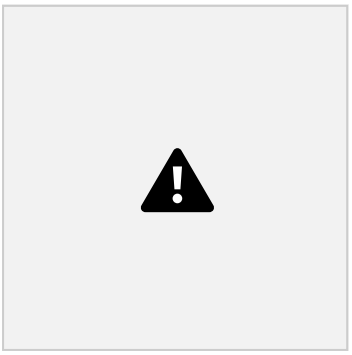

SAFEGUARDING POLICY

PREMIER LEARNING

SAFEGUARDING POLICY

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Reviewed and updated September 2024

SECTION 1

1. Safeguarding Policy Statement

Safeguarding and promoting the welfare of children, young people and vulnerable adults in education and training at all learning locations of Premier Learning.

Definition of Child, Young Person, Vulnerable Adult:

Child or Young person – any person under the age and 18

Vulnerable adult – An adult (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 or herself, or unable to protect him or herself against significant harm or exploitation

For the purposes of this policy the 'Child' or 'Children' will be referred to as the 'young person' or 'young people'

1.1 Premier Learning has a statutory and moral duty to ensure that the organisation functions with a view to safeguarding and promoting the welfare of young people and vulnerable adults receiving education and training in the organisation. Premier Learning is committed to the rights of young people and vulnerable adults within all learning locations, protecting their physical and psychological wellbeing and safeguarding them from all forms of abuse. We will operate in ways that best safeguard the interests of young people and vulnerable adults.

1.2 Premier Learning is committed to the principles and practices of the protection of children, young people and vulnerable adults.

1.3 The needs, welfare and interests of young people and vulnerable adults are paramount.

1.4 All people working under the auspices Premier Learning carry a responsibility for safeguarding and promoting the welfare of young people and vulnerable adults

1.5 Premier Learning will act in ways that facilitate the development of good practice by:

- Preventing abuse through safe recruitment policies of staff and students and the development of safe and secure environments for learning.

- Creating supportive environments, which enable young people and vulnerable adults to be able to speak out.

- Protecting young people and vulnerable adults from abuse by ensuring appropriate policies; practices and procedures are in place.

- Ensuring that all workers under Premier Learning auspices have access to an appropriate level of information, instruction and training to ensure that organisation's policies, practices and procedures are used and understood by all members of the group.

- Supporting young people and vulnerable adults who may have been abused and supporting those working with them.

- Embedding systems to check that where members of the organisation sub-contract to outside organisations, the service provider has in place procedures that ensure that those working closely with or supervising vulnerable adults are DBS checked.
- Up to date checks and procedures are put into place for safer recruitment.

1.6 In developing policies and procedures, the Trustees will consult with, and take account of, guidance issued by the DfES.

This Policy Statement will be subject to revision as the area is subject to statutory review and within the Governing Body procedures. There should be an annual formal review by the Organisational Development Committee, for the subsequent consideration and determination by the Governing Body

For the sake of clarity the primary responsibility for the welfare, health and safety of pre-16 children and young learners on school rolls remains with the home school and any incident or issue with Safeguarding implications should be referred to the school's named

person.

Reviewed and updated September 2024

2. Guidance for employees of the staff of Premier Learning who work with Young People or Vulnerable Adults

2.1 Legal Framework – Rules and Regulations

In the management of its programmes, the discharge of its functions, and in implementing this policy and procedure, The Organisation will remain mindful of its' duty of care and other legal obligations such as those set out in the Health and Safety at Work Act 1974, Data Protection Act 1998, Equality Act 2010 and Protection of Freedoms Act 2012. In the case of children, The Organisation is also mindful of its responsibilities under the Following legislation and guidance; 1989 and 2004 Children Act, Working Together to Safeguard Children (2017), Keeping Children Safe in Education 2016, Children and Social Work Act (2017) FA Safeguarding Children Rules and English Football League Rules and guidance. The Organisation is fully committed to ensuring that the best practice recommended by these bodies is employed throughout The Organisation. The Organisation also recognises its responsibility to work with other agencies, including Local Safeguarding Boards to protect vulnerable young people from harm and to respond to safeguarding concerns.

Review

This policy will be reviewed annually or if there is a statutory legislative or organisational change, or following a safeguarding incident, concern or allegation whereby the policy is found to be in need of revision to ensure the aims and key principles are met. All policy documents and reviews will be submitted to the Trustees for approval.

