



Policy for Safeguarding Young People and Adults at Risk

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Safeguarding Commitment

This Policy will be subject to review in **1 Year** of the approval date or earlier if required, or if any major changes in legislation or guidelines arise.

Evolution Training and Consultancy Services Limited is committed to safeguarding and promoting the welfare of children and young people, as well as vulnerable adults, and expects all staff and volunteers to share this commitment.

This Policy applies to all activity undertaken by the training provider.

To make suggestions or to see further information please contact:

Signed:

D Dobson

Dean Dobson
Company Managing Director

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1 Rationale

Evolution Training and Consultancy Services Limited recognises its legal duty under the Education Act 2011 and the Safeguarding Vulnerable Groups Act 2006 and that it has an important role to play in helping to promote and safeguard the welfare of Young People and Adults at Risk to help protect them from abuse.

This Policy has regard to the statutory guidance Working Together to Safeguard Children 2015 and Keeping Children Safe in Education guidance 2020.

Key Definitions and Concept

a. Young People

Those under the age of 18, that is, up until the date of their 18th birthday.

b. Adults at Risk (formerly known as Vulnerable Adults)

Anyone over 18 years of age who:

- May have learning or physical disabilities
- May have mental health problems
- May be old, frail or ill
- Cannot always take care of his/herself or protect his/herself without help

The Safeguarding Adults Board defines an Adult at Risk as:

Someone aged 18 or over, who is or maybe eligible for community care services and whose independence and well-being would be at risk, if she/he did not receive appropriate health and social care support.

c. PREVENT

An element of CONTEST, the UK Government's counter-terrorism strategy, defined as:

Stopping people becoming or supporting terrorists or violent extremism.

Violent extremism in the name of ideology or belief is defined as violence, incitement to violence, terrorism, incitement to terrorism, or other activities that may result in violent behaviour or terrorist activity in the name of an ideology or a set of beliefs.

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An integral element of Evolution Training and Consultancy Services Limited safeguarding ethos is encouraging students to respect the Fundamental British Values of:

- Democracy
- The rule of law
- Individual liberty and mutual respect
- Tolerance of those with different faiths and beliefs.

2. Aim

This policy will enable Evolution Training and Consultancy Services Limited to demonstrate its commitment to keeping young people and adults at risk with whom it works safe. It should be read in conjunction with all the associated organisational Policies and Procedures.

This policy will ensure:

- a. Establish a safe environment in which its learners can learn and develop.
- b. Ensure safe recruitment in checking the suitability of staff to work with young people and/or adults at risk.
- c. Develop and implement procedures for identifying and reporting cases, or suspected cases, of abuse.
- d. A named Designated Safeguarding Lead (DSL) and provide his/her name to all staff and students.
- e. Promote good practice and work in a way that can prevent harm, abuse and coercion occurring by providing training for all staff, and raising awareness of, safeguarding issues within the organisation.
- f. Ensure that any allegations of abuse or suspicions are dealt with appropriately and immediately, and that the person experiencing abuse is supported.

3. Learner Entitlements

All students are entitled to:

- a. Be taught in environments which are safe, conducive to learning and free from disruption or threat of harm.
- b. Expect appropriate action from the organisation to tackle any incidents of violence, threatening behaviour, abuse, discrimination, or harassment.
- c. Have any reports of safeguarding issues taken seriously by the organisation and investigated/resolved as necessary.
- d. Be treated with respect.
- e. Contribute to the review of this policy.

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4. Learner Responsibilities

Providing a safe atmosphere which enhances a learner's experience is a shared responsibility which also places responsibilities on students. Learner entitlements are most likely to be met fully when they:

- a. Show respect to staff, fellow students, organisational property, and environment.
- b. Take a positive and proactive role within the organisation and online to keep themselves and others safe.
- c. Follow the reasonable instructions of staff and others involved with their learning.
- d. Report any incidents of concern (and are encouraged to do so).
- e. Appreciate that they are not allowed to increase safeguarding risks to themselves or others.
- f. Adhere to the learner charter and do not contravene any aspect of the learner disciplinary code.
- g. Co-operate with, and abide by, any arrangements put in place to support their behaviour.

