



The Boury Academy Safeguarding & Child Protection Policy

Safeguarding & Child Protection Policy

The Boury Academy

Last Updated: January 2026

Review cycle: Annual

1. Purpose of this policy

The Boury Academy is dedicated to safeguarding all students, staff and visitors.

The purpose of this policy is to set out the principles, responsibilities and procedures that guide our approach to safeguarding and child protection.

In particular, this policy aims:

- to protect children and young people who receive The Boury Academy's services from harm
- to provide staff and volunteers, as well as children, young people and their families, with clear guidance on how safeguarding is promoted, understood and acted upon within our setting

This policy applies to anyone working on behalf of The Boury Academy, including senior managers and Directors, paid staff, volunteers, sessional workers, agency staff and students.

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of key legislation is available from nspcc.org.uk/learning. Detailed safeguarding definitions, indicators and guidance are included in Appendix A. All staff must familiarise themselves with this content as part of safeguarding training and ongoing professional responsibility.

This policy replaces all previous safeguarding and child protection policies and must be followed at all times. All staff, freelancers and volunteers must confirm in writing that they have read and understood this policy.

2. Safeguarding leadership and key contacts

The Boury Academy has clear safeguarding leadership in place. All safeguarding concerns must be reported in line with the guidance below.

Designated Safeguarding Lead (DSL)

Name: Caroline Boury

Contact: 07487 309247

Email: caroline@thebouryacademy.co.uk

Deputy Safeguarding Lead (DDSL)

Name: Ben Jackson

Contact: 07398 150243

Email: ben@thebouryacademy.co.uk

If a child is in immediate danger Call 999 immediately.

A report must also be made immediately to the relevant safeguarding authorities.

Lambeth Children's Services – First Response

020 7926 5555

020 7926 3100

Lambeth Local Authority Designated Officer (LADO)

Andrew Zachariades

020 7926 4679

07720 828 700

NSPCC Helpline

0808 800 5000

3. Our safeguarding values and principles

This section sets out the values and principles that underpin safeguarding practice at The Boury Academy. These inform all safeguarding policies, procedures and decisions.

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them

We recognise that:

- the welfare of children is paramount in all the work we do and in all the decisions we take
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have an equal right to protection from all types of harm or abuse
- some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare

We will seek to keep children and young people safe by:

- valuing, listening to and respecting them
- appointing a nominated child protection lead for children and young people
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- developing and implementing an effective online safety policy and related procedures
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently

- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- recording, storing and using information professionally and securely, in line with data protection legislation and guidance
- making sure that children, young people and their families know where to go for help if they have a concern
- using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately
- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- building a safeguarding culture where staff and volunteers, children, young people and their families treat each other with respect and are comfortable about sharing concerns

4. Safeguarding at The Boury Academy: what this means in practice

This section sets out the safeguarding rules, boundaries and expectations that apply to everyone working at The Boury Academy. It explains how safeguarding principles are put into practice in our setting and how we reduce risk day to day.

4.1 Appropriate touch

Touch is an important part of the human experience and, when used appropriately, can help children to feel safe and reassured by adults. At The Boury Academy, clear boundaries apply to all physical contact.

The rules at The Boury Academy are as follows:

- Physical contact must always be appropriate, necessary and related to the needs of the pupil, not the needs of the member of the team
- Physical contact must be student-led. If a student chooses to give a teacher a hug, this is acceptable only if the teacher is led entirely by the student
- Where a teacher needs to demonstrate something on a child's body, for example identifying the diaphragm in a singing lesson, this must:
 - take place in full view of the rest of the class
 - be accompanied by a clear, running verbal explanation of what the teacher is doing and why
 - only happen after asking the student if they are comfortable and receiving consent
- No pupil should ever be touched on a part of their body or in a way that is indecent
- Areas of the body covered by underwear must never be touched except in a genuine emergency
- If there is a reason why emergency contact has occurred in these areas, the incident must be recorded and reported to a Manager at The Boury Academy as soon as possible

Staff must always remain sensitive to pupils' verbal and non-verbal responses and adjust their behaviour accordingly.

