

m2r Education Safeguarding Policy

Introduction

m2r Education is a multi award winning provider of international education services and a corporate member of The Tutors' Association as well as APSCo member. Our services include the recruitment and supply of teachers, tutors, supply teachers, teaching assistants, cover supervisors and other education professionals for schools, colleges, alternative provisions, local authorities and private clients in the UK and internationally.

Assignments may be delivered face to face, remotely or online in schools, homes or other educational settings.

m2r Education is fully committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We believe that all children, regardless of age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, culture, language or socio-economic background, have an equal right to protection from all forms of harm, abuse, neglect and exploitation.

This policy is written in accordance with current statutory guidance including:

- *Keeping Children Safe in Education (KCSiE) 2026*
- *Working Together to Safeguard Children*
- *The Children Act 1989 and 2004*
- *The Education Act 2002*
- *Counter-Terrorism and Security Act 2015*
- *Data Protection Act 2018 and UK GDPR*

Safeguarding and promoting the welfare of children is defined in KCSiE 2026 as:

- protecting children from maltreatment
- preventing impairment of children's mental and physical health or development
- ensuring children grow up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes

m2r Education recognises that safeguarding is everyone's responsibility.

Scope

This policy applies to:

- employees
- tutors

- supply teachers
- agency workers
- teaching assistants
- cover supervisors
- volunteers
- contractors
- consultants
- temporary workers
- any adult representing or working on behalf of m2r Education

Definitions

Child: Under the Children Act 1989, a child is anyone who has not yet reached their 18th birthday.

Safeguarding: Safeguarding relates to the action taken to promote the welfare of children and protect them from harm.

Child Protection: Child protection is part of safeguarding and refers to activity undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.

Types of Abuse

Staff, tutors and supply staff should be aware of indicators of abuse and neglect including:

Physical Abuse: A form of abuse involving hitting, shaking, throwing, poisoning, burning, drowning, suffocating or otherwise causing physical harm.

Emotional Abuse: Persistent emotional maltreatment causing severe and adverse effects on a child's emotional development.

Sexual Abuse: Forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening.

Neglect: Persistent failure to meet a child's basic physical and/or psychological needs.

Specific Safeguarding Issues

Staff, tutors and supply staff must also be aware of specific safeguarding concerns referenced within KCSiE 2026, including:

- Bullying, including cyberbullying and prejudice-based bullying
- Child sexual exploitation (CSE)
- Child criminal exploitation (CCE)
- County lines

- Child trafficking and modern slavery
- Domestic abuse
- Female genital mutilation (FGM)
- Forced marriage
- So-called “honour”-based abuse
- Radicalisation and extremism
- Online safety risks
- Child on child abuse
- Sexual violence and sexual harassment between children
- Upskirting
- Mental health concerns
- Serious violence
- Substance misuse
- Sextortion
- Missing or absent children
- Abuse linked to artificial intelligence (AI), deepfake imagery or online manipulation
- Misogyny and harmful online influencers
- Economic abuse
- Hate crime
- Grooming

m2r Education recognises that technology can be a significant safeguarding factor and that children may be at risk from harmful online content, contact, conduct and commerce.

Online Safety

Online safety is an essential part of safeguarding.

All employees, tutors, supply staff and agency workers must:

- maintain professional boundaries online at all times
- only communicate with pupils through approved channels
- never use personal social media accounts to communicate with pupils
- immediately report online safeguarding concerns
- ensure online sessions are conducted professionally and safely
- use secure and approved educational platforms wherever possible

Online lessons must not be recorded unless prior written consent has been obtained from m2r Education and the parent, guardian or school.

Child on Child Abuse

m2r Education recognises that children can abuse other children and that this can happen both online and offline.

This may include:

- bullying and cyberbullying
- physical abuse
- sexual violence
- sexual harassment
- consensual and non-consensual sharing of nude or semi-nude images/videos
- initiation or hazing-type violence

m2r Education adopts a zero-tolerance approach to abuse and will never dismiss behaviours as:

- “banter”
- “part of growing up”
- “boys being boys”

All concerns will be taken seriously and managed in line with safeguarding procedures.

Children Missing Education

Children who are repeatedly absent or missing education may be at risk of abuse, neglect, exploitation, radicalisation or criminal involvement.

All employees, tutors and supply staff must report concerns regarding attendance, disengagement or unexplained absence immediately to the Designated Safeguarding Lead (DSL).

Mental Health

m2r Education recognises that mental health concerns can sometimes be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.

All staff, tutors and supply staff should be alert to behavioural indicators and report concerns appropriately.

The Prevent Duty

m2r Education acknowledges its responsibilities under the Prevent Duty and recognises that protecting children from radicalisation forms part of safeguarding responsibilities.

Radicalisation refers to the process through which a person comes to support terrorism or extremist ideologies.

Extremism is vocal or active opposition to:

- democracy

- the rule of law
- individual liberty
- mutual respect and tolerance of different faiths and beliefs

Concerns regarding radicalisation must be reported immediately to the DSL.

Roles and Responsibilities

Safeguarding is everyone's responsibility.

