of children's rights and privacy.

CCTV is limited to identified external areas of the children's homes and specifically agreed areas within the school. Cameras will not be installed in children's bedrooms, bathrooms, toilets or communal living areas within the homes. Audio recording will not ordinarily be used.

Where CCTV at a children's home captures or monitors children, its use will comply with Regulation 24 of the Children's Homes (England) Regulations 2015. This means that:

- the purpose must be to safeguard and promote the welfare of the child concerned or other children;
- the child's placing authority must provide written consent;
- the child will be informed in advance, so far as reasonably practicable in light of their age and understanding;
- the child's views and feelings will be sought and considered; and
- the surveillance will be no more intrusive than is necessary, having regard to the child's right to privacy.

The location, purpose and field of view of each camera will be subject to a documented assessment. This will consider the identified risk, whether the intended purpose could be achieved through less intrusive measures and the impact of surveillance on children living within the homes or attending the school. The assessment will be reviewed regularly and whenever there is a significant change in the children affected, the risks being managed or the operation of the relevant setting.

Appropriate signage will make clear where CCTV is in operation. Footage will be stored securely and accessed only by specifically authorised people where there is a legitimate safeguarding, security or legal reason. Access to and disclosure of footage will be recorded.

Footage will be retained only for as long as is necessary for the purpose for which it was collected and in accordance with the organisation's CCTV and data protection arrangements. Where footage is preserved following an incident, safeguarding concern, police request or legal requirement, the reason for its continued retention will be recorded and the footage deleted securely when it is no longer required.

Any proposed use of CCTV within classrooms or other internal areas of the school will require a separate documented assessment of necessity and proportionality. CCTV will not be used routinely to monitor children's behaviour or adults' performance.

Monitoring, Evaluation, and Review

Cameron and Cooper Limited maintains a structured safeguarding monitoring framework to ensure that all safeguarding concerns are reviewed, progressed, and escalated where necessary.

Safeguarding is a dynamic process requiring regular oversight, informed decision-making, and effective multi-agency coordination.

Weekly Risk Register Meeting

A weekly risk register meeting is held between the Head of Safeguarding and all Designated Safeguarding Leads to ensure consistent oversight of safeguarding practice.

The meeting is used to:

- Review all live safeguarding concerns, ensuring that risk levels are accurate and responses remain appropriate
- Identify cases requiring escalation and ensure that actions are followed up without delay
- Monitor involvement from external agencies and maintain oversight of ongoing referrals and interventions
- Identify emerging patterns, themes, or risks across the organisation
- Address delays or barriers in multi-agency responses and agree escalation where required

All discussions and decisions are formally recorded, ensuring accountability, transparency, and a clear audit trail of safeguarding activity.

Case Review and Risk Management

Safeguarding cases are actively managed between weekly risk register meetings to ensure that concerns are progressed, reviewed, and responded to without delay.

Designated Safeguarding Leads are responsible for the ongoing oversight of cases within their home. This includes:

- **Case-Specific Review**
  Regular review of safeguarding concerns to assess risk, track actions, and ensure that plans remain appropriate and effective
- **Escalation**
  Prompt escalation of concerns where risks increase, actions are not completed, or responses are insufficient. This may include escalation to the Head of Safeguarding, external agencies, or senior leadership
- **Multi-Agency Liaison**
  Ongoing communication with external professionals to ensure that safeguarding plans are coordinated and that agreed actions are implemented

This approach ensures that safeguarding concerns are actively managed, remain visible, and are not delayed between formal review points.

Governance, Oversight, and Ongoing Safeguarding Monitoring

Cameron and Cooper Limited maintains a structured safeguarding governance framework to ensure that safeguarding practice is consistently monitored, reviewed, and improved.

Safeguarding oversight is led by the Head of Safeguarding, with clear accountability across Designated Safeguarding Leads, Registered Managers, and senior leadership.

