



Safeguarding Children & Young Adults Policy

Policy Statement

Further Training are committed to practices that protect children and young adults at risk from harm, radicalisation and exploitation. Staff, partners and sub-contractors working with Further Training must recognise our common responsibilities to develop an awareness of the issues that may cause children and young adults harm and adopt appropriate safeguarding practices to minimise the chances of abuse.

Statutory guidance influencing this policy

'Keeping children safe in education' (September 2018), 'Working together to safeguard children', (July 2018), 'Prevent duty guidance for Further education institutions in England and Wales' (2015)

The purpose of the policy is to:

Provide protection for learners on programmes managed by Further Training to ensure their welfare and to underline our commitment to the Prevent duty.

Definitions

For the purposes of this policy and associated procedures, young people are any learners under the age of 18 years and we accept the definition of an adult at risk as "a person who is or may be in need of community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against harm or exploitation" (Department of Health, 2000). We also recognise the additional wider indications of potential vulnerability as outlined in Annex A of the statutory guidance document – Keeping Children Safe in Education – September 2018.

Our principles

Further Training recognises that:

- the welfare of the learner is paramount.
- all learners, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse.
- it is always unacceptable for a learner to experience abuse of any kind and recognises its responsibility to safeguard the welfare of all learners by commitment to practice that protects them.
- working in partnership with learners and with other agencies is essential in promoting a safe learning environment
- responding to the Prevent duty requires particular vigilance in view of the severe threat to UK security

What we will do

We will ensure our learners are safeguarded by: -

- ensuring that staff have read and understand Part One and Annex A of Keeping Children Safe in Education
- **providing staff, partners and sub-contractors with guidance** on procedures they should adopt to minimise the risk of harm to learners and, in the event that they suspect a learner may be experiencing or be at risk of harm, to offer guidance on appropriate action
- ensuring that training for staff, volunteers and freelancers helps learners to understand how to keep themselves safe from the wide range of harm to which they may be subject
- ensuring that staff recognise, and can respond appropriately, where abuse is suspected
- raising the awareness of staff and learners of contextual safeguarding
- being aware of the **high risk of CSE** within the communities in which we work and beyond, and we will work closely with local and statutory agencies to understand the local issues underlying CSE and will inform consortia providers appropriately on risks posed
- publishing to staff and volunteers a **Staff Code of Conduct**.
- **sharing information about concerns with agencies** who need to know, and involving parents, carers and learners appropriately.
- ensuring that the **Disclosure and Barring Service**, in accordance with their guidelines, **checks all staff and freelancers with responsibility for children and where necessary those deemed “at risk”**
- **making all new staff and freelancers aware** of our child protection procedures and policies through effective induction and on-going reinforcement training.
- appointing at least **two designated persons** to enable any concerns to be reported in accordance with our procedures.
- **reviewing our policy and good practice at regular intervals**
- **recruiting staff safely** through an effective staff recruitment process
- **ensuring** through Contract Review providers' continuing compliance with legislative requirements, this policy and their Prevent duty.

This policy should be considered in conjunction with organisation policies or procedures relating to

- Equality and diversity policy, including anti-racism and anti-homophobia
- Bullying & Harassment in the Workplace Policy, including cyber-bullying
- Company Social Networking Policy Statement
- Whistle-blowing policy/procedure
- Programme of induction and training for staff
- Staff Code of Conduct
- Data protection

This policy will be reviewed annually.



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