All employees, tutors, supply staff, volunteers and contractors must:

- act in the best interests of children
- maintain professional curiosity
- identify safeguarding concerns
- report concerns immediately
- maintain professional boundaries
- complete required safeguarding training

Designated Safeguarding Lead (DSL)

The Designated Safeguarding Lead is responsible for:

- managing safeguarding concerns and referrals
- liaising with local authorities, social care and the police
- maintaining safeguarding records
- overseeing safeguarding training
- promoting a strong safeguarding culture
- managing allegations against adults
- ensuring safer recruitment compliance

Designated Safeguarding Lead

Name: Munir Mamujee

Role: Director / DSL

Email: munir@m2reducation.com

Safer Recruitment

m2r Education is committed to safer recruitment practices and maintaining a strong safeguarding culture.

All tutors, supply teachers, agency workers, employees, contractors and relevant volunteers must undergo appropriate safeguarding checks before engagement, including:

- Enhanced DBS checks, including barred list checks where appropriate
- Overseas police clearances where applicable
- Identity verification
- Right to work checks
- Qualification verification
- Employment history checks
- Professional references
- Online searches in line with KCSiE 2026 guidance

Where individuals are deployed into regulated activity, m2r Education will ensure all legally required safer recruitment checks are completed before placement.

m2r Education reserves the right to refuse engagement where safeguarding concerns arise.

Professional Conduct Expectations

All employees, tutors, supply staff and agency workers must:

- maintain professional boundaries at all times
- behave in a professional and appropriate manner
- avoid conduct that may undermine public confidence
- act as role models for children and young people
- immediately report safeguarding concerns
- follow safeguarding procedures at all times

Employees, tutors and supply staff must not:

- communicate with pupils via personal social media accounts
- exchange personal contact details with pupils
- engage in inappropriate relationships
- give or receive gifts without prior approval
- photograph or record pupils without consent
- meet pupils outside authorised arrangements

It is illegal for any adult in a position of trust to engage in a sexual relationship with a child under 18 where that relationship arises from their professional role.

Low Level Concerns

m2r Education promotes an open and transparent safeguarding culture.

Low level concerns regarding adults working with children, including concerns about behaviour that may not meet the harm threshold, should still be reported to the DSL.

Examples may include:

- inappropriate comments
- over familiar behaviour
- breaches of professional boundaries
- inconsistent safeguarding practice

All concerns will be recorded, reviewed and managed appropriately.

Responding to Safeguarding Concerns

All safeguarding concerns must be taken seriously.

If a child is in immediate danger, employees, tutors or supply staff must contact:

- Children's Social Care
- the police
- emergency services where necessary

Safeguarding concerns must then be reported immediately to the DSL.

Concerns may arise through:

- direct disclosure
- observations
- online activity
- behavioural changes
- third-party information

Allegations Against Staff, Tutors or Supply Staff

Allegations that a person may:

- have harmed a child
- committed a criminal offence against a child
- behaved in a way that indicates they may pose a risk to children
- behaved in a way that may render them unsuitable to work with children

must be reported immediately to the DSL and referred to the Local Authority Designated Officer (LADO) where appropriate.

This applies to:

- employees

- tutors
- supply teachers
- temporary workers
- agency workers
- contractors
- volunteers

m2r Education will ensure allegations are managed fairly, quickly, consistently and confidentially.

Recording and Information Sharing

Accurate safeguarding records will be maintained securely and confidentially.

Information will only be shared on a need to know basis and in accordance with:

- UK GDPR
- Data Protection Act 2018
- safeguarding legislation

m2r Education recognises that data protection legislation does not prevent information sharing where there are safeguarding concerns.

Whistleblowing

All employees, tutors, supply staff and volunteers should feel able to raise concerns regarding poor or unsafe safeguarding practice.

Concerns may be raised through the company whistleblowing procedures or externally through appropriate agencies including the NSPCC whistleblowing helpline.

No individual will suffer detriment for raising genuine safeguarding concerns.

Training

m2r Education will ensure all relevant employees, tutors, supply staff, contractors and volunteers receive safeguarding and child protection training appropriate to their role.

Training will include:

- safeguarding awareness
- recognising abuse and neglect
- online safety
- Prevent Duty awareness
- Child on child abuse

- professional boundaries
- reporting procedures
- low-level concerns

Training will be updated regularly in line with KCSiE 2026 guidance.

Confidentiality

All safeguarding information relating to children will be handled sensitively and securely.

Safeguarding information will only be shared where necessary to protect a child or comply with statutory obligations.

Related Policies

This policy should be read alongside:

- Safer Recruitment Policy
- Tutor Code of Conduct
- Staff Behaviour Policy
- Online Safety Policy
- Whistleblowing Policy
- Equality and Diversity Policy
- Data Protection Policy
- Low-Level Concerns Policy
- Agency Worker Policy

Policy Review

This policy will be reviewed annually or sooner if legislation or statutory guidance changes.

Contact

Any questions regarding this policy should be addressed to:

Munir Mamujee
Managing Director & Designated Safeguarding Lead
m2r Education
Email: munir@m2reducation.com