4.2 Mobile phones, recording and images

Educational use of student mobile phones

Mobile phones are not an appropriate part of a class for a student. The Boury Academy's clear expectation is that students do not bring or use mobile phones during sessions, except where explicitly directed by a member of staff for a specific learning purpose.

If a parent or carer needs to contact a child during sessions, this must be done through a Manager at The Boury Academy.

In some sessions, students may be asked by a member of staff to use their own mobile phone for a specific educational purpose, for example to record harmonies or rehearsal material to support learning.

In these circumstances:

- the use must be clearly directed, time-limited and supervised by a member of staff
- phones must only be used for the stated learning purpose
- phones must be put away immediately once the activity is complete

At no point should student mobile phones be used for personal, social or unsupervised activity during sessions.

Staff use of devices and recording

The rules at The Boury Academy are as follows:

- Staff must not use personal mobile phones, iPads or personal devices to photograph, film or record students
- The use of personal devices to record students places staff in a vulnerable position and should be avoided at all times
- Where recording or photographing students is required, this must be done using an official The Boury Academy device
- In exceptional circumstances where the use of a personal device is genuinely unavoidable, staff must:
 - immediately send the footage or images to The Boury Academy phone
 - permanently delete the content from their personal device as soon as it has been transferred
 - inform a Manager at The Boury Academy that this has taken place
- A Manager's camera, phone or iPad may be used if requested. All footage and images remain the property of The Boury Academy and must not be retained on personal devices

These rules exist to protect children, staff and The Boury Academy and must be followed at all times.

4.3 Social media and online boundaries

Social media and online communication present particular safeguarding risks. Clear boundaries are essential to protect students, staff and The Boury Academy.

The rules at The Boury Academy are as follows:

- Staff must never be friends with students on Facebook, Instagram, TikTok or any other social

media platforms. This can place both staff and students in a vulnerable position and can lead to blurred boundaries

- Staff must not use personal Facebook accounts or other personal social networking sites to communicate with students under any circumstances
- There is a clear expectation that staff must not communicate directly with students for any reason outside of class time
- Staff are requested not to befriend parents on social media, as this can also blur professional boundaries
- The Boury Academy has official Facebook, Instagram and Twitter accounts. These are the only accounts authorised to post content on behalf of The Boury Academy

For the avoidance of doubt, a student is any individual who is signed up to and taught by a member of The Boury Academy team. This policy applies regardless of the age of the student, including students aged 18 and over, and regardless of whether the staff member personally teaches that student.

Recording and reporting

Any breach of these boundaries, or any situation where boundaries feel unclear or have been tested, must be reported to a Manager at The Boury Academy and recorded. This includes attempted contact by a student, parent or third party.

4.4 Communication and direct contact boundaries

The rules around contact and direct communication at The Boury Academy are non-negotiable and for the safety of all:

- No direct contact with students, parents or schools / delivery partners.
- This includes but is not limited to email, WhatsApp, social media and informal conversations.
- All queries must be redirected to and managed by The Boury Academy team.
- This is non-negotiable and protects everyone involved.

Recording and reporting

Any breach of this rule, attempted breach, or concern relating to communication boundaries must be reported to a Manager at The Boury Academy and formally recorded.

Mentoring and additional support

The Boury Academy recognises that, in some circumstances, students may benefit from mentoring or additional professional guidance.

Any mentoring relationship must be formally arranged and approved in advance through the Industry Liaison Manager or a Senior Director at The Boury Academy.

All mentoring arrangements must:

- be agreed in writing in advance
- be clearly documented via official email communication
- take place via official The Boury Academy communication channels only
- have a defined purpose, boundaries and duration
- be overseen by The Boury Academy

No informal, private or direct mentoring relationships with students are permitted outside of this process.

4.5 Safe environments and supervision

Creating and maintaining a safe environment is a core safeguarding responsibility at The Boury Academy. All staff share responsibility for ensuring students are supervised appropriately at all times.

