



ENABLE

The Voluntary and Community Sector
Learning and Skills Consortium

Safeguarding and Prevent Duty Policy 2020/2021

Change History

First Published:	18/11/2009	Originally Created by:	Safeguarding Group	
Person Responsible for Policy:	Enable CEO			
Date of Review	Reviewed by	Policy changes	Approved by	Date of next review
16 Feb 2018	Standards Officer	Changes to job titles to reflect new organisational restructure. Small changes to wording and referencing	Operations Manager	23 July 2018
13/09/2018	CEO	No Changes	Board of Trustees	10/09/2019
10/05/2019	SMT	Change of Safeguarding Lead from Dave Buckley to Sam Cook	CEO	10/09/2019
10/09/2019	SMT	No changes	Board of Trustees	10/09/2020
24/09/2020	BDM	Covid-19 Safeguarding safety	Senior Management	24/09/2021
29/10/2020	BDM	No changes made	SMT	24/09/2021
03/11/2020	BDM	Covid-19	SMT	24/09/2021
18/12/2020	BDM	No changes made	SMT	24/09/2021
05/01/2021	BDM	No changes made	SMT	24/09/2021

Strategic Commitment

In line with the Safeguarding Vulnerable Groups Act 2006 and section 26(1) of the Counter-Terrorism and Security Act 2015, The Voluntary and Community Sector Learning and Skills Consortium (t/a Enable), has a duty, when exercising its functions, to have due regard to the need to prevent people from being abused or drawn into terrorism. Including not just violent terrorism but also non-violent terrorism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit.

All individuals have a responsibility within their role regarding safeguarding the welfare of adults and young people and preventing their abuse and/or radicalisation. Enable is committed to ensuring that every young person and adult at risk is safe in their activities and protected from all forms of abuse, neglect and radicalisation.

Policy Context

We recognise carers or parents need to feel sure that the people in charge of these activities are trustworthy, responsible and will do everything they can to keep the adult or young person at risk safe from harm.

We recognise our responsibility to respond appropriately and to work with other agencies to ensure the safety and wellbeing of young people and adults at risk with whom we have contact or access our services.

In addition, we recognise the importance of ensuring we avoid putting workers in positions where abuse might be alleged and to ensure that all workers know exactly what to do should abuse be suspected.

Scope

Our policy applies to all persons employed or volunteering within our organisation as well as all organisations or individuals providing services on our behalf. Our aim is to not only protect young people and adults at risk from abuse, neglect and radicalisation but to actively promote their welfare.

Implementation

Original Date 18/11/09

Review Date 10/09/2020

This organisation will:

Comply with all relevant legislation including: the *Rehabilitation of Offenders Act (1974)*; the *Children Act 1989*; the *Police Act 1997*; the *Protection of Children Act 1999*; the *Criminal Justice and Court Services Act 2000*, *Forced Marriage (civil protection) Act 2007*, *Every Child Matters and the Children Act 2004*, *Safeguarding Vulnerable Groups Act 2006* and the *Counter-Terrorism and Security Act (2015)*

Ensure all reasonable measures are taken to ensure the risk of harm to young people and adults at risk are minimised.

Ensure all staff and volunteers within our organisation, as well as all organisations or individuals providing services on our behalf, take their duty of care seriously and put the interests and safety of young people and adults at risk first.

Ensure all appropriate actions to address concerns about the welfare of the young people and adults at risk are taken, working to agreed local policies and procedures in full partnership with other local services.

Ensure Safe Recruitment and Employment practices are observed as we recognise this is an important part in safeguarding young people and adults at risk.

Our recruitment process will include using application forms, asking on the form about past convictions and pending cases, taking up references and following up employment histories.

A senior member of the organisation to take lead responsibility be known as the 'Designated Senior Person' for dealing with safeguarding issues, providing advice and support to staff, liaising with staff and working with other agencies. The Designated Senior Offices are Sam Cook Business Development Manager and Ian Newton Chief Executive Officer who can be contacted on 0115 7100200. All staff will be made aware of this role: through induction processes, training schedules, emails and staff meetings.

Enable will endeavour to create an open and accountable environment, permitting adults and young people to voice their concerns about inappropriate behaviour and misconduct while providing strong sanctions to deter abuse, victimisation and cover up of serious malpractice.

Ensure, where appropriate, staff and volunteers are checked through the DBS, to the appropriate level for their role.

All staff and volunteers will undertake training in: safeguarding issues; types of abuse, neglect and radicalisation; how to put the policy into practice; what to do if there are any concerns; how to respond to a disclosure and health and safety procedures.

Ensure projects and activities are adequately supervised, taking into account visitors, speakers and guests, premises, equipment, transport arrangements and any necessary consent required from parents/carers.

Ensure our policy is promoted and made available to all staff, volunteers, delivery partners and others accessing our services.

Maintain clear and robust reporting procedures, including standard reporting forms, guidance as to when and how to contact social services and the Prevent duty co-ordinator. Ensure all staff, volunteers, young people and adults accessing our services are fully aware of these procedures and supported to use them.

Establish, maintain and promote a whistle blowing procedure enabling staff and volunteers to share in confidence any concerns they may have about another member of staff or volunteer.

Review our Safeguarding and Prevent duty policy and procedures annually to make sure they are still relevant and effective.

Covid-19 Safeguarding update

The health and wellbeing of all our learners, employees, visitors, vulnerable people, and members of the public, is our highest priority. We seek to comply with the latest public health best practices during the

COVID-19 outbreak and in accordance with relevant law and guidance, this update sets out our procedures for safeguarding during the Covid-19 emergency response.

During the emergency Covid-19 measures many of our learners will not be seen by direct face to face teaching, but through online support and tutoring sessions, therefore it is essential that everyone is observant and listening to the voice of anyone they are in contact with. Despite the emergency nature of the current situation, all Enable employees has a role of recognising and responding to potential indicators of abuse and neglect, and all action should be taken by those with statutory powers to help. Early contact and close liaison with such agencies are therefore regarded as essential by Enable in the event of an actual or suspected any safeguarding issue abuse by adults, parents, or any other adult, and it is the responsibility of the member of staff to report this to the Designated Safeguarding Lead (DSL) as soon as possible.

The Designated Safeguarding Lead (DSL) is responsible for ensuring that the child, adult, vulnerable person, learner is identified, and the appropriate agency involved. The Designated Safeguarding Lead (DSL) will attend any reviews called by the Local Authority by online communication (e.g. Zoom, Teams, etc), or other means of social distancing and may call on appropriate members of staff for reports.

A confidential register will be maintained of those known to be at risk. All safeguarding concerns will be recorded on our electronic safeguarding system and reported to the DSL.

Updates:

Covid-19 National lockdowns. During national lockdowns, all training will be delivered remotely to ensure the safety of all staff, learners, and others. All staff will ensure they are mindful of learners needs and safeguarding remains a priority.

Covid-19 Online Safety

It is essential that learners, young people, adults and vulnerable people are safeguarded from potentially harmful and inappropriate communications and online material. We have therefore created and will adhere to the online safeguarding statement we have in place.

Enable will ensure they keep abreast of all laws, regulations, and guidance, and we will review all COVID policy statements as Government guidance changes.

Signed: _____

Position: _____

Date: _____