

Safeguarding Young People (16-18) & Vulnerable Adults Policy

Beacon Education Partnership is committed to ensuring the health and safety of young people and vulnerable adults who are participating in activities which are the responsibility of the company. The policy has been developed to ensure that Beacon Education Partnership complies with their statutory duties under the relevant legislation.

Young people are defined as those people under the age of 18 years

Vulnerable adults are defined as someone '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 himself or herself, or unable to protect him or herself against significant harm or exploitation.

There are three main elements to our safeguarding policy

Prevention: a positive learning atmosphere, teaching and pastoral support to learners

Protection: By following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to safeguarding concerns.

Support: To learners and staff

Beacon Education Partnership will:

- Check and review learner placements to ensure they are safe for young people and vulnerable adults
- Identify young people and vulnerable adults who may be at risk
- Act upon any identified risks to young people and vulnerable adults
- Establish procedures for reporting and dealing with alleged abuse by staff or other people involved in the learning process
- Refer concerns regarding young people and vulnerable adults to the appropriate agencies
- Ensure safe recruitment and monitoring of staff
- Provide training to staff on safeguarding issues

Beacon Educational Partnership endeavours to establish and maintain an ethos where learners feel secure and are encouraged to talk and are listened to through pastoral support and the use of learning mentors and line managers.

As part of developing a healthy, safer lifestyle, learners should be taught:

- to recognise and manage risks in different situations and then decide how to behave appropriately
- to judge what kind of physical contact is acceptable and unacceptable
- to recognise when pressure from others that threatens their personal safety and develop effective ways of resisting pressure, including knowing where and when to get help
- to use assertiveness techniques to resist unhelpful pressure
- Learners should feel valued, respected and able to discuss any concerns they have

In order to support vulnerable learners, Beacon Education Partnership:

- Encourages self-esteem and motivation through, pastoral support and learning mentors
- Provides a positive and secure environment

- Applies a consistent approach to behaviour management, which recognises and separates the cause of behaviour from that which the learner displays. This is vital to ensure that all learners are supported within the training setting
- Fosters a commitment to develop productive, supportive relationships with employers and managers.
- Is committed to the development of a responsive and knowledgeable staff group trained to respond appropriately in safeguarding situations.

Beacon Education Partnership recognises that:

Abuse is a violation of an individual's human and civil rights by any other person or persons. It may consist of a single act or repeated acts and abuse can happen in any relationship and may result in significant harm to, or exploitation of, the person subjected to it.

All staff will have a responsibility to report concerns under this policy but there will be a Director who has overall responsibility for safeguarding issues. The Lead Director is:

Christian Wilkins

The role of the Lead Director is to:

- Ensure that all staff receive safeguarding training and are aware of the policies and procedures of Beacon Education Partnership
- Oversee the referral of safeguarding cases
- Provide advice and guidance to staff
- Maintain records of concerns and referrals
- Liaise with appropriate agencies

Confidentiality

- We recognise that all matters relating to safeguarding are confidential.
- The Lead Director will disclose any information about a learner to other members of staff on a need to know basis only.
- All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard learners.
- All staff must be aware that they cannot make a promise to a learner to keep secrets

What to do if you're worried a learner is being abused

- Report your concerns immediately to the Lead Director
- Record in writing all concerns, discussion about the learner, decisions made and the reason for those decisions.
- Professionals can only work together to safeguard learners if there is an exchange of relevant information between them. This has been recognised in principle by the courts. Any disclosure of personal information to others (including the social care departments) must always however have regard to both common and statute law.

The law permits the disclosure of confidential information necessary to safeguard a learner. Disclosure should be **justifiable** in each case, according to the particular facts of the case, and legal advice should be sought if in doubt.

Allegations Against Staff

If an allegation of abuse is made against a member of staff this should be reported immediately to the Lead Director. Appropriate action will be taken to protect the young person or vulnerable adult and the accused staff member.

Last Reviewed: March 2017
Next Review: March 2018