Safeguarding is monitored through:

- **Senior Leadership Oversight**
  The Head of Safeguarding provides strategic oversight of safeguarding practice, ensuring that concerns are appropriately managed, escalated, and reviewed
- **Responsible Individual Oversight**
  The Responsible Individual maintains oversight of safeguarding across all homes, ensuring that practice is compliant, effective, and aligned with regulatory expectations
- **Independent Monitoring (Regulation 44)**
  Independent visits provide external scrutiny of safeguarding practice, including feedback from children, adults, and professionals
- **Quality of Care Review (Regulation 45)**
  Safeguarding practice is reviewed as part of the organisation's wider evaluation of care, identifying strengths, risks, and areas for improvement
- **Internal Monitoring and Audit**
  Safeguarding records, incidents, and practice are reviewed regularly to ensure accuracy, consistency, and compliance

Findings from monitoring and oversight processes are used to inform learning, improve practice, and strengthen safeguarding systems across the organisation.

Safeguarding arrangements are subject to ongoing review to ensure they remain effective, responsive, and aligned with current legislation and guidance.

Safeguarding Audits and Compliance Monitoring

Cameron and Cooper Limited undertakes regular safeguarding audits to ensure that practice remains effective, compliant, and responsive to emerging risks.

Auditing takes place at multiple levels to provide both operational and strategic oversight.

- **Monthly Internal Safeguarding Reviews**
  Monthly reviews are undertaken to monitor safeguarding activity, including incident trends, quality of recording, and adherence to safeguarding procedures.
  Findings are discussed within leadership meetings, and actions are identified and tracked to completion.
- **Quarterly Safeguarding Audits**
  Formal audits are conducted every three months, focusing on:
    - Patterns and trends in safeguarding concerns
    - Effectiveness of safeguarding training and adult knowledge
    - Quality and consistency of safeguarding records and care planning
    - Compliance with local and national safeguarding requirements

Outcomes from these audits are reviewed by the Head of Safeguarding and used to inform service improvements, training priorities, and policy development.

- **Annual Safeguarding Self-Assessment**
  An annual safeguarding self-assessment is completed to evaluate practice against key frameworks, including:
    - Children's Homes (England) Regulations 2015
    - Social Care Common Inspection Framework
    - Local safeguarding partnership procedures
    - Working Together to Safeguard Children (2026)

Findings are used to identify strengths, address gaps, and develop an action plan for the following year.

Safeguarding audits are used to support continuous improvement, strengthen accountability, and ensure that safeguarding practice remains consistent, effective, and aligned with current guidance.

Leadership Accountability and Oversight

The Head of Safeguarding, Responsible Individual, and Senior Leadership Team provide strategic oversight of safeguarding across Cameron and Cooper Limited.

They are responsible for ensuring that safeguarding arrangements are effective, consistent, and aligned with statutory and regulatory requirements.

This includes:

- Maintaining clear governance structures, with defined safeguarding roles and responsibilities
- Providing oversight of serious incidents, allegations, and safeguarding concerns
- Ensuring that Regulation 44 and Regulation 45 processes are completed, reviewed, and acted upon
- Providing assurance to external agencies that safeguarding concerns are appropriately identified, managed, and escalated

Safeguarding Data, Record-Keeping, and Quality Assurance

Effective safeguarding relies on accurate recording, clear oversight, and consistent review.

Cameron and Cooper Limited ensures that:

- Safeguarding concerns, actions, and outcomes are recorded within a secure system
- Records are clear, chronological, and reflect decision-making and follow-up actions
- Safeguarding data is reviewed to identify patterns, emerging risks, and training needs
- Multi-agency engagement is monitored to ensure that actions are implemented and concerns are progressed

Continuous Improvement in Safeguarding

Safeguarding practice is regularly reviewed to ensure it remains effective and responsive.

Cameron and Cooper Limited is committed to:

- Learning from safeguarding incidents, audits, and feedback
- Reviewing and updating policies in line with changes in legislation and guidance
- Ensuring safeguarding training remains current and relevant
- Seeking external input where appropriate to strengthen safeguarding practice

Safeguarding remains subject to ongoing review to ensure that practice continues to meet the needs of children and reflects current expectations.