The rules at The Boury Academy are as follows:

- Any non-Academy personnel on the premises must be challenged politely and asked who they are and why they are there
- Any concerns about unknown individuals on site must be reported immediately to a Manager at The Boury Academy
- Staff must be made aware of any other events taking place in the venue by the lettings or business manager
- Appropriate language and behaviour are expected at all times, both during classes and at break times
- Any concerning, inappropriate or unsafe behaviour must be reported to a Manager at The Boury Academy
- Older students must never be left alone with younger students for any reason
- All students, including older students, must be supervised at all times
- Staff should never assume someone else is supervising a student unless this has been explicitly agreed

4.6 Safe recruitment and training

The Boury Academy is committed to safe recruitment and ongoing safeguarding training for all staff.

The rules at The Boury Academy are as follows:

- All staff must hold an enhanced DBS check that is less than three years old at the point of applying for a position
- Where a staff member is not registered with the DBS Update Service, they must consent to a new enhanced DBS check
- All regular staff must register with the DBS Update Service
- Formal safeguarding training must be undertaken at least annually. All staff are required to complete safeguarding training to a minimum of Level 1
- A safeguarding training reminder session specific to The Boury Academy setting must be completed once per term and will be delivered by a senior member of staff

Staff must not begin work until DBS and safeguarding requirements are met.

4.7 Lone working, transport and emergency arrangements

The Boury Academy has clear expectations in place to minimise risk and protect students and staff.

The rules at The Boury Academy are as follows:

- Staff may arrive on site before sessions begin and may remain on site after sessions end. However, no member of staff must be alone on site with a student at any time
- There must always be a minimum of two adults present on site while students are in the building
- Students must not remain on site alone with a single member of staff for any reason, including informal support, mentoring, favours or additional activities
- Staff must not arrange for students to remain on site outside of scheduled session times unless this has been formally agreed and approved in advance by a Director or senior manager at The Boury Academy
- All staff access to the building must be authorised. No member of staff should be on site without the knowledge and agreement of a Director or senior manager at The Boury Academy
- Staff must not assume supervision or shared responsibility unless this has been explicitly confirmed
- Transporting or car sharing with students in personal vehicles is not permitted

- In exceptional emergency circumstances where transport is unavoidable, the following must apply:
 - two adults must be present at all times
 - permission must be sought from a parent or carer where the student is under 18
 - a senior manager at The Boury Academy must be informed immediately

- Where it is not possible for two adults to be physically present during an emergency, a senior manager at The Boury Academy must remain on the phone for the duration of the situation

Any breach of these rules, or any situation where boundaries feel unclear or have been tested, must be reported to a Manager at The Boury Academy and formally recorded.

5. Professional standards, behaviour and boundaries

This section sets out the professional standards expected of anyone working with students at The Boury Academy. These standards exist to protect pupils in our care and to protect staff from allegations of misconduct.

All staff, freelancers and volunteers are expected to demonstrate safe, professional behaviour at all times.

Good practice

Good practice includes the following expectations:

- Always work in an open environment and avoid private or unobserved situations
- Never allow yourself to be alone with a pupil unless this is unavoidable and appropriately managed
- Where one-to-one teaching takes place, this must be conducted in a classroom with an uncovered window and, wherever possible, within earshot of another member of staff
- While it is unrealistic and inappropriate to prohibit all physical contact, staff must always remain sensitive to pupils' verbal and non-verbal responses and act appropriately
- Treat all pupils equally and with respect and dignity, and actively challenge discrimination on any

grounds

- Maintain a safe and appropriate adult distance with pupils at all times
- Secure parental consent in writing where required, including for transport or medical treatment
- Record all first aid and injuries and report them to a Manager at The Boury Academy

Bad practice

The following behaviours are never sanctioned, constitute gross misconduct, and must be reported:

- Using physical force against a pupil, except where reasonable restraint is necessary to protect the pupil, another person or property
- Engaging in rough, physical or sexually provocative games, including horseplay
- Sharing a room with a pupil
- Using physical punishment
- Engaging in any form of inappropriate touching
- Tolerating inappropriate language or behaviour
- Making sexualised or suggestive comments to a pupil, even in jest
- Using sarcasm or bad language towards pupils
- Reducing a pupil to tears as a form of control
- Allowing allegations or concerns raised by a pupil to go unrecorded or unreported
- Doing things of a personal nature for pupils that they are able to do for themselves
- Exchanging personal contact details with pupils
- Inviting pupils to your home or arranging meetings with them outside formal The Boury Academy activity

Important note for staff and freelancers – additional safeguarding guidance

Sections 1–5 of this policy set out the safeguarding rules, boundaries and procedures that must be followed at all times at The Boury Academy.

