

TES Training are committed to the protection and safeguarding of young people and vulnerable adults within our care and we expect all our employees and associates to share this commitment. We aim to create and maintain a safe environment where all learners feel safe, secure and valued and know they will be listened to and taken seriously.

This is especially important when young people and vulnerable adults are in employment as part of their Apprenticeship or training programme. Our Safeguarding policy demonstrates the organisation's values and beliefs in relation to a learner's individual rights to freedom from abuse and harm.

We recognise that safeguarding and promoting the welfare of all learners and in particular young people and vulnerable adults goes beyond implementing basic child protection procedures. In order to protect the learners working with us, we recognise that we need to provide a safe learning environment, free from health and safety risks, free from bullying and harassment and promoting good practice in all of our work. As part of this we are committed to informing and updating employers and partners, sharing good practice and constantly reviewing our provision.

We believe that all learners have the right to be protected from harm, abuse or exploitation irrespective of age, disability, gender or gender re-assignment, marital or civil partnership status, race, religion or belief and sexual orientation and as such this policy supports our commitment to Equality, Diversity and Inclusion. Board members, Managers and staff understand the importance of working in partnership with learners, parents/carers, employers and other agencies in order to safeguard and promote the welfare of learners.

There are numerous threats to the well-being of children and vulnerable adults, some obvious, some not. Being aware of the type of threats will assist you in recognising and identifying them and their affects.

**Obvious:**

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Bullying and harassment
- Radicalisation and being drawn into extremist views/activities

**Less Obvious:**

- Stress
- Poor work life balance
- Social inclusion
- Online threats

Staff receive Safeguarding training and are encouraged to feedback in to the development of our policies and practices to ensure that we embrace the safety of our learners, employers and staff at all times.

We will endeavor to safeguard learners by: -

- Valuing them, listening to and respecting them
- Involving them in decisions which affect them
- Ensuring all concerned are aware of and committed to the safeguarding policy and child protection procedures
- Providing a safe environment for learners
- Sharing information about concerns with relevant agencies
- Recruiting staff safely, ensuring all necessary checks are made
- Adopting a code of conduct for all staff
- Providing effective management through induction, support and training
- Ensuring staff understand about 'whistle blowing'
- Dealing appropriately with allegations/concerns about staff
- Appointing designated safeguarding persons

## PREVENT

TES Training will have due regard to the need to prevent people from being drawn into terrorism or extremist views/activities in line with Section 26 of the Counter Terrorism and Security Act 2015. This will include: -

- Undertaking appropriate training for staff in the Prevent duties
- Ensuring all staff are aware of when it is appropriate to refer Prevent related concerns to the Safeguarding (Prevent) Officer.
- Exemplifying British Values of "*democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs*" by embedding these in day to day practices and behaviors.
- Ensuring that students are engaged and taught to respect other people with particular regard to the protected characteristics of the Equality Act.

A Risk Assessment will be completed to ensure that there are existing and sufficient controls to minimize the potential for learners being subject to radicalization, abuse, grooming or bullying and that all staff have undertaken Prevent Training to ensure they are fully aware of their roles and responsibilities in prevention and intervention.

TES Training will ensure they have clear and visible policies which will show how they are supporting learners to exemplify British Values.

All staff and learners will be educated in the need to understand factors that can make individuals vulnerable to radicalization/extremist views and that where they have concerns to raise these with the Safeguarding Officer.

The Safeguarding Officer will have responsibility for assessing the level of risk and determining what intervention, if any, should be taken up to and including referring to the CHANNEL process.

## WHISTLEBLOWING

Whistleblowing is 'making a disclosure in the public interest' and occurs when a worker (or member of the wider community) raises a concern about danger or illegality that affects others.

All staff are made aware of the duty to raise concerns about the attitude or actions of staff in line with the Whistleblowing policy.

We want everyone to feel able to report any child protection / safeguarding concerns. However, for members of staff who feel unable to raise these concerns internally, they can call the NSPCC whistleblowing helpline on: 0800 028 0285 (line is available from 8:00 AM to 8:00 PM, Monday to Friday) or email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk).

Signature:



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