2.2 Premier Learning procedures advise all staff to report any concerns to the Safeguarding Lead in the first instance, who will give advice, co-ordinate action and liaise with the Senior Member of Staff with Lead Responsibility, social services and police.

2.3 **Definitions of Abuse**

2.3.1 **Significant Harm**

Significant harm is the threshold that provides for intervention by other agencies. The local authority has a duty to investigate if a young person or vulnerable adult is suffering or likely to suffer significant harm. Harm includes impairment of health or development and has recently been amended under Section 120 of the Adoption and Children Act 2002 to include any impairment to the young person's or vulnerable adult's health or development resulting from seeing or hearing the ill-treatment of another person. Ill-treatment includes physical, emotional, or sexual harm as well as harassment and intimidation and other forms of non-physical abuse.

2.3.2 **Physical Abuse**

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a young person or vulnerable adult. It may be done deliberately or recklessly, or be the result of a deliberate failure to prevent injury occurring. Physical harm may also be caused when a parent/carer feigns the symptoms of, or deliberately causes ill health to a young person or vulnerable adult whom they are looking after. This situation is commonly described using terms such as fictitious illness by proxy or Munchausen's syndrome by proxy.

2.3.3 **Emotional Abuse**

Emotional abuse is the persistent emotional ill treatment of a young person or vulnerable adult such as to cause severe and persistent adverse effects on the ~~y~~oung person's or vulnerable adult's emotional development. It may involve conveying to them that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on the young person or vulnerable adult. It may involve causing the young person or vulnerable adult frequently to feel frightened or in danger, or the exploitation or corruption of the young person or vulnerable adult. Some level of emotional abuse is involved in all types of ill treatment of a young person or vulnerable adult, though it may occur alone.

2.3.4 **Sexual Abuse**

Sexual abuse involves forcing or enticing a young person or vulnerable

adult to take part in sexual activities, whether or not the young person or vulnerable adult is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape or buggery) or non-penetrative acts. They may include non-contact activities, such as involving a young person or vulnerable adult in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging a young person or vulnerable adult to behave in sexually inappropriate ways.

2.3.5 **Neglect**

Neglect is the persistent failure to meet a young person's or vulnerable adult's basic physical and/or psychological needs, likely to result in the serious impairment of the young person's or vulnerable adult's health or development. It may involve a parent or carer failing to provide adequate food, shelter and clothing, failing to protect a young person or vulnerable adult from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a young person's or vulnerable adult's basic emotional needs. It will result in serious impairment of the young person's or vulnerable adult's health or development

2.3.6 **Bullying**

Bullying is a highly distressing and damaging form of abuse and must not be tolerated. Through this policy we wish to promote mutual respect and cooperation between Premier Learning staff, young learners and vulnerable adults and parents. Certain behaviours are thus deemed to be wholly unacceptable and include:

- Sarcasm
- Put downs
- Demeaning language and gestures
- Any physical or verbal assault

Where young learners or vulnerable adults are working in a group setting, staff are charged with monitoring learners behaviour and are advised to act promptly on any suspicion or report of bullying or harassment behaviour. Complaints of such activity will only be forthcoming where an atmosphere of trust and respect have been previously established.

2.3.7 Physical Punishment

Working with people can be stressful and keeping control over a number of learners can be difficult. However nobody has the right to use physical

punishments. Physical punishment is not allowed in any teaching situation. In using physical punishment the adult commits an assault and criminal charges may be brought against him or her. If you are struggling to find ways of controlling groups of young people or a particular individual without physical punishment, seek professional advice. If you witness other individuals working with young people or vulnerable adults using physical punishment or other forms of abusive behaviour seek advice.

Child Sexual Exploitation: Child Sexual Exploitation is a form of sexual abuse where young people are exploited for money, power or status. It can occur directly or through the use of technology. Young people may be groomed online through social media sites and apps including dating apps.

Forced Marriage (Also may be referred to as ‘Honour-based violence): Forced marriage is a marriage in which one or both partners do not consent to the marriage and are coerced into it. Coercion can be physical ie using violence, threats, emotional or financial. It also applies to vulnerable adults who may not have the capacity to consent to the marriage. People who are forced to marry or fear they might be forced to marry can go missing from education.

Female Genital Mutilation (FGM): Female Genital Mutilation (FGM) is illegal in the UK. Cases of where FGM is reported to have taken place or concerns that it might take place should be treated as a safeguarding issue. Although most cases of FGM are thought to take places between the ages of 5 and 8 years, it should be recognised that FGM can occur at any time, for example on reaching adulthood or before marriage.

