



SAFEGUARDING POLICY

Skin Aesthetics & Academy – Safeguarding Policy

Review Date: 6/6/26

Policy Statement

Skin Academy is fully committed to safeguarding and promoting the welfare of all students, staff, and visitors. We recognise our responsibility to provide a safe, secure, and inclusive environment, especially for learners who are under 18 or considered vulnerable adults. Safeguarding is everyone's responsibility, and this policy outlines how we prevent and respond to potential safeguarding concerns.

1. Purpose of the Policy

The purpose of this policy is to:

- Protect children, young people, and vulnerable adults from harm.
- Ensure all staff understand their safeguarding responsibilities.
- Establish clear procedures for identifying, reporting, and responding to concerns.
- Comply with legal and regulatory requirements, including the Children Act 1989/2004 and Keeping Children Safe in Education (KCSIE) guidance.

2. Scope

This policy applies to:

- All students (including under-18s and vulnerable adults)
- All staff, tutors, assessors, and volunteers
- Contractors and visitors engaged in academy activities

3. Definition of Safeguarding

Safeguarding is the action taken to promote the welfare of individuals and protect them from:

- Abuse (physical, emotional, sexual, or financial)
- Neglect or exploitation
- Bullying (including cyberbullying)
- Radicalisation and extremism (as part of the Prevent Duty)
- Grooming or harassment
- Unsafe environments (physical or emotional)

4. Roles and Responsibilities

Academy Management Will:

- Ensure this policy is implemented, reviewed, and accessible.
- Provide appropriate safeguarding training to all staff.
- Ensure all staff are safely recruited and DBS checked (where required).

Staff Will:

- Complete safeguarding training as required.
- Be alert to signs of abuse or harm.
- Report any concerns promptly to the DSL.
- Maintain appropriate professional boundaries with students.



Students Will:

- Treat others with respect.
- Report anything that makes them feel unsafe or uncomfortable.
- Cooperate with academy rules to help maintain a safe environment.

5. Reporting Concerns

If a student or staff member has a concern:

- Report immediately to the DSL, even if unsure whether the concern is serious.
- Record details of the concern factually, including dates and any direct quotes.

The DSL will assess the concern and take appropriate action, which may include:

- Speaking with the individual
- Contacting parents/guardians (if appropriate)
- Referring to external agencies (e.g., local authority, police)
- All concerns are handled confidentially and recorded securely.

6. Confidentiality and Information Sharing

- Information is only shared on a need-to-know basis to protect the individual at risk.
- Records are stored securely in accordance with data protection legislation.

7. Safer Recruitment

- All staff involved in working at our premises have had their ID checks and sign contracts to ensure high safety.
- References and identity checks are completed as part of our recruitment process.

8. Training and Awareness

- All staff have studied safeguarding training within qualifications.
- Students have access to safeguarding procedures prior to enrolment via website.

9. Prevent Duty

Skin Academy complies with the Prevent Duty, aimed at preventing students from being drawn into extremism or radicalisation. Any related concerns are treated as safeguarding issues and reported to the DSL.

10. Policy Review

This policy is reviewed annually or earlier if there are changes in legislation, guidance, or safeguarding incidents that warrant an update.