

Child Protection and Safeguarding Policy

Monitoring and Review

	Name	Date	Role
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Reviewed by	Adam Geach	21/03/2025	DSL
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Reviewed by	Adam Geach	04/09/2026	DSL

Version notes

Section	Key changes in this version
Throughout	Updated Kcsie to 2026
Key Websites	Added new safeguarding reporting link

Key websites and contact number

Item	Link
Axiom Maths emergency number	07399 669297
Safeguarding inbox	safeguarding@axiommaths.com
Safeguarding reporting form (general)	https://axiommaths.typeform.com/to/TeLbIHCl
Safeguarding reporting form (staff allegations)	https://axiommaths.typeform.com/safeguardstaff
CEO, David Thomas	david.thomas@axiommaths.com
Chair of Trustees, Dan Abrahamson	dan.abramson@axiommaths.com
Data Protection policy	https://axiommaths.com/privacy-policy/

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SAFEGUARDING POLICY

All children have an absolute right to a childhood free from abuse, neglect, or exploitation. All matters concerning child protection and safeguarding, the welfare and protection of the children we work with are of paramount consideration to Axiom Maths.

All Axiom Maths staff and volunteers have a duty of care to safeguard and promote the welfare of the children we work with. This policy exists not to discourage adults from being involved in the work of Axiom Maths, but to ensure, as far as possible, that people who may abuse children do not get the opportunity to work with Axiom Maths.

There is a duty placed upon us to ensure that all staff and volunteers who work with or on behalf of our children are competent, confident and safe to do so.

Everyone involved in Axiom Maths activities must follow Axiom Maths's Code of Conduct. They must also be familiar with the steps to be taken in the event of becoming aware of, suspecting or receiving allegations of abuse.

SCOPE OF THIS POLICY

The policy and procedures below relate to Axiom Maths's direct role in programmes. This includes, but is not limited to, the circles that we manage and deliver ourselves and when Axiom Maths staff are directly involved with children in any capacity (e.g., as mentors or observers).

Most maths circles and grant activities are delivered by our partners in accordance with their safeguarding policies and procedures. As part of the onboarding and contracting process, Axiom Maths ensures all partners are committed to robust safeguarding procedures. Where Axiom Maths needs to take a multi-agency approach, this is outlined in this policy.

POLICY & GUIDANCE

This policy responds to statutory guidance and legislative provisions protecting children:

- Keeping Children Safe in Education, 2026 (KCSiE)
- Working Together to Safeguard Children, 2018
- Prevent Duty Guidance, 2022
- Domestic Abuse Act, 2021
- The Children's Act, 2004
- Female Genital Mutilation Act, 2003

DEFINITIONS

Safeguarding and promoting the welfare of children is defined as:

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

Child

In this policy, a 'child' means all children below 18 years of age. This includes Axiom Maths's participants and sixth form Junior Mentors.

DSL/ DDSL

'Axiom Maths DSL' refers to the Axiom Maths Designated Safeguarding Lead and 'Axiom Maths DDSL' to the Deputy Designated Safeguarding Lead. 'School DSL' refers to the participant's School Designated Safeguarding Lead. 'Delivery Partner DSL' refers to the Designated Safeguarding Lead of the Delivery Partner where a party other than Axiom

Maths coordinates the delivery of Maths Circles. 'Event SL' refers to the safeguarding lead during an pupil focused Axiom Maths event.

Local Authority Designated Officer (LADO)

Every local authority has a statutory responsibility to have a LADO responsible for co-ordinating the response to concerns that an adult who works with children may have caused them or could cause them harm.

Axiom Maths staff and volunteers

Employees in the central team and mentors paid by Axiom Maths.

Significant harm

This policy has adopted the NSPCC definition of significant harm. Harm can be determined "significant" by "comparing a child's health and development with what might be reasonably expected of a similar child".

Although there are no absolute criteria for determining whether or not harm is "significant", local authorities such as social services, police, education and health agencies work with family members to assess the child, and a decision is made based on their professional judgement using the gathered evidence.

RESPONSIBILITIES

Safeguarding Procedures

All members of staff and volunteers have a responsibility to:

- Act in accordance with Axiom Maths's safeguarding policy.
- Treat all children equitably, with respect, and behave in a manner that is inclusive of all children.
- Raise any questions or concerns about child protection and safeguarding with Axiom Maths's Designated Safeguarding Lead.

Personal Data

- Handle all personal information properly, securely and in accordance with Axiom Maths' Data Protection Policy and the General Data Protection Regulation (GDPR).

