



## Safeguarding Policy

Learn Without Limits CIC

Version: v0.2

Last reviewed: January 2026

Next review due: January 2027

### 1. Our Safeguarding Commitment

Learn Without Limits CIC is committed to creating a safe, respectful, and inclusive environment for all members of our community, including children, young people, and adults who may be vulnerable.

Safeguarding within Learn Without Limits CIC is not based on trust, charisma, or informal community norms. It is based on clear boundaries, shared responsibility, and structured processes designed to prevent harm before it occurs.

We recognise that our organisation has evolved from, and continues to serve, families within Elective Home Education (EHE) and other non-statutory education contexts. Our safeguarding approach is therefore deliberate, preventative, and informed by lived experience alongside recognised safeguarding best practice.

### 2. Safeguarding Context: Prevention and Transitional Risk

Learn Without Limits CIC operates within a system where families frequently experience crisis due to delayed, inaccessible, or fragmented statutory support. The organisation exists primarily to reduce this crisis burden by building preventative tools, guidance, and pathways that enable earlier intervention and reduce harm.

During the transition phase while preventative systems are being developed and embedded, limited and time-bound crisis intervention by the organisation lead may occur where failure to act would result in immediate harm. Safeguarding arrangements reflect this reality and are designed to manage risk proportionately during this period.

### 3. Scope of This Policy

This policy applies to all staff, volunteers, trustees, student volunteers, developers, children, young people, adults who may be vulnerable, and to all online and face-to-face activities delivered by Learn Without Limits CIC.

#### 4. Safeguarding Responsibility

Safeguarding responsibility always sits with trained adults within the organisation and is not delegated to children or young people.

At this early stage of organisational development, the organisation lead fulfils the Safeguarding Lead function. As Learn Without Limits CIC grows and delivery scales, this function will be separated to ensure appropriate checks, balances, and organisational resilience.

#### 5. Children and Young People (Under 18s)

Learn Without Limits CIC does not provide unsupervised childcare or drop-off services.

Children attend face-to-face activities with a parent or carer who remains present and responsible throughout.

Online participation by children requires parental supervision. Private messaging between adults and minors is prohibited.

#### 6. Adults Who May Be Vulnerable

Participation is inclusive, but safeguarding responsibility remains with trained adults. Roles are adjusted where capacity is limited.

#### 7. Safeguarding Training

All adults involved in Learn Without Limits CIC are expected to hold current safeguarding training where they have the capacity to do so. Equivalent professional certification is recognised.

#### 8. DBS Checks and Proportionality

DBS checks are applied on a risk-led, role-based basis.

Due to the unpredictable nature of crisis-phase safeguarding risk, the organisation lead holds an enhanced DBS check including checks against both the children's and adults' barred lists and is registered with the Disclosure and Barring Service Update Service.

Most volunteer roles do not meet the threshold for DBS eligibility.

#### 9. Online Safety

Private messaging is prohibited. Official communication takes place only via shared organisational channels.

#### 10. Boundaries and Dependency

The organisation does not provide ongoing casework, therapeutic services, or substitutive support. Support is preventative, time-limited, and independence-focused.

#### 11. Behaviour and Community Safety

Safeguarding decisions prioritise community safety and wellbeing.

#### 12. Reporting Safeguarding Concerns

Concerns must be reported via official channels and not discussed publicly.

#### 13. Preventing Witch-Hunts

Safeguarding is handled structurally, not socially.

#### 14. Escalation

Where necessary, concerns will be escalated to appropriate statutory agencies.

#### 15. Review

This policy is reviewed annually and updated as the organisation evolves.