

360 GSP Training

POLICIES, RULES AND PROCEDURES

Safeguarding Children and Young People and Young Vulnerable Adult's Policy

Policy Last Reviewed on: 17/03/2018

360GSP College aims to assure the safe and secure provision for children, young people and learners across all remits through effective inspection and regulation. Therefore, safeguarding the welfare of children, young people and some vulnerable adult learners is part of our core business and all staff must be aware of their responsibilities in this regard.

Purpose

This document outlines 360 GSP College's policy on identifying and responding to concerns regarding the safeguarding and protection of children and young people, with a specific section on protection of vulnerable adults. This policy, with the associated procedures, provides guidance for all staff who may come across concerns of this nature within the context of their work for 360 GSP. These include:

- All members of 360 GSP College's workforce, all staff including lecturers and office based staff
- Additional instructors
- All other individuals who are contracted by 360 GSP College

The policy seeks to promote effective multi---agency working in light of the Children Act 2004 and *Working Together to Safeguard Children* (DfE 2013).

360 GSP College inspects settings and services for young people, some of whom are vulnerable adults. The policy and procedure for responding to concerns regarding the protection of vulnerable adults, when these are identified through inspection or other activity, are incorporated in this document. Although the legislative and policy base is different when responding to the safeguarding needs for adults, most of the principles and procedures for staff are the same as those for children and young people.

It is 360 GSP College's duty to ensure that staff are never placed in situations where abuse might be alleged. It is not intended that the policy should restrict staff from normal ways of working, but staff always need to consider how an action or activity may be perceived as opposed to how it is intended. If you are worried about sharing concerns about abuse with a senior colleague, you can contact **social services or the police directly, or the NSPCC Child Protection Helpline on 0808 800 5000, or ChildLine on 0800 1111.**

Definitions

The policy applies to all learners, Management, staff and work experience candidates working for 360 GSP College in all locations where education and training is delivered to children and vulnerable adults. A 'child' is defined as a person aged up to 18.

'Keeping Children Safe in Education' 2014 recognises the additional vulnerabilities of 'looked after children' and care leavers, however, the Children Act 2004 defines a 'child' as a person under the age of 18 years and also covers vulnerable adults with a disability up to the age of 25. A vulnerable adult is defined as "a person aged 18 or over 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/herself, or unable to protect themselves against significant harm or exploitation" (Safeguarding Vulnerable Groups Act 2006).

The kinds of abuse and risk addressed by this policy include young people and vulnerable adults who may be vulnerable not just by virtue of their age, but also due to the risk of:

- Physical abuse (including actual or threatened physical attacks, verbal assault or neglect).
- Sexual abuse and exploitation (including rape, other sexual assault, under age consensual sex, threatened touching or inappropriate sexual remarks).
- Emotional abuse and exploitation (including any actions or comments which fail to show dignity and respect for the individual).
- Financial abuse and exploitation (including misappropriation of the personal finances of young people and vulnerable adults using our services).
- Neglect – which is a failure to properly care for the physical, social and emotional needs of the young person and to protect them from harm.
- Institutional abuse where the rituals and routines mean young people and vulnerable adults have to sacrifice their lifestyle to conform with those of the institution.
- Discriminatory abuse (including that based on a young person's or vulnerable adult's race, nationality, gender, sexual orientation, disability, age, personal circumstances, e.g. Teenage parents, religion & social status).
- Radicalisation by which learners may be exposed to ideas which could lead to anti-social or criminal behaviour and/or behaviour which endanger individuals and communities.

- Female Genital Mutilation (FGM) by which young women are at risk of being exposed to genital mutilation either in the UK or by being sent overseas.

LEGAL FRAMEWORK AND GUIDELINE SOURCES

- The legislation that is relevant to the protection of children is as follows:
- The Children Act (2004) in England and Wales
- The United Nations Convention on the Rights of the child
- The Human Rights Act (1998)
- Working Together to Safeguard Children (DOH 2006)
- Every Child Matters

Safe Recruitment Procedure

- Ensuring that 360 GSP College practices effective procedures for safe recruitment in checking the suitability of staff and volunteers/work experience candidates to work with children, young people and vulnerable adults
- Maintaining and reviewing a central record of DBS checks
- Complying with the duty of employers to inform the Disclosure and Barring Service of any individual (paid employee, volunteer, work experience or other) who poses a threat to children or vulnerable adults.

360 GSP College's DBS Responsibilities

Agnes Rapacz has been nominated the lead Safeguarding Officer by the 360 GSP College's

Chief Executive to have special responsibility for the Young Person and Vulnerable Adults Protection Policy within 360 GSP College. She has initiated Enhanced DBS disclosure for all staff and be the focal point for all young people and vulnerable adult protection questions and will have responsibility to provide advice and guidance to staff who:

- During the course of their work, believe that a young person or vulnerable adult may be at risk of harm, and/or
- Are told by a learner of a welfare issue

Responsibilities of the Director

- Ensure 360 GSP College's Policy for safeguarding Children, young people and vulnerable adults and associated procedures are in place and implemented to ensure the welfare of the learner group
- Delegate operational responsibility and implementation of procedures to a designate member
- Be responsible for receiving allegations against members of staff and volunteers and passing them on to the Director of Human Resources
- Receive immediate notification of any changes affecting the policy or procedures and ensure the policy is reviewed and amended as appropriate
- If requested by the Local Authority Designated Officer, and appropriate, become the point of contact for communication with regard to an individual safeguarding matter concerning an allegation against a member of staff.