

Safeguarding Policy 2026-2027

Safeguarding Children and Vulnerable Adults (KCSIE 2026)

The DfE has published KCSIE 2026. It comes into force on 1 September 2026, the start of the 2026/27 academic year.

Glen and our teams will work within schools, colleges and other educational facilities. This policy sets out Glen's commitment and standards in relation to the safeguarding of children, young people and vulnerable adults.

Glen recognises the importance of its safeguarding responsibilities and is fully committed to protecting the welfare and wellbeing of children, young people and vulnerable adults who may be affected by our activities.

Glen recognises its duty of care and the importance of working in accordance with relevant safeguarding legislation and statutory guidance, including the Children Act 1989, Children Act 2004, Working Together to Safeguard Children and the Department for Education's

Keeping Children Safe in Education (KCSIE) statutory guidance.

Particular attention is given to Part One of KCSIE, which sets out what staff need to know about safeguarding and protecting children.

Glen reviews its safeguarding policy, procedures, induction materials and training following changes to KCSIE and other relevant statutory guidance. Where changes affect our employees or the services we provide within educational establishments, these are incorporated into our safeguarding arrangements and communicated to relevant employees.

All Glen employees working within educational environments are expected to understand that safeguarding is everyone's responsibility. Employees must remain vigilant, follow the safeguarding procedures of the establishment in which they are working and report any concern promptly through the appropriate safeguarding channels.

Glen's approach is simple: Recognise – Respond – Record – Report.

All new employees receive safeguarding training as part of their induction and are required to familiarise themselves with the current version of Keeping Children Safe in Education (KCSIE), specifically Part One where applicable to their role. Glen's safeguarding induction and training materials are reviewed and updated to reflect the latest KCSIE requirements.

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Alan North	Kim Stevens	Ross Barnes	September 2026
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Key Changes in KCSIE 2026

- All staff must read Part One in full.
- Greater emphasis on early identification of vulnerable children.
- Continued focus on child-on-child abuse, including AI-generated imagery.
- Increased awareness of online safety, AI, cyber security and filtering.
- Updates to safer recruitment guidance.

KCSIE 2026 is the most substantive update in several years. The five areas above cover the majority of the new action required. For the complete list of 14 confirmed changes, preparation timelines and an action checklist, read the full list on <https://safeguard-hub.org/articles/kcsie-2026-changes/>

Employees are not required to separately review superseded editions of KCSIE. Relevant requirements introduced in previous editions are incorporated within Glen's current safeguarding arrangements, policies and training.

Key Change 1: The Condensed Part One Summary Is Removed

Previously, some schools allowed staff who do not work directly with children to read a condensed summary of Part One rather than the full text. Under KCSIE 2026, all staff must read Part One in full. There is no shortened alternative. This is a training and induction change as much as a policy one:

- Remove any reference to a "condensed" or "summary" version of Part One from induction checklists
- Update your staff induction sign-off form to confirm full Part One has been read
- Brief support staff, catering, site and administrative teams that the shortened route no longer applies to them

The Annexes Have Been Renumbered

The final published **KCSIE 2026** (GOV.UK, 7 July 2026) confirms substantial restructuring of the annex structure. **Old Annex A has been withdrawn entirely**. It was the condensed Part One reading summary that some settings previously used for staff not working directly with children. That option no longer exists: all staff must read Part One in full. The new document contains three annexes compared to six in **KCSIE 2025**.

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KCSIE 2025 Annex	Subject / content	KCSIE 2026 Annex
Annex A	Condensed Part One (reading summary for staff not working directly with children)	<i>Withdrawn. All staff now read Part One in full; there is no shortened route.</i>
Annex B	Further information	Annex A ✓ confirmed
Annex C	Role of the designated safeguarding lead	Annex B ✓ confirmed
Annex D	Homestay and extended stay guidance	<i>Moved into Part Three. Not a standalone annex in KCSIE 2026.</i>
Annex E	Supervised and unsupervised regulated activity	<i>Removed. This is consistent with the supervision exemption being removed from 1 September 2026.</i>
Annex F	Summary of changes to KCSIE	Becomes Annex C , Summary of changes (KCSIE 2026 edition)

Where is the official annex structure?

Refer to the full [Keeping Children Safe in Education 2026 document on GOV.UK ↗](#), Published 7 July 2026 and in force from 1 September 2026.