Conduct

- Be responsible for your own actions and behaviour and avoid any conduct which would lead a reasonable person to question their motivation or intention.
- Never be alone with a child or cause someone else to be alone with a child because of your actions, e.g., being late. If alone in a room with children always keep the door open unless there is a window or observation panel in the door.
- Do not arrange to meet children outside of the allocated session/ school visit.
- Ensure that all verbal contact is appropriate.
- Be aware that any physical contact with children can be misinterpreted and must always be avoided.

Photographs and images

- Do not take photographs, images or videos of children on the Axiom Maths programme unless formal consent has been provided by the child's parents.
- All images must be taken and stored on Axiom Maths devices, protected and deleted in accordance with the Data Retention policy.
- Images must avoid being either face-on or including personal identification (e.g., school badges or uniforms).

Social Media

- Keep your personal information private. Do not share your phone number or address with children or seek out their phone number or address.
- Strongly consider strengthening any privacy settings so that children are not able to access your online profiles and be privy to any of your personal or sensitive information.
- Do not respond to contact from children online. Block any children that approach you online and inform Axiom Maths's Designated Safeguarding Lead immediately.
- Do not seek out or add Axiom Maths children on any social networking site.

DESIGNATED SAFEGUARDING LEAD

Axiom Maths has a Designated Safeguarding and Child Protection Lead to:

- Promote the safety and welfare of children participating in Axiom Maths's activities.
- Take the lead in ensuring that appropriate arrangements for keeping children safe are in place on Axiom Maths programmes.
- Take the lead in ensuring that appropriate arrangements for keeping children safe are in place for Axiom Maths's Delivery Partners.
- Take the lead in responding to information that may constitute a child protection concern.
- Liaise with statutory child protection agencies as appropriate.
- Store and retain child protection records according to legal requirements and Axiom Maths's safeguarding and child protection policy and procedures.

The Deputy Designated Safeguarding (DDSL) Lead becomes responsible in the absence of the DSL. The Axiom Maths DSL or DDSL are available Monday – Friday, 9am - 5pm (excluding Bank Holidays) to discuss any safeguarding concerns. During an Axiom Maths pupil event, Axiom Maths will assign an event SL, who is responsible for safeguarding during the event.

Further details are found in the Annex C of the [Keeping Children Safe in Education](#) guidance.

CEO

The CEO has day-to-day responsibility for Axiom Maths, which includes responsibility for safeguarding.

The CEO holds the responsibility to appoint a senior member of staff to be the Designated Safeguarding Lead and oversee and manage child protection and safeguarding responsibilities (as set out in *Keeping Children Safe in Education* guidance).

The CEO has a central role in managing allegations of abuse by staff and volunteers in partnership with the Local Authority Designated Officer (LADO).

BOARD OF TRUSTEES

Trustees are required to take steps to protect from harm, every child who engages with Axiom Maths (Charity Commission for England and Wales, 2019; Charity Commission for Northern Ireland, 2019; Scottish Charity Regulator, 2018).

Protecting people and safeguarding responsibilities are a governance priority for Axiom Maths's Board of Trustees. The Charity Commission sets this out in its [guidance](#).

The Board of Trustees must support Axiom Maths to:

- Check that people are suitable to act in their roles and have sufficient resources for safeguarding and protecting children.
- Conduct periodic reviews to ensure safeguarding policies, procedures, and practice are fit for purpose.
- Regularly review safeguarding risks and how they are being managed.

LEAD TRUSTEE FOR SAFEGUARDING

The lead trustee for safeguarding must:

- Review Axiom Maths's strategic plans and make sure they reflect safeguarding legislation and regulations.
- Work with the CEO and Designated Safeguarding Lead regularly to review whether the measures Axiom Maths has put in place are creating a safer culture and keeping people safe.
- Check the organisation's risk register reflects safeguarding risks properly and plans sensible mitigating actions.
- Oversee an annual review of safeguarding policies, procedures and practice (including responses to incidents) and ensure that this is reported to trustees.
- Oversee safeguarding allegations against staff or volunteers, together with CEO and Designated Safeguarding Lead.

SAFER RECRUITMENT AND TRAINING

Axiom Maths maintains a high standard in recruiting staff and volunteers. All candidates must provide a full education and career history from the age of 16 (explaining any gaps) and the contact details of at least two professional and/or academic referees.

All Axiom Maths staff, mentors and volunteers are subject to an enhanced DBS check and must have a satisfactory status before they can begin working with children unsupervised.

As part of onboarding, all Axiom Maths staff and volunteers receive a copy of this policy and must sign a declaration to confirm that they have read and will comply with the policy.

