

OSCAR EDUCATION LTD

CHILD PROTECTION & SAFEGUARDING POLICY

Version: 2026

Review Date: June 2027

1. POLICY STATEMENT

Oscar Education Ltd is committed to safeguarding and promoting the welfare of all children and young people who participate in our educational programmes, competitions, study tours, cultural visits, residential events, and international activities.

We recognise that safeguarding is everyone's responsibility. Every child has the right to participate in educational activities in a safe, supportive, respectful, and inclusive environment.

Oscar Education is committed to taking all reasonable steps to prevent harm, abuse, neglect, exploitation, bullying, discrimination, and inappropriate conduct involving children.

This policy establishes the framework through which safeguarding concerns are identified, reported, managed, and monitored.

2. PURPOSE OF THIS POLICY

The purpose of this policy is to:

- Protect children participating in Oscar Education activities.
- Promote a culture of safety and wellbeing.
- Ensure safeguarding concerns are identified and addressed appropriately.
- Provide guidance for staff, volunteers, contractors, and event personnel.
- Clarify safeguarding responsibilities during educational programmes and events.
- Support compliance with relevant UK safeguarding legislation and guidance.

3. SCOPE

This policy applies to:

- Directors
- Employees
- Volunteers
- Temporary staff
- Contractors
- Event personnel
- Consultants
- Accommodation partners
- Educational partners acting on behalf of Oscar Education

The policy applies to all Oscar Education activities within the United Kingdom and internationally.

4. ORGANISATIONAL CONTEXT

Oscar Education Ltd is an educational events and programme organisation.

Our activities include:

- International academic competitions
- Educational conferences
- Study tours
- Residential programmes
- Language and cultural programmes
- Educational visits
- Student mobility programmes

Students attending Oscar Education programmes often participate as part of organised school groups, educational delegations, or family arrangements.

Participants are typically accompanied by:

- Teachers
- School representatives
- Group leaders
- Parents
- Guardians

Oscar Education staff do not ordinarily assume parental responsibility for participants.

Primary responsibility for students remains with accompanying teachers, group leaders, parents, or guardians.

Oscar Education provides safeguarding oversight, event coordination, welfare support, and emergency response arrangements throughout its programmes.

5. LEGISLATIVE FRAMEWORK

This policy is informed by:

- Children Act 1989
- Children Act 2004
- Keeping Children Safe in Education
- Working Together to Safeguard Children
- Safeguarding Vulnerable Groups Act 2006
- Data Protection Act 2018
- UK GDPR
- Counter-Terrorism and Security Act 2015
- Equality Act 2010

Oscar Education will comply with applicable safeguarding requirements within the jurisdictions in which programmes operate.

6. SAFEGUARDING PRINCIPLES

Oscar Education believes:

- The welfare of the child is paramount.
- All children have equal rights to protection.
- Safeguarding is everyone's responsibility.
- Concerns should always be taken seriously.
- Early intervention can prevent harm.
- Children should be treated with dignity and respect.
- Safeguarding decisions should be child-centred.

7. DESIGNATED SAFEGUARDING TEAM

Designated Safeguarding Lead (DSL) : Faik Akbaba

faik@teeneagle.org

Additional Designated Safeguarding Leads:

Muhammet Fatih Avci: avci@teeneagle.org

Mehmet Akdoğan: mehmet@teeneagle.org

Deputy Designated Safeguarding Lead: Mechelle Giroux

mechelle@teeneagle.org

The safeguarding team is responsible for:

- Receiving safeguarding concerns
- Maintaining safeguarding records
- Liaising with external agencies where necessary
- Supporting staff and participants
- Monitoring safeguarding arrangements
- Reviewing safeguarding procedures

8. RESPONSIBILITIES OF STAFF

All staff must:

- Read and understand this policy.
- Complete safeguarding training where required.
- Report safeguarding concerns immediately.
- Maintain professional boundaries.
- Act in the best interests of children.
- Cooperate with safeguarding investigations.
- Follow event safeguarding procedures.

Failure to follow safeguarding procedures may result in disciplinary action.

9. CODE OF CONDUCT

Staff and volunteers must:

- Treat all participants fairly.
- Avoid inappropriate language.
- Respect cultural differences.
- Maintain professional behaviour at all times.
- Use appropriate communication methods.
- Avoid situations that could be misinterpreted.

Staff must not:

- Engage in inappropriate relationships.
- Share personal social media accounts with participants.
- Meet children privately without authorisation.
- Exchange gifts of significant value.
- Share participant information without permission.

10. COMMUNICATION WITH CHILDREN

Oscar Education recognises that communication with participants is often conducted through:

- Group leaders
- Teachers
- School representatives
- Parents or guardians

Direct communication with children should only occur when operationally necessary and must remain professional, transparent, and appropriate.