Radicalisation: Radicalisation is the process by which individuals come to support terrorism or violent extremism. Young people may express extremist ideas, be in possession of extremist literature or express extremist views. They may associate with known extremists or seek to recruit others to an extremist ideology. Concerns that a adult’s behaviour indicates involvement with extremist ideas should be considered a safeguarding issue and reported as such.

County Lines: County Lines is the criminal exploitation of children, when gangs and organized crime networks groom and exploit children to sell drugs, arms and other goods such as motor vehicles. Often these children are made to travel across counties, and they use dedicated mobile phone “lines” to supply the goods. Serious Violence Risk Factors - - Being Male Having been frequently absent or permanently excluded from school

Online Safety: Online safety poses a serious risk as we increase our delivery methods to include online platforms and more hybrid working utilising working from home format education and programs. All staff should be fully aware of all online risks and have completed online safety training. This training should include details on the usage of mobiles and smart phones. When conducting education through online platforms we will follow the guidance of (dfE 2021b) to ensure that appropriate security procedures in place to safeguard their systems. The concept of significant harm Some children are in need because they are suffering, or likely to suffer, significant harm. The Children Act 1989 introduced the concept of significant harm as the threshold that justifies compulsory intervention in family life in the best interests of children, and gives local authorities a duty to make enquiries to decide whether they should take action to safeguard or promote the welfare of a child who is suffering, or likely to suffer, significant harm. A court may make a care order (committing the child to the care of the local authority) or supervision order (putting the child under the supervision of a social worker or a probation officer) in respect of a child if it is satisfied that: • The child is suffering, or is likely to suffer, significant harm; and • The harm, or likelihood of harm, is attributable to a lack of adequate parental care or control. There are no absolute criteria on which to rely when judging what constitutes significant harm. Consideration of the severity of ill-treatment may include the degree and the extent of physical harm, the duration and frequency of Reviewed and updated September 2024 abuse and neglect, the extent of premeditation, and the presence or degree of threat, coercion, sadism and bizarre or unusual elements. Each of these elements has been associated with more severe effects on the child, and/or relatively greater difficulty in helping the child overcome the adverse impact of the maltreatment. Sometimes, a single traumatic event may constitute significant harm, for example, a violent assault, suffocation or poisoning. More often, significant harm is a compilation of significant events, both acute and long-standing, which interrupt, change or damage the child’s physical and psychological development. Some children live in family and social circumstances where their health and development are neglected. For them, it is

the corrosiveness of long-term emotional, physical or sexual abuse that causes impairment to the extent of constituting significant harm. In each case, it is necessary to consider any maltreatment alongside the child's own assessment of his or her safety and welfare, the family's strengths and supports, as well as an assessment of the likelihood and capacity for change and improvements in parenting and the care of children and young people.

Do: Responding to a Report or Submission A Designated Safeguarding Officer or the Lead Designated Safeguarding Officer should be contacted as early as possible and within 24 hours in any circumstance, however it is recognised that an individual may need to respond to a situation immediately. With this in mind the following guidelines offer help and support in responding to abuse or a suspicion of abuse or poor practice.

• Ensure the child, young person or adult's safety;

• Treat any allegations extremely seriously and act at all times towards the person as if you believe what they are saying, although do not directly say the words "I believe you";

• Tell them they are right to tell you;

● Reassure them that they are not to blame;

● • Be aware of the possible health needs that might arise following sexual assault, such as physical mental and sexual health problems and unwanted pregnancy

● • Staff should recognise that children and young people might not find it easy to talk about their abuse verbally. Staff should be aware of signs and behaviours that might indicate abuse.

● • Be honest about your own position, who you have to tell and why; • Tell them what you are doing and when, and keep them up to date with what is happening;

● • Take further action – you may be the only person in a position to prevent future abuse;

● Write down everything said and what was done (handwritten is preferable) and sign and date the notes. An Incident Report Form should be used where possible and, in any case, a referral must be made to the Organisation within 24 hours of the incident taking place;

● • Seek medical advice if necessary.

● Don't:

● • Make promises you cannot keep or to keep secrets;

● • Interrogate the person or child – it is not your job to carry out an investigation – this will be up to the Police and/or Children's Services who have experience in this;

● • Cast doubt on what they have told you, don't interrupt or change the subject;

● • Say anything that makes the person feel responsible for the abuse;

● • Inform parents/carers – the Designated Safeguarding Lead or Officer will make this decision based on whether there is suspicion of their involvement.