Induction/Refresher Training

Glen has produced an Induction form based on Part One: of Safeguarding Information for all staff. All staff will undergo this training regardless of their time within Glen Group. It will also complete Refresher Training every 6 Months with all staff to reaffirm its commitment to Safeguarding. Document No: GGL/KCSIE 2026-Induction Form/001.

The purpose of this policy statement is:

- to protect children and young people from harm or maltreatment
- to provide the Glen team with the principles that guide our approach to Safeguarding.
- To ensure Glen employees understand their responsibility and how to report any concerns.

This policy applies to anyone working on behalf of Glen.

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to Safeguard in the Schools and Colleges where Glen operates.

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This policy statement should be read alongside other policies and procedures and with any guidance or other related documents provided by our clients, third party trainers IHASCO and within our Glen Aware Toolbox Talk training refresher - See Think Act campaign.

- Role description for the Designated Safeguarding Lead (DSL)
- Code of conduct for employees including the Glen Values.
- Whistleblowing Policy
- Health and Safety Policy
- Modern Slavery Policy

We are committed to:

1. The welfare of all children and young people, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse.
2. Ensuring we all have a responsibility to help prevent the abuse and neglect of children, young people (those under 18 years of age) and vulnerable adults and to report any such abuse that we discover or suspect.
3. Ensuring all allegations, reports or suspicions of abuse will be taken seriously and responded to in a swift and appropriate manner.
4. Recruiting and selecting employees safely, ensuring all necessary checks are made and area auditable. Exercising proper care in the appointment and selection of all those who will work in the same vicinity as children and young people. This includes:
 - Enhanced DBS checks.
 - Online Searching.
 - Ensuring that any third parties working on behalf of Glen are checked and always accompanied.
5. Recording, storing, and using information professionally and securely, in line with data protection legislation and guidance.
6. Keeping up to date with and following UK legislation and good practice recommendations in relation to safeguarding children and young people.
7. Supporting, training, monitoring, and providing supervision to all those who undertake this work and ensuring that they agree to and follow the agreed procedures of our Safeguarding Policy.
8. Building a culture where employees treat each other with respect and are comfortable about sharing concerns.

Important things to remember:

It is not the responsibility of Glen to investigate the truth of any allegation.

What has been disclosed is very confidential and should only be shared with others on a need-to-know basis. The first person to be told of the abuse may be asked to provide a statement for the Police.

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After telling of abuse a child or young person can be distressed, frightened, and worried about what will happen next. They should be reassured that they have done the right thing and should not be left on their own.

The best interest of the child or young person, and the need for the abuse to stop, comes before the interests of the organisation or the abuser.

Safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their families has a role to play.

DBS Policy

An Enhanced DBS check is required for all Glen employees who work at Schools, Colleges and other establishments as confirmed by our client.

Everyone in our team who come into contact with children will be vetted and obtain a DBS check.

KCSIE Updates for 2025 include:

These include:

- The DfE's Working together to improve school attendance is now statutory guidance.
- Changes to the list of content risks under online safety, adding in disinformation, misinformation and conspiracy theories.
- More information on the DfE guidance on generative artificial intelligence (AI).
- Additional information on, and clarity around, alternative provision guidance.
- Clarity on Virtual School Heads and their non-statutory responsibilities around children in kinship care.

KCSIE Updates for 2024 include:

- Amending the definition of 'safeguarding and promoting the welfare of children' in line with Working together to safeguard children 2023.
- Additional information around when children may require early help, in accordance with the guidance in working together.
- A recommendation for school staff, governors and trustees to use the DfE Data Protection guidance for schools to understand data protection.
- Clarification that schools continue to be responsible for the safeguarding of pupils they place with an alternative provision provider.

KCSIE updates made in 2023 include:

- Clarification around the roles and responsibilities of education staff in relation to filtering and monitoring.
- Clarification that being absent, as well as missing, from education can be warning sign of a range of safeguarding concerns, including sexual abuse, sexual exploitation, or child criminal exploitation.
- Additional information on online pre-recruitment checks for shortlisted candidates
- Information on responding to allegations related to organisations or individuals using school premises.

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For information about previous updates to this guidance, see our **CASPAR** briefings:

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- To ensure Glen employees understand their responsibility and how to report any concerns.

This policy applies to anyone working on behalf of Glen.

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to Safeguard in the Schools and Colleges where Glen operates.