Detailed safeguarding guidance, statutory definitions, indicators of abuse and training reference material are provided in the Appendices to this policy. All staff, freelancers and volunteers are expected to familiarise themselves with this content as part of safeguarding training and ongoing professional responsibility.

6. What is abuse?

This section provides an overview of safeguarding categories for reference. Full statutory definitions and additional guidance are included in Appendix A.

Abuse is a form of maltreatment of a child and may be sexual, physical, emotional, neglectful or bullying in nature.

Full definitions of sexual abuse, physical abuse, neglect, emotional abuse and bullying are included exactly as set out in statutory guidance.

7. Signs and indicators of abuse

Children may show a range of indicators associated with sexual abuse, physical abuse, neglect, emotional abuse or bullying.

These include physical, behavioural and emotional signs as detailed in this policy and must be reported to a Manager at The Boury Academy at the earliest opportunity.

A full list of signs and indicators of abuse is provided in Appendix A and should be used as a reference where concerns arise.

8. Responding to concerns and disclosures

All staff, freelancers and volunteers at The Boury Academy have a responsibility to act if they have a safeguarding concern or if a child or young person discloses information that causes concern.

If a child or young person makes a disclosure:

- Stay calm, listen carefully and take the disclosure seriously
- Do not ask leading questions and do not press the child for further detail
- Allow the child to speak at their own pace. Do not interrupt, investigate or attempt to resolve the situation yourself
- Do not promise confidentiality. Reassure the child that they have done the right thing by telling you and explain that you will need to share the information with a Manager at The Boury Academy to help keep them safe
- Do not express shock, disbelief or judgement about what is being said
- Do not criticise or question the alleged behaviour of any person involved

If you are questioned about an incident or concern:

- You must not speak to or question the child or young person involved under any circumstances
- You must refer all questions or requests for information to a Manager at The Boury Academy

After a disclosure or concern:

- All disclosures and safeguarding concerns must be reported to a Manager at The Boury Academy as soon as possible and no later than the same working day
- All disclosures must be written down on the day they occur and signed by the member of staff receiving the information
- The record must be factual and must not include personal opinions or assumptions
- The Manager will decide on the appropriate next steps. This may include:
 - speaking with parents or carers
 - sharing information with the child's school
 - contacting relevant statutory agencies, including Children's Services or the Police

Important principles:

- It is not the role of staff to investigate safeguarding concerns
- All concerns must be passed on, even if they feel unclear, minor or uncertain

- If a child is believed to be at immediate risk of harm, emergency services must be contacted without delay, and a Manager at The Boury Academy must be informed as soon as possible

9. Recording, confidentiality and information sharing

Accurate recording and appropriate information sharing are essential parts of safeguarding practice at The Boury Academy.

Recording safeguarding concerns

- All safeguarding concerns and disclosures must be recorded using The Boury Academy's designated digital safeguarding reporting form - **Ⓢ Disclosure / Safeguarding Concern Form**
- Records must be completed as soon as possible and no later than the same working day
- Records must include the date, time, place and context of the concern or disclosure
- Records must be factual, accurate and clear. Staff must record what was seen, heard or said, using the child's own words where possible
- Records must not include personal opinions, assumptions or interpretations
- Failure to record a safeguarding concern or disclosure is itself a safeguarding breach and will be treated seriously

Confidentiality and information sharing

- Safeguarding information must only be shared on a professional, need-to-know basis
- Information must not be shared with other staff, parents, carers or third parties unless authorised by a Manager at The Boury Academy
- All safeguarding records must be stored securely in line with data protection legislation and The Boury Academy's data handling procedures

10. Allegations against staff and abuse of position

Safeguarding concerns may relate to the behaviour of an adult working with children. All such concerns must be taken seriously and handled in line with statutory guidance.