● • In the event of suspicion of sexual abuse do not let the person

bathe or shower until given permission to do so. Washing can destroy valuable evidence

- • DOING NOTHING IS NOT AN OPTION; IT IS YOUR RESPONSIBILITY TO ACT.
- • Make sure you tell a Designated Safeguarding Officer immediately, they will know how to follow this up and where to go for further advice.
- Recording Allegations or Submissions The Designated Safeguarding Officer will immediately report any allegation to the Designated Safeguarding Lead, who will ask for a written factual statement from the person making the report. An Incident Report Form must be completed and submitted within 24 hours to the Designated Safeguarding Officer and Designated Safeguarding Lead. Any statement made by the child should be reported in their own words. These reports should be confined to facts. Any opinion, interpretation or judgement should be clearly stated as this, questions kept to a minimum, and where used, they should be of an open format. No suggestion of who the perpetrator was or how any concern or incident happened should be suggested. The Organisation will ensure that any child concerned is not Interrogated – it is not your job to carry out an investigation – this will be up to the Police and Children's Services who have experience in this;
- • Cast doubt on what the child has told you, don't interrupt or change the subject; • Say anything that makes the child feel responsible for the abuse; • Inform parents/carers – the Designated Safeguarding Lead or Officer will make this decision based on whether there is suspicion of their involvement. DOING NOTHING IS NOT AN OPTION; IT IS YOUR RESPONSIBILITY TO ACT
- Make sure you tell a Designated Safeguarding Officer immediately, they will know how to follow this up and where to go for further advice. Specific information regarding allegations against members of staff If the report involves an allegation about any member of the Organisation's staff (whether full time, part time, paid, unpaid, contracted, engaged, voluntary etc.) and the Organisation believes that the report could demonstrate that the member of staff in question has: • Behaved in a way that has harmed a child, or may have harmed a child; • Possibly committed a criminal offence against or related to a child; or behaved towards a child or children in a way that indicates he or she is unsuitable to work with children, then the Designated Safeguarding Lead or Designated Safeguarding Officer shall immediately inform the Local Authority Designated Officer (LADO) where the alleged incident took place so that he or she can consult with the Police and Local Authority Children's Social Care colleagues as appropriate. Where the Designated Safeguarding Lead or Safeguarding Officers are unsure as to whether the report meets the criteria stated above, the advice of the LADO shall still be sought.

3. Designated Staff with Responsibility for Safeguarding

3.1 **Senior Staff Member with Lead Responsibility**

3.1.1 The designated Senior Members of staff with Lead Responsibility for Safeguarding issues is Elizabeth Frost as the DSL. Contact details 07834512236

3.1.2 The designated senior member of staff is responsible for:

- Overseeing the referral of cases of suspected abuse or allegations to the relevant investigating agencies.
- Providing advice and support to other staff on issues relating to Safeguarding
- Maintaining proper records of any Safeguarding referral, complaint or concern (even where that concern does not lead to a referral)
- Liaising with the Local Authority and Children's Safeguarding Board (CSB)
- and other appropriate agencies
- Ensuring that staff receive basic training in Safeguarding issues and are aware of organisation's Safeguarding policy
- External contact Rotherham Local Safeguarding Children Board 01709 336080

4. **Trustees and Volunteers Safeguarding and Training**

All Trustees and volunteer are aware of and have had training on:

- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- developing and implementing an effective online safety policy and related procedures ● providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently ● recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- recording and storing and using information professionally and securely, in line with data protection legislation and guidance [more information about this is available from the Information Commissioner's Office: ico.org.uk/fororganisations]

All Trustees, staff and volunteers complete safeguarding annually through externally accredited partners. If a new member starts this is done before they take up their post.

- Disclosure and Barring Service The Organisation is registered with the Disclosure and Barring Service (DBS) to carry out Criminal Record Checks (CRC's) on individuals who work for The Organisation. Enhanced CRCs, plus barred list check where appropriate, enable The Organisation to undertake more thorough recruitment and selection procedures for positions involving work with Children and vulnerable adults.

Name: Phone/email: 07834512236 premierlearning2011@gmail.com

Deputy child protection lead(s)

Name(s): Phone/email: A Ducker 07503971097 andyandsue.ducker@gmail.com

Trustee/Senior lead for safeguarding and child protection Name: Phone/email: NSPCC Helpline 0808 800 5000 We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on: 5th September 2024 (date) Signed:

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Reviewed and updated September 2024