

Learner Safeguarding & Safeguarding Vulnerable Adults Policy

Introduction

The purpose of the policy is to ensure that Debut Academy adheres to its legal obligation and social responsibility in relation to safeguarding children, young people and vulnerable adults. This policy applies to all staff, including senior managers, paid staff, volunteers, temporary staff, learners and anyone working on behalf of Debut Academy.

Legal Framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children, namely:

- Children Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998
- Human Rights Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Children & Families Act 2014
- Special Educational Needs & Disability (SEND) Code of Practice 0-25 Years – Statutory guidance for organisations which work with an support children and young people who have special educational needs or disabilities: HM Government 2014
- Information sharing : Advice for practitioners providing safeguarding services to children, young people, parents and carers: HM Government 2015
- Working together to safeguarding children : a guide to inter-agency working to safeguard and promote the welfare of children : HM Government 2015
- Every Child Matters – Change for Children September 2003.

The term 'learner' within this document refers to young people and any other student enrolled at Debut Academy and or engaged in any activity on our premises.

Policy Statement

Debut Academy is committed to improving and promoting best practice throughout the organisation and ensuring that the wellbeing of learners is safeguarded, that they are protected from harm and feel that Debut provides them with a safe environment. This will in turn promote opportunities for them to thrive and benefit from their learning experience. Debut believes that all individuals have a right to freedom from abuse and harm and promotes this throughout the organisation.

Under this policy abuse and neglect are defined as forms of maltreatment to any learner. This may be by omission or commission i.e. inflicting harm or failing to prevent harm. We recognise a learner can be abused in a family, an institution or community setting by those known to them or more rarely by a stranger. Abuse may be by an adult or a peer.

We recognise that

- The welfare of the child is paramount, as enshrined in the Children's Act 1989.
- All children regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal 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 them, listening to and respecting them
- Appointing a designated Safeguarding Officer
- Adopting child protection and safeguarding practices through procedures and code of conduct for staff, visitors and volunteers
- Developing and implementing an effective e-safety policy and related procedure
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures
- Recruiting staff and volunteers safely, ensuring all necessary checks are made
- Recording and storing information professionally and securely, and sharing information about safeguarding and good practice with young people, their families, staff and volunteers via leaflets, posters, one-to-one discussions, workshops and policies
- Using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving young people, parents/carers or family members 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 an effective complaints and whistleblowing policies and measures in place
- Ensuring that we provide a safe physical environment for our learners, staff, volunteers, by applying health & safety measures in accordance with the law and regulatory guidance
- Ensuring learners, staff and visitors are all kept safe and have knowledge of Prevent and BV via posters, workshops or policies

The four main categories of abuse are:

1. Neglect
2. Physical abuse
3. Sexual abuse
4. Emotional abuse

Responsibility and Authority

The organisation has ultimate responsibility for learner protection and will ensure that the arrangements for safeguarding learners are effective, robust and reviewed on a regular basis.

As such two senior members of staff have been designated as Safeguarding Personnel.

The designated safeguarding personnel are:

1. Helena Lungley
 - Safeguarding Officer
 - 01268 560552
 - Helena@debutacademy.com
2. Linda Edwards
 - Safeguarding Deputy Officer
 - 01268 560552
 - linda@debutacademy.com

Recognition of actual or suspected abuse is the responsibility of **ALL** staff and must be reported to one of the above immediately.

Learner protection issues will be reviewed at staff meetings and input from all staff on ways in which to raise awareness will be welcomed. All staff and associates will be required to undergo CRB checks as a matter of course and contracts will be terminated should the results of these be of an unsatisfactory nature. For further information on CRB checks within the company please contact Carla Hales.