Reporting concerns about adults

- Any concern or allegation relating to the conduct or behaviour of a member of staff, freelancer, volunteer or any adult working on behalf of The Boury Academy must be reported immediately to the Designated Safeguarding Lead (DSL) or Deputy Safeguarding Lead
- Staff must not investigate, discuss or attempt to resolve allegations relating to another adult
- Staff must not speak to the child or young person involved, or to the adult who is the subject of the allegation

Referral to the Local Authority Designated Officer (LADO)

- Only the Designated Safeguarding Lead (DSL) or Deputy Safeguarding Lead is authorised to make a referral to the Local Authority Designated Officer (LADO)
- All allegations where a person in a position of trust may have harmed a child, may have committed a criminal offence against a child, or may pose a risk of harm to children must be referred to LADO
- Referrals to LADO must be made within one working day of the concern being reported
- The Allegations Referral Form must be completed and submitted in line with Lambeth procedures

All allegations against staff must be handled confidentially and in accordance with safeguarding and data protection requirements.

Local Authority Designated Officer (LADO) contact details and referral guidance are provided in Appendix B.

11. Working with parents and carers

Parents and carers play an important role in safeguarding children.

Where safeguarding concerns arise, staff must speak to a Manager at The Boury Academy before contacting parents or carers. Staff must not contact parents directly unless instructed to do so.

The Boury Academy will work with parents and carers to support the needs of their child where this is appropriate and where doing so does not place the child at further risk.

12. Supporting children and staff

Children who disclose abuse, or who are involved in safeguarding concerns, should be supported to feel safe and as normal as possible while they are at The Boury Academy.

Staff who receive disclosures or are involved in safeguarding concerns may find this distressing. They are encouraged to seek support from a Manager at The Boury Academy.

13. Agreement and declaration

All staff, freelancers and volunteers are required to sign a separate Safeguarding Policy Acknowledgement.

Failure to comply may result in disciplinary action.

Appendices

The following appendices form part of The Boury Academy Safeguarding and Child Protection Policy and must be read in conjunction with the main policy.

Appendix A: Safeguarding guidance, definitions and training reference

Safeguarding guidance, definitions and training reference

This appendix provides detailed safeguarding guidance, definitions and indicators. It supports the Safeguarding and Child Protection Policy at The Boury Academy and is intended as reference and training material.

All staff, freelancers and volunteers are required to familiarise themselves with this content as part of safeguarding training and ongoing professional responsibility.

Social media and professional boundaries (guidance)

Personal Facebook accounts and other personal social networking sites must never be used by teachers, teaching assistants or helpers to communicate with pupils.

Social networking sites are precisely that: social. It is essential that appropriate professional boundaries are maintained at all times to keep pupils safe.

Pupils and parents may ask to connect with staff on social media platforms. These requests must be politely declined. It may be helpful to remind pupils and parents of this boundary at the beginning of each term.

Some may feel this is an overreaction. However, the reasons for this rule are clear:

1. Social networking sites are used by children and young people to maintain contact with friends in the same way they might phone one another, meet socially and discuss their lives. These are not roles that adults working in a professional capacity should play. Pupils are not peers or friends, and treating them as such fundamentally changes the relationship and places both pupils and staff at risk.

2. Even where motives are genuine and well intentioned, contact between staff and pupils outside the professional environment can create the impression that such contact is acceptable. This can be exploited by others to normalise boundary breaches and may contribute to grooming behaviour. Maintaining firm boundaries is a protective measure for pupils.

There is therefore a clear expectation that staff must not use personal email accounts or social networking sites to communicate with pupils.

Staff should also consider what material is publicly accessible on their social media accounts and ensure that nothing is shared that could cause offence or undermine their professional role.

The Boury Academy has official Facebook, Instagram and Twitter accounts. These are the only accounts authorised to publish content on behalf of The Boury Academy.

