

Safeguarding and Child Protection Policy

Date Updated: February 2026

Next Review: February 2027

Policy Statement

BXM Expeditions Limited is fully committed to safeguarding and promoting the welfare of all children and young people involved in our programmes. We recognise our responsibility to protect children from harm, abuse, neglect and exploitation and to provide a safe, secure and supportive environment at all times.

Safeguarding is everyone's responsibility.

For the purpose of this policy, a child is defined as any person under the age of 18.

This policy applies to all staff, freelance instructors, contractors and volunteers working on behalf of BXM Expeditions anywhere in the United Kingdom.

BXM Expeditions operates nationally and does not operate from a fixed activity centre. Safeguarding referrals will therefore be made to the relevant Local Authority in the area where an incident or concern has occurred.

Designated Safeguarding Lead (DSL)

Ben Maxfield – Managing Director
Designated Safeguarding Lead (DSL)
Email: schools@bxmoutdoors.com
Telephone: 0800 433 2963

Haydn Allen – Staffing Officer
Deputy Safeguarding Lead
Email: staffing@bxmoutdoors.com
Telephone: 0800 433 2963

BXM Outdoors

Telephone: 08004332963 | Email: Info@bxmoutdoors.com

Address: Unit 4 Axis Business Centre, Westmead Industrial Estate, Swindon SN5 7YS

Company Number: 09584842

www.bxmoutdoors.com

The DSL is responsible for:

- Receiving and recording safeguarding concerns
- Assessing risk and determining appropriate action
- Making referrals to external agencies where required
- Liaising with schools and statutory authorities

The Deputy Safeguarding Lead will act in the absence of the DSL and may also receive safeguarding concerns directly.

If a safeguarding concern involves the DSL, it must be reported directly to the Local Authority Designated Officer (LADO) in the area where the incident occurred, the relevant Local Authority Children's Social Care team, or the Police if a child is at immediate risk.

If a concern involves the Deputy Safeguarding Lead, it must be reported to the DSL or directly to the relevant external agency.

Key Safeguarding Principles

- The welfare of the child is paramount.
- The best interests of the child guide all decisions.
- All children will be treated with dignity and respect.
- Children will be listened to and taken seriously.
- Concerns will be acted upon promptly and appropriately.
- Safeguarding concerns take precedence over organisational reputation.

Safer Recruitment

All staff working with children will:

- Hold a valid Enhanced DBS certificate including a Children's Barred List check where required.
- Undergo identity verification and right to work checks.
- Provide appropriate references prior to appointment.
- Complete an interview process.
- Receive safeguarding training appropriate to their role.

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Staff Code of Conduct

All staff must:

- Maintain professional boundaries.
- Avoid unnecessary one-to-one situations unless operationally necessary and risk assessed.
- Avoid inappropriate physical contact.
- Not communicate with pupils via personal social media.
- Report concerns immediately.
- Act as positive role models always.

Types of Abuse

Physical Abuse – Deliberate physical harm.

Emotional Abuse – Persistent emotional maltreatment.

Sexual Abuse – Forcing or enticing a child to take part in sexual activities.

Neglect – Persistent failure to meet a child's basic needs.

Staff must also be alert to exploitation, radicalisation, peer-on-peer abuse and online safety risks.

Signs and Indicators

- Unexplained injuries
- Sudden behavioural changes
- Withdrawal or anxiety
- Inappropriate sexualised behaviour
- Poor hygiene
- Reluctance to go home
- Disclosure of harm

These indicators must always be taken seriously and reported.

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Responding to a Disclosure

If a child discloses abuse, staff must:

- Remain calm and listen.
- Take the disclosure seriously.
- Not promise confidentiality.
- Not ask leading questions.
- Record using the child's own words.
- Report immediately to the DSL.

Do not investigate the concern yourself.

Reporting Concerns

All safeguarding concerns must be reported without delay.

Schools: schools@bxmoutdoors.com

Parents: parents@bxmoutdoors.com

Staff: staffing@bxmoutdoors.com (requesting to 'Report a safeguarding incident')

Referrals will be made to the Local Authority Children's Social Care team or LADO in the area where the incident occurred.

If a child is in immediate danger, call 999.

Allegations Against Staff

Concerns about a staff member must be reported to the DSL.

If the concern relates to the DSL, report directly to the Local Authority Designated Officer (LADO) in the area of the incident or to the Police.

BXM Expeditions will cooperate fully with external investigations.

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External Contacts

As BXM Expeditions operates nationally, safeguarding referrals are made to the Local Authority responsible for the geographical area in which the activity occurred.

Police Emergency: 999

Police Non-Emergency: 101

Confidentiality

Information will be shared on a need-to-know basis and in line with data protection legislation. Safeguarding concerns override confidentiality where necessary.

Review

This policy will be reviewed annually or sooner if legislation changes.

BXM Expeditions complies with:

- Working Together to Safeguard Children (2023)
- Keeping Children Safe in Education (current edition)

Working in Partnership with Schools

BXM Expeditions delivers programmes in partnership with schools and educational establishments. In line with Department for Education guidance, the school retains overall responsibility for the safeguarding and welfare of its pupils at all times.

It is a requirement of BXM Expeditions that a member of school staff is present for the full duration of the expedition.

Pupils must have access to a member of their school staff at all times, including during evening periods and non-programmed time.

BXM instructors may supervise groups independently during programmed activities where appropriate and risk assessed; however, overall pastoral and safeguarding responsibility for pupils remains with the school.

Clear communication channels will be established prior to each expedition to ensure safeguarding responsibilities are understood and agreed by both parties.

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