Axiom Maths staff and volunteers also receive training on safeguarding and the contents of this policy on joining Axiom Maths. Staff and volunteers participate in mandatory annual refresher training on updates to internal and statutory policies and guidance and engage in termly sessions to review and improve their practice.

All volunteers who do not engage in regulated activity and are therefore not DBS checked, must be appropriately supervised on any visits involving children.

CATEGORIES OF ABUSE

Abuse, neglect and safeguarding issues are rarely standalone events and cannot usually be covered by one definition or label alone. In most cases, multiple issues will overlap with one another.

Staff and volunteers must be alert to, and report indicators of abuse and neglect. Types of abuse as described in Part One of KCSiE from pages 10 - 15 can include:

- Physical Abuse
- Emotional Abuse
- Sexual Abuse
- Neglect
- Child-on-Child Abuse
- Child Criminal Exploitation (CCE)
- Child Sexual Exploitation (CSE)
- Domestic Abuse
- Female Genital Mutilation (FGM)
- Serious violence

CHILD PROTECTION AND SAFEGUARDING PROCEDURES

Staff and volunteers have a responsibility to be alert to potential signs of abuse and adopt an attitude of "it could happen here". Staff and volunteers must report all concerns including low-level concerns. Small concerns often act as puzzle pieces that lead to a bigger picture of the events occurring in a child's life or an organisation. Therefore, it is critical that all concerns are recorded to prevent the future harm and exploitation of these children.

Records are maintained in accordance with GDPR and Data Protection policies. Records will also be reviewed regularly by the DSL, DDSL and Safeguarding Trustees to identify and resolve any issues with policies, procedures, and practice.

RESPONDING TO DISCLOSURES

If a child discloses abuse to Axiom Maths staff or volunteers, Axiom Maths staff and volunteers must respond appropriately by:

1. Allowing the child to speak without interruption and being non-judgemental about what is said.
2. Not asking investigative or leading questions of any kind.
3. Advising the child that they will offer support but **MUST** pass on what they share and are not able to keep anything confidential.
4. Immediately after a disclosure, following the procedure for "Reporting a disclosure".

RESPONDING TO SUSPECTED ABUSE

Where no disclosure has been made but abuse is suspected, Axiom Maths staff and volunteers must:

1. Not discuss suspicions with the child in question or conduct any form of investigative work.
2. Record concerns using the Axiom Maths safeguarding reporting form.
3. Inform the Axiom Maths DSL and DDSL that you have completed the safeguarding reporting form immediately by e-mailing the safeguarding inbox.

REPORTING A DISCLOSURE

Where a child discloses abuse, Axiom Maths staff and volunteers must:

During an online circle /during an event:

1. Respond appropriately by following the first four steps in "Responding to disclosures and concerns".
2. Record concerns using the Axiom Maths safeguarding reporting form.
3. Inform the Axiom Maths DSL and DDSL or event SL that you have completed the safeguarding reporting form immediately by e-mailing the safeguarding inbox.

Axiom Maths DSL or event SL will contact the School DSL and Delivery Partner DSL (where applicable).

In a school setting visiting a school or for a regular session:

Where Axiom Maths staff and volunteers is visiting or leading a regular circle at the same school, they must familiarise themselves with the safeguarding policy, procedures, and the contact details of the school's DSLs.

1. Respond appropriately by following the first four steps in "Responding to disclosures and concerns".
2. Record concerns in line with the school policy and inform the school DSL immediately.
3. Record concerns using the Axiom Maths safeguarding reporting form.

4. Inform the Axiom Maths DSL and DDSL that you have completed the safeguarding reporting form immediately by e-mailing the safeguarding inbox.

REPORTING IMMEDIATE DANGER

During an online circle

Where you suspect someone is in immediate danger:

1. Call Axiom Maths emergency number. They will call emergency services on your behalf.
2. If no response, call emergency services directly on 999.
3. Once the situation is being managed, inform the Axiom Maths DSL and DDSL immediately by e-mailing the safeguarding inbox.
4. Record concerns using the Axiom Maths safeguarding reporting form.

During an Axiom Maths event

Where you suspect someone is in immediate danger:

1. Immediately make the event safeguarding lead aware and support them in calling the emergency services.
2. If they are not available call Axiom Maths emergency number. They will support you in calling emergency services.
3. If no response, call emergency services directly on 999.
4. Once the situation is being managed, inform the Axiom Maths DSL and DDSL immediately by e-mailing the safeguarding inbox.
5. Record concerns using the Axiom Maths safeguarding reporting form.