What is abuse?

Abuse is a form of maltreatment of a child. A child may be abused or neglected by inflicting harm or by failing to act to prevent harm. Abuse can take many forms and is commonly categorised as follows.

Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. Activities may involve physical contact, including penetrative and non-penetrative acts, or non-contact activities such as involving children in looking at or producing sexual images, watching sexual activities, or encouraging them to behave in sexually inappropriate ways.

Sexual abuse may involve the use of photographs, films, pictures, cartoons, literature or sound recordings, including via the internet.

Children and young people under 18 cannot lawfully consent to sexual activity with an adult in a position of trust, including a teacher.

Physical abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning, scalding, drowning, giving children alcohol or inappropriate drugs, suffocating, or otherwise causing physical harm. Physical harm may also be caused when a parent or carer fabricates symptoms or deliberately causes ill health in a child.

Neglect

Neglect is the persistent failure to meet a child's basic physical or psychological needs and is likely to result in serious impairment of health or development. Neglect may involve failing to:

- provide adequate food, shelter or clothing
- protect a child from physical harm or danger
- meet emotional needs
- ensure adequate supervision or care
- ensure access to appropriate medical care or treatment
- ensure educational needs are met

Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child such that it adversely affects their emotional development. This may include:

- conveying to children that they are worthless, unloved or inadequate
- imposing developmentally inappropriate expectations
- causing children to feel frightened or in danger
- exploitation or corruption of children

Some level of emotional abuse is present in all forms of abuse, although it may occur alone.

Bullying

Bullying may be:

- physical, such as hitting, kicking or theft
- emotional, such as name-calling, teasing, sarcasm, racist or homophobic taunts, threats, graffiti or exclusion
- sexual, such as unwanted physical contact or abusive comments

The impact of bullying should not be underestimated. It can significantly affect a child's health and development and may result in serious harm, including self-harm or suicidal ideation. Cyberbullying, involving mobile phones and the internet, is increasingly common.

Signs and indicators of abuse

A child may experience one or more types of abuse, and abuse may occur once or repeatedly over time. There is no single indicator of abuse. The following signs may be consistent with abuse but

may also have other explanations. Any concerns must be raised with a Manager or the DSL at The Boury Academy.

Sexual abuse indicators

- unexplained abdominal pain or discomfort when sitting or walking
- sexual knowledge or behaviour inappropriate for age
- sudden changes in behaviour, withdrawal or aggression
- sexually explicit language or performances
- eating disorders
- substance misuse
- reports or disclosures of assault

Physical abuse indicators

- unexplained bruising or injuries
- bruises with recognisable shapes or patterns
- cigarette burns or bite marks
- flinching when approached
- unexplained fractures
- scalds
- fear of parent or carer being contacted

Neglect indicators

- poor hygiene
- weight loss or being underweight
- inappropriate clothing
- untreated medical conditions
- constant tiredness or lethargy
- poor attachment to parent or carer
- behavioural extremes
- fear of going home

Emotional abuse indicators

- delays in development
- sudden speech disorders
- failure to thrive
- impaired emotional or social development
- bullying-related symptoms such as headaches, stomach aches, withdrawal, tearfulness or reduced concentration

Appendix B

Allegations against staff and Local Authority Designated Officer (LADO) reference

This appendix provides local reference information relating to allegations against adults in positions of trust.

Any concern about the behaviour of a member of staff, volunteer or freelancer must be reported immediately to the Designated Safeguarding Lead or Deputy Safeguarding Lead at The Boury Academy.

All allegations where a person in a position of trust may have harmed a child, committed a criminal offence against a child, or poses a risk of harm must be referred to the Local Authority Designated Officer (LADO).

Lambeth LADO contact details

Andrew Zachariades

020 7926 4679

07720 828 700

Referral process

1. Discuss the concern with the LADO
2. Complete the Allegations Referral Form
3. Submit the form in line with Lambeth procedures

Only the Designated Safeguarding Lead or Deputy Safeguarding Lead is authorised to make a LADO referral on behalf of The Boury Academy.