Key safeguarding contact information

Name	Role	Phone	Email
Wayne Grey	**Head of Safeguarding**	**07787379873**	**wayne@cameronandco.org**
Camilla McInnes	**Director and Head Teacher**	**07884 063523**	**Camilla@cameronandco.org**
Zara Bakhsh	**Assistant Head Teacher**	**07394 170772**	**Zara@thebeechhouseschool.co.uk**
Lauren Fenton	**Registered Manager Cherry Blossom**	**07824 359091**	**Lauren@cherryblossomhome.co.uk**
Chloe Hara	**Home Manager The Beech House**	**07392 610045**	**chloe@thebeechhousesurrey.co.uk**
Jack Wilson	**Deputy Manager Cherry Blossom**	**07827 402709**	**Jack@cherryblossomhome.co.uk**
Kelly Black	**Deputy Manager The Beech House**	**07423 738667**	**kelly@thebeechhousesurrey.co.uk**
Ava Oxley-Szilagyi	**Deputy Manager The Beech House**	**07789 389019**	ava@thebeechhousesurrey.co.uk
Surrey LADO	**-**	**03001231650**	**LADO@surreycc.gov.uk**
Hampshire LADO	**-**	**01962 876364**	**Hampshire LADO portal**
Ofsted	**-**	**0300 123 4666**	**enquiries@ofsted.gov.uk**
NSPCC	**-**	**0808 800 5000**	**help@NSPCC.org.uk**
Whistleblowing Helpline	**-**	**0800 028 0285**	**help@NSPCC.org.uk**

Glossary of Terms

Term	Definition
Safeguarding	Actions taken to promote children's welfare and protect them from harm.
Child Protection	A part of safeguarding focused on responding to children at risk of significant harm.
Significant Harm	The threshold defined in the Children Act 1989 for intervention to protect a child.
Designated Safeguarding Lead (DSL)	The person responsible for overseeing safeguarding within the relevant children's home or school, providing advice, guidance and decision-making support in relation to safeguarding concerns.
Local Authority Designated Officer (LADO)	The officer responsible for managing allegations against adults working with children.
Contextual Safeguarding	An approach that considers risks outside the home, such as peer-on-peer abuse, county lines, and online risks.
Whistleblowing	Reporting serious concerns about safeguarding practice or wrongdoing.
Team Teach	Training in de-escalation and the safe use of physical intervention.

Key Safeguarding Concerns

Adults should be aware of a range of safeguarding risks and respond appropriately to any concerns.

These include:

- **Peer-on-Peer Abuse** – Harmful behaviour between children, including bullying, violence, or sexual behaviour
- **Child Criminal Exploitation** – Children being coerced or exploited into criminal activity, including county lines
- **Child Sexual Exploitation** – Children being manipulated or coerced into sexual activity
- **Online Safety and Exploitation** – Risks including grooming, cyberbullying, and exposure to harmful content
- **Neglect** – Failure to meet a child's basic physical or emotional needs
- **Physical Abuse** – Deliberate physical harm

- **Emotional Abuse** – Persistent emotional harm affecting development and well-being
- **Sexual Abuse** – Contact or non-contact sexual activity involving a child
- **Radicalisation and Extremism** – Exposure to extremist ideologies or influences
- **Domestic Abuse** – Exposure to abusive behaviour within the home environment
- **Self-Harm and Suicidal Ideation** – Behaviours or thoughts indicating emotional distress or risk
- **Honour-Based Abuse, Forced Marriage, and Female Genital Mutilation** – Forms of abuse linked to cultural or social practices
- **Homelessness and Unsafe Living Situations** – Risks associated with instability, exploitation, or unsafe environments

This list is not exhaustive. Any concern about a child's safety or well-being must be treated as a safeguarding concern and reported in line with this policy.