Procedure for Reporting Suspected Abuse or Concerns

To help you recognise when to report suspected abuse or concerns the following brief list of cause for concerns has been created. However anything that gives you a concern must be reported regardless of its presence on this list:

- Signs of physical abuse for example bruising
- Suspicions of abuse due to changes in behaviour
- Disclosure by a learner where a member of staff then believes the learner to be at risk of harm
- Any obvious signs of neglect
- Any deterioration in health
- Any signs of bullying

In the event that you are concerned about the welfare of a learner you must:

1. Record brief, but dated, notes of the observations you have made or information received
2. Contact one of the designated safeguarding personnel for further advice or speak to your line manager who will support and advise you and may contact the designated person on your behalf

Outcomes

The designated member of staff will refer information to, or seek advice from, other relevant organisations as appropriate for example Children's Social Care, Police or another agency. There is an expectation that concerns for young adults should be shared with parents/carers unless by doing so the learner might be placed at greater risk of harm.

In the event of the concerns not being appropriate for referral to an outside agency at that stage then the learner will be monitored through an appropriate member of staff in liaison with the designated safeguarding person.

Staff will receive support as required.

Allegations Made Against Staff of Debut Academy

If an allegation is made against a member of staff or associate it should be reported immediately to Carla Hales, Director. She will then seek advice from relevant organisations.

Training

Safeguarding training is an indispensable part of an effective provider who puts safeguarding as a focus of all areas of its service and delivery. It is essential that every employee is trained to perform his or her job effectively and with safeguarding at the forefront of what they do. All employees will be trained in safeguarding practices and procedures prior to being allocated any new role. Training will include NCFE to Level 2 for Safeguarding Officers and Assessors will receive alternative safeguarding online training, refreshed as necessary.

Training sessions will be held every year, or as often as is deemed necessary and will provide another opportunity for employees to express any fears or concerns they might have about their jobs.

Safeguarding knowledge will be assessed during regular observations, walkthroughs, reviews, feedback, meetings and assessments.

Every Child Matters

This Government initiative's primary emphasis is for every child to fulfil by reducing levels of educational failure, ill health, substance misuse, teenage pregnancy, abuse and neglect, crime and anti-social behaviour among children and young people.

Every Child Matter's objective was to set out a positive vision of five outcomes which mostly mattered to children and young people which underpin important elements of Debut's obligation to safeguarding. These are:

- Being healthy – enjoying good physical and mental health and living a healthy lifestyle
- Staying safe – being protected from harm and neglect.
- Enjoying and achieving – getting the most out of life and developing the skills of adulthood
- Making a positive contribution – being involved with the community and society and not engaging in anti-social or offending behaviour
- Economic well-being – not being prevented by economic disadvantage from achieving their full potential in life.
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For fuller information on this vision please go to:

<https://www.education.gov.uk/consultations/downloadableDocs/EveryChildMatters.pdf>

Learner Knowledge

Debut ensures that it embeds Safeguarding throughout a learner's programme and will also evaluate learning has taken place by means of a workshop, questioning, practical assessments, review questions, learner questionnaires and completion of a in class task.

Please refer to Debut's linked policies below for additional information regarding Safeguarding Standards:

- Anti-Bullying, Anti-Harassment and Victimisation Policy
- Code of Conduct – Staff Policy
- Code of Conduct – Learner Policy
- Complaints Policy

- Counselling Policy
- Confidentiality and Disclosure Policy
- Data Protection Policy
- Disciplinary Policy
- Employer (Work Based) Support & Expectation Policy
- Equal Opportunities & Inclusion Policy
- Freedom of Information Policy
- Guidance Policy
- Health & Safety Policy
- Health & Wellbeing Policy
- Induction Procedure – Staff Policy
- Induction Procedure – Learners Policy
- Internal Quality Assurance (IQA) Policy
- Learner Support & Super Group Policy
- Learner Positive Behaviour Management Policy
- Learner Contribution & Learner Voice Policy
- Lone Worker Policy
- Meetings Policy
- Mentoring – Staff Policy
- Mentoring – Learner Policy
- Observation of Teaching, Learning & Assessment Policy
- Prevent Policy
- Quality Assurance Policy
- Safer Recruitment Policy
- Staff CPD/Personal Development Training Policy
- Staff Confidentiality Policy
- Teaching & Learning Policy
- Whistle Blowing Policy

Policy Revision

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