

SAFEGUARDING POLICY

As an organisation, we have the responsibility to ensure the safety of children, young people and those adults deemed 'vulnerable'. An adult is defined 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 significant harm or exploitation.

In education and training, cases of abuse are rare. However, we have implemented supporting policies and procedures, as well as suggestions for raising awareness of abuse with strategies to deal with it among staff and learners.

While it is important to recognise that certain groups of people are legally identified as vulnerable, in order to have relevant policies, procedures and practices in place, it is better to have fully inclusive and integrated 'safer' practices that apply to all staff and learners.

Abuse can take different forms and these are:

PHYSICAL ABUSE

This may include hitting, slapping, pushing, kicking, misuse of medication, restraint or inappropriate sanctions.

SEXUAL ABUSE

This may include rape and sexual assault or sexual acts to which the vulnerable adult has not consented or could not consent or was pressured into consenting. Sexual abuse also includes forcing a person to look at pornographic materials.

PSYCHOLOGICAL/EMOTIONAL ABUSE

Most definitions of abuse generally include either psychological or emotional abuse. There is a strong similarity between the descriptions of these. Emotional abuse is generally described as an element of psychological abuse.

FINANCIAL OR MATERIAL ABUSE

This may include theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

NEGLECT AND ACTS OF OMISSION

This may include ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services, withholding of the necessities of life such as medication, adequate heating and nutrition,

DISCRIMINATORY ABUSE

This may include abuse, bullying and harassment based on the individual's age, sex, disability, religion, race or ethnicity or sexual orientation.

We ensure that all staff are aware of their responsibilities for safeguarding and creating an environment that promotes well-being and personal safety and security both for themselves and our learners. This is done during our induction process where abuse is discussed.

We have a zero-tolerance policy. We also carry out DBS check for our staff who will be involved in activities that may directly or indirectly come into contact with vulnerable people.

As an organisation, we ensure our learners are made aware of different types of abuse and situations of potential abuse. This increases the awareness among the learners and they are better equipped to deal with any potential abusive situation.

Any type of abuse or potential abuse will be taken very seriously. In any event of abuse or potential abuse, staff are expected to report the incident to their supervisor or to a senior member of staff immediately.

Depending on the situation, appropriate measures will be taken which ranges from disciplinary to reporting to statutory bodies. This can also lead to prosecution if need be. All the appropriate form and records will be completed.

Most importantly, we endeavour to create a safer learning environment that promotes well-being and security, essential for all learners and all staff where everyone feels secure and protected.

Any abuse must be reported immediately to the tutor/IV/Supervisor or senior manager as deemed appropriate. Other agencies that can be contacted are the police, CQC, Action for Children, and Social Services.