This policy statement should be read alongside other policies and procedures and with any guidance or other related documents provided by our clients, third party trainers IHASCO and within our Glen Aware Toolbox Talk training refresher – **Recognise-Respond-Record-Report- Campaign**



We are committed to:

1.The welfare of all children and young people, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse.

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2.Ensuring we all have a responsibility to help prevent the abuse and neglect of children, young people (those under 18 years of age) and vulnerable adults and to report any such abuse that we discover or suspect.

3.Ensuring all allegations, reports or suspicions of abuse will be taken seriously and responded to in a swift and appropriate manner.

4.Recruiting and selecting employees safely, ensuring all necessary checks are made and area auditable. Exercising proper care in the appointment and selection of all those who will work in the same vicinity as children and young people. This includes:

- Enhanced DBS checks.
- KCSIE 2026 Inductions based on Part 1
- Online Searching
- Ensuring that any third parties working on behalf of Glen are checked and always accompanied.

5.Recording, storing, and using information professionally and securely, in line with data protection legislation and guidance.

6.Keeping up to date with and following UK legislation and good practice recommendations in relation to safeguarding children and young people.

7.Supporting, training, monitoring, and providing supervision to all those who undertake this work and ensuring that they agree to and follow the agreed procedures of our Safeguarding Policy.

8.Building a culture where employees treat each other with respect and are comfortable about sharing concerns.

Role of the Glen Designated Safeguarding Lead

Safeguarding is everyone's responsibility. At Glen we have a Designated Safeguarding Lead (DSL) **Kim Stevens, Business Improvement Director**, kimstevens@glegroupltd.com whose responsibilities include:

- Providing a direct point of contact for any employee who wishes to raise a concern.
- Ensuring all concerns are dealt with in a prompt and secure manner, and in line with our client's procedures.
- Ensuring that any concerns are recorded and managed in an appropriate manner.

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Dealing with an allegation of abuse

The abuse of children and young people can take many forms:

- Physical Injury- any injury to a child or young person
- Neglect - a failure to meet a child or young person's basic needs for food, warmth, protection, and care.
- Emotional Abuse -The persistent, severe emotional ill treatment, or rejection, that severely affects the emotional and behavioural development of a child or young person. This can include cyberbullying.
- Sexual Abuse -The use of a child or young person to meet an adult's sexual needs.
- Domestic abuse has been added to the list of safeguarding issues that all staff should be aware of.

The guidance makes it clear that domestic abuse:

A) Can be psychological, physical, sexual, financial, or emotional.

B) Can impact on children through seeing, hearing or experiencing the effects of domestic abuse and/or experiencing it through their own intimate relationships.

C) The DfE's advice on Sexual violence and sexual harassment between children in schools and colleges (DfE, 2021) has been merged into Keeping children safe in education . As part of this merger, the term "child-on-child abuse" rather than "peer-on-peer abuse" is used throughout the updated guidance.

The most important consideration for Glen employees and our management is to safeguard and promote the welfare of the children and young people.

Any allegation of abuse must be taken seriously, and Glen has a duty to report it to the client and relevant statutory agencies.

Allegations may come from a child, or young person, themselves and may relate to abuse from a family member, or someone outside the family. If a child or young person begins to tell a member of the Glen team about abuse, it is VITAL that you do the following:

- Never promise to keep it a secret and not to tell anyone.
- Listen carefully but do not press for information.
- Reassure the child, or young person, that they have done the right thing by telling someone.
- Report this to KimStevens@glegroupltd.com our dedicated safeguarding lead and the Safeguarding lead at the site where you work. This is confidential information; do not discuss it with anyone else.

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The best interest of the child or young person, and the need for the abuse to stop, comes before the interests of the organisation or the abuser.

Safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their families has a role to play.

Managing Director
Glen Group Ltd

Dated: September 2026

The following QR Code or Link will take you to useful information and copies of the legal requirements past and present on **KCSIE**.

Link: <https://publuu.com/flip-book/831376/2580437>



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- Code of conduct for employees including the Glen Values.
- Whistleblowing Policy 2026
- Health and Safety Policy 2026
- Modern Slavery Policy 2026
- Safeguarding Induction 2026-2027
- Casper Guides in SharePoint (Guidance Documents)
- Company Modern Slavery Statement 2026
- Safeguarding Online Searching Policy 2026-2027
- Safeguarding Induction 2026-2027
- Child Protection Policy 2026

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