Whenever practical, communication should include another responsible adult or take place through official channels.

11. RESIDENTIAL PROGRAMMES

For residential programmes Oscar Education will:

- Conduct risk assessments.
- Establish welfare procedures.
- Provide emergency contact arrangements.
- Work with approved accommodation providers.

- **Maintain incident reporting systems.**
- **Ensure appropriate supervision structures are in place.**

Participants will receive information regarding:

- **Accommodation arrangements**
- **Emergency procedures**
- **Welfare support**
- **Behaviour expectations**

12. ACCOMMODATION PROVIDERS

Oscar Education works with universities, residences, hotels, and approved accommodation providers.

When selecting accommodation providers, consideration will be given to:

- **Safety standards**
- **Fire safety compliance**
- **Security arrangements**
- **Emergency procedures**
- **Welfare support systems**

Oscar Education expects accommodation partners to maintain appropriate safeguarding standards.

13. MISSING CHILD PROCEDURE

If a participant is reported missing:

1. **Immediate attempts will be made to establish their location.**
2. **Group leaders and accompanying adults will be informed.**

3. **Venue security and accommodation staff will be contacted.**
4. **The safeguarding team will assess risk.**
5. **Emergency services will be contacted where necessary.**
6. **Parents or guardians will be informed as appropriate.**

All incidents will be documented.

14. MEDICAL EMERGENCIES

In a medical emergency:

- **Emergency services will be contacted.**
- **First aid assistance will be sought.**
- **Group leaders will be informed.**
- **Parents or guardians will be notified where appropriate.**
- **Incident reports will be completed.**

Oscar Education staff do not provide medical treatment beyond their level of training.

15. ONLINE SAFETY

Oscar Education recognises the importance of online safeguarding.

Where online activities are delivered, reasonable measures will be taken to:

- **Protect participant data.**
- **Use secure platforms.**
- **Prevent inappropriate communication.**

- Monitor safeguarding concerns.
- Promote responsible online behaviour.

Participants are expected to behave respectfully and responsibly online.

16. REPORTING CONCERNS

Any safeguarding concern must be reported immediately to a DSL.

Examples include:

- Abuse
- Neglect
- Bullying
- Harassment
- Exploitation
- Radicalisation concerns
- Online safety concerns
- Welfare concerns

Staff should:

- Record facts accurately.
 - Avoid making assumptions.
 - Maintain confidentiality.
 - Escalate concerns without delay.
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17. ALLEGATIONS AGAINST STAFF

Any allegation involving a member of staff, volunteer, contractor, or representative must be reported immediately to a DSL.

Allegations will be:

- Taken seriously
- Assessed objectively
- Recorded appropriately
- Managed confidentially

External authorities may be contacted where necessary.

18. SAFER RECRUITMENT

Oscar Education seeks to ensure suitable individuals work within its programmes.

Recruitment procedures may include:

- Identity verification
- Reference checks
- Employment history checks
- Enhanced DBS checks where appropriate
- Safeguarding declarations

The level of screening will reflect the nature of the role.

19. EQUALITY AND INCLUSION

Oscar Education promotes equality, diversity, and inclusion.

Safeguarding protection applies equally to all participants regardless of:

- Race
- Nationality
- Religion
- Disability
- Gender
- Sexual orientation
- Socio-economic background

Discrimination, harassment, and victimisation will not be tolerated.

20. INFORMATION SHARING

Information will be shared only where necessary.

Safeguarding concerns may require information to be shared with:

- Emergency services
- Police
- Local authorities
- Accommodation providers
- Educational partners
- Parents or guardians

Information sharing will comply with applicable data protection legislation.

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21. RISK ASSESSMENTS

Oscar Education conducts risk assessments appropriate to the nature of its activities.

Risk assessments may cover:

- Travel
- Accommodation
- Venues
- Excursions
- Activities
- Transportation
- Medical needs
- Safeguarding considerations

Risk assessments will be reviewed as necessary.

22. TRAINING

Relevant staff will receive safeguarding awareness training.

Training may include:

- Recognising safeguarding concerns
- Reporting procedures
- Professional boundaries
- Online safety
- Emergency response procedures

Refresher training will be provided periodically.

23. RECORD KEEPING

Safeguarding records will be:

- **Accurate**
- **Objective**
- **Confidential**
- **Securely stored**

Records will be retained in accordance with legal and operational requirements.

24. REVIEW

This policy will be reviewed annually or sooner if required due to legislative, operational, or organisational changes.

Approved by:

Oscar Education Ltd

Review Date:

April 2027