



Young Entrepreneurs Academy Limited

Child Protection & Safeguarding Policy

Company Registered Address:

93–95 Gloucester Place,
London, W1U 6JQ

Company Number

13291977

Programme Context:

The Young Entrepreneurs Academy Limited (“YEA”) delivers *Basics of Business Bootcamps* for children aged 11–14 across central London and through online platforms.

1. Policy Statement

YEA is committed to safeguarding and promoting the welfare of all children who take part in our programmes. We recognise our moral and statutory responsibility to ensure children are safe, protected from harm, and able to thrive in a secure environment, whether in person or online.

We believe that:

- The welfare of the child is paramount.
 - All children have an equal right to protection from abuse, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation, or identity.
 - Safeguarding is everyone’s responsibility.
 - Risks online (e.g. grooming, cyberbullying, inappropriate content) are as significant as physical risks.
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2. Safeguarding Leads

- **Designated Safeguarding Lead (DSL):** *Lauren Smithie, CEO* (will undertake accredited safeguarding training and the Safeguarding Lead course).
- **Deputy Designated Safeguarding Lead (DDSL):** *Paul Herman, Chair*.

Both are responsible for ensuring that safeguarding is prioritised, procedures are followed, and all staff/volunteers understand their responsibilities.

3. Scope

This policy applies to:

- All YEA staff, contractors, volunteers, trustees, and partner organisations.
 - All children and young people aged 11–14 attending YEA bootcamps.
 - All venues and digital platforms used for programme delivery and online platforms.
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4. Legal & Statutory Framework

This policy has been developed in accordance with:

- *Children Act 1989 & 2004*
 - *Education Act 2002*
 - *Working Together to Safeguard Children 2023*
 - *Keeping Children Safe in Education 2023*
 - *Data Protection Act 2018 & UK GDPR*
 - *Charity Commission safeguarding guidance* (where applicable).
 - UK Council for Internet Safety (UKCIS) Guidance on Online Safety
 - Keeping Children Safe in Out-of-School Settings (DfE 2020)
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5. Types of Abuse & Safeguarding Concerns

We recognise the four main categories of abuse:

- **Abuse (physical, emotional, sexual, neglect)**
- **Bullying & cyberbullying**
- **Peer-on-peer abuse**

- **Online risks:** grooming, inappropriate contact, hacking, data misuse, exposure to harmful content.
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6. Safer Recruitment & Training

- All staff and volunteers working with children will undergo an **enhanced DBS check**.
 - At least one safeguarding-trained staff member will be present at all bootcamp sessions.
 - Induction will cover safeguarding responsibilities, recognising abuse, and reporting procedures.
 - Staff will receive refresher training at least every two years.
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7. Code of Conduct

All YEA staff and volunteers must:

- Treat all children with respect and dignity.
 - Maintain appropriate professional boundaries.
 - Avoid one-to-one situations in closed settings wherever possible.
 - Never use physical punishment, inappropriate language, or behaviour that could be perceived as abusive. Staff must use only YEA-approved accounts (no personal Zoom/Teams, emails, or WhatsApp).
 - Online, Cameras must be on for staff, optional for children.
 - Parents/carers encouraged to supervise online sessions.
 - Recording of sessions only with written parental consent.
 - No direct 1:1 private chat between staff and children.
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8. Responding to Safeguarding Concerns

- All concerns must be reported immediately to the DSL or DDSL.
- Records will be kept factually, securely, and in line with data protection requirements.

- If a child is in **immediate danger**, staff must dial **999**.
 - Where appropriate, referrals will be made to the relevant **Local Authority Designated Officer (LADO)** or **Children's Social Care**.
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9. Online & Digital Safeguarding

- Children's personal information will not be shared without consent.
 - Communications with children will only occur via approved YEA channels (no personal phone numbers, emails, or social media).
 - Any use of photos or videos will require **written parental consent**.
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10. Venues & Risk Assessment

- All bootcamp venues across central London will undergo a **risk assessment** prior to use.
 - Safeguarding considerations (emergency exits, safe collection points, staff ratios) will be factored into planning.
 - Registers will be kept of attendance and safe collection of children.
 - Online: password-protected sessions, waiting rooms enabled, controlled screen-sharing, supervision of breakout rooms.
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11. Whistleblowing

YEA encourages a culture where concerns can be raised about the conduct of staff, volunteers, or safeguarding practices. Concerns can be raised directly with the DSL/DDSL or anonymously via YEA's whistleblowing procedure.

12. Monitoring & Review

This policy will be:

- Reviewed **annually** by the DSL and Board of Trustees.
- Updated in line with changes to legislation, guidance, or YEA's activities.

- Circulated to all staff, volunteers, and parents on request.

Approved by:

Lauren Smithie, CEO & Designated Safeguarding Lead

Lauren Smithie

Paul Herman, Chair & Deputy Safeguarding Lead

Paul Herman

Date: 17th September 2025