In a school setting for a regular session/ visiting a school:

Where you suspect someone is in immediate danger:

1. Immediately contact the school's Designated Safeguarding Lead or if unavailable the school's DDSL.
2. If the school DSL is not available, call emergency services on 999.
3. Inform the Axiom Maths DSL and DDSL immediately by e-mailing the safeguarding inbox.
4. Record concerns using the Axiom Maths safeguarding reporting form.

Following the incident Axiom Maths's DSL will lead on any liaisons on behalf of Axiom Maths between the participant(s)' school DSL, the local Police Child Protection Unit or the Social Services Department of the relevant Local Authority. The member of staff or volunteer who reported the incident will cooperate with these organisations as required, for instance by providing further information. The DSL will provide support to the staff member or volunteer.

RESPONDING TO ALLEGATIONS AGAINST AXIOM MATHS STAFF OR VOLUNTEERS

If Axiom Maths staff or volunteers receive an allegation about themselves or another member of staff or volunteer, they must:

1. Respond appropriately as outlined in "Responding to disclosures".
2. Immediately contacts the Axiom Maths CEO at and Axiom Maths DSL at the safeguarding inbox.
 - a. If the allegation involves the DSL, contact the CEO only.
 - b. If the allegation involves the CEO, contact the Chair of Trustees.

Records concerns using the Axiom Maths safeguarding reporting form for allegations.

The CEO/ DSL/ Chair of Trustees will take the allegation seriously and deal with it sensitively and promptly by following these steps:

1. Gather the facts of the case and keep written records, not investigating the matter themselves.
2. Report the allegation to Islington LADO immediately and liaise on an appropriate response.
3. Inform the DSL of the participant's school.
4. Work with the school DSL to ensure the child is receiving appropriate support.
5. Work with the school DSL to inform the parents or carers of the child and inform them how the allegation will be managed.
6. Inform the staff member or volunteer that an allegation has been made whilst maintaining the confidentiality of all parties. Providing them with an Axiom Maths director, who is not part of the case, as a point of contact.
7. Refer the staff member to access support from the Employee Assistance Programme. If they are an Axiom Maths mentor, encourage them to seek support from a union, university services, or other professional body they may be part of.
8. Communicate action being taken to the person who reported the allegation.
9. Keep a clear and comprehensive summary of all allegations, details of how allegations have been followed up and investigated, decisions made about allegations and actions taken.

If the individual did not harm or attempt to harm the child, the CEO/ DSL/ Chair of Trustees will:

1. Communicate the outcomes of the case to the school DSL, the parents and carers of the child, the person who made the allegation and the person who was accused.
2. Work with the school DSL to ensure the child is supported.
3. Work with Axiom Maths's DSL to ensure the member of staff or volunteer is supported.
4. Think about and act on lessons learnt including:
 - a. Reviewing any factors that contributed to the allegation.
 - b. Reviewing safeguarding and child protection measures.
 - c. Improving organisational policies and procedures as necessary.
5. Consider whether to engage an independent reviewer in conducting a case review.

If the individual harmed or attempted to harm a child, the CEO/ DSL/ Chair of Trustees will:

1. Ensure that the individual ceases all contact with children on the Axiom Maths programme, including access to their data, with immediate effect.
2. Undertake formal disciplinary proceedings.
3. Refer the individual to the criminal records agencies.
4. If the person against whom the allegation is made against resigns, the individual will still be referred to the criminal records agencies.
5. Communicate the outcome of the case to the school DSL and child's parent and carers.
6. Think about and act on lessons learnt including:
 - a. Reviewing any factors that contributed to or failed to prevent abuse occurring
 - b. Reviewing safeguarding and child protection measures
 - c. Improving organisational policies and procedures as necessary.
7. Consider whether to engage an independent reviewer in conducting a case review.

All staff have a responsibility to report any concerns about improper, poor or unsafe practice, including in relation to the care and protection of children.

If you have concerns about the behaviour of a colleague or if you believe that best practice is not being adhered to, or that a practice may put a child or children at risk, you should raise the matter immediately with the DSL(s), or the DDSL(s) if the DSL(s) are not available. You can also escalate the concern to the CEO if the concern is about one of the DSLs, or to the Chair of Trustees.

Any matters raised will be taken seriously and dealt with fairly and promptly. No member of staff will suffer a detriment or be disciplined for raising a genuine concern about unsafe practice. Refer to the Whistleblowing policy for further details.

APPENDIX

Appendix – Safeguarding Flowchart

Child discloses abuse or abuse is suspected