5. Staff & Volunteer Responsibilities

All staff and volunteers have a responsibility to:

- a. Be aware of and implement Organisations Policy and Procedure on Safeguarding Young People and Adults at Risk.
- b. Provide a safe, secure, and supportive environment.
- c. Listen to Young People and Adults at Risk and respond in an appropriate way.
- d. Protect Young People and Adults at Risk from abuse.
- e. Make referrals, preferably via a Designated Safeguarding Lead, in accordance with the Local Safeguarding and Children Board (LSCB), Safeguarding Adults Board (SAB) and procedures.
- f. Recognise that, if at any time there is a risk of immediate serious harm to a person, a referral should be made to First Contact immediately. Anybody can make a referral. If the person's situation does not appear to be improving, the staff member with concerns should press for re-consideration. Concerns should always lead to help for the person at some point.
- g. Undertake Safeguarding training, appropriate to their role.

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6. Organisation Management Responsibilities

The senior management team must ensure that:

- a. There are effective safeguarding policies and procedures in place and that the policy is made available to students or parents/carers on request.
- b. The organisation operates safe recruitment procedures and appropriate checks are carried out on staff and volunteers.
- c. Procedures for dealing with allegations of abuse against members of staff or volunteers comply with the LSCB and SAB inter agency procedures.
- d. There are Designated Safeguarding Leads (DSLs), including a Senior Manager who takes lead responsibility for dealing with safeguarding issues.
- e. Designated Safeguarding Leads undertake approved training to the standards agreed by the LSCB and SAB every 2 years and support other staff.
- f. Senior management and other staff who work undertake appropriate safeguarding training at least every 3 years. Temporary staff and volunteers are made aware of the organisations safeguarding.
- g. Cases are reported to the authorities if there are grounds for believing that a person may be unsuitable to work with Young People and Adults at Risk.

Designated Safeguarding Lead

The management will ensure that an appropriate senior member of staff takes lead responsibility for safeguarding. This person should have the status and authority within the organisation to carry out the duties of the post including committing resources and, where appropriate, supporting and directing other staff. When required, she/he has the responsibility for:

- a. The referral of cases of suspected abuse or allegations of abuse to the relevant investigating agencies.
- b. Acting as a source of support, and expertise within the organisations when deciding whether to make a referral and liaising with relevant agencies.
- c. Liaising with the senior management to inform him/her of any issues and on-going investigations and ensure there is always cover for this role.
- d. Undertaking child protection and inter-agency training, including refresher training every two years, to ensure roles and responsibilities are carried out effectively.
- e. Ensuring staff participate in appropriate induction and training.
- f. Maintaining accurate, secure records of referrals or concerns.

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7. Standards by which the Success of this Policy can be Evaluated

- a. Learner voice feedback received from surveys, focus groups, forums and during tutorials.
- b. Formal reflection of, and reporting on, operating safeguarding procedures through the recording, monitoring, and analyses of Safeguarding Concern forms submitted relating to learner behaviour.
- c. Self-Assessment and External Review.
- d. Staff responses to training and employing appropriate strategies.

8. Responsibility for Implementing this Policy

- a. The MD has overall responsibility for the implementation of this policy and its associated procedure across the organisation.

9. Associated Policies, Procedures, Legislation and Guidance

This policy and its accompanying procedure are underpinned and shaped by the relevant legislation and guidance including:

- Working Together to Safeguard Children 2018 (DfE)
- Keeping Children Safe in Education – DfE September 2020 *
- Counter-Terrorism and Security Act February 2018

*This is the key statutory document for Safeguarding all organisation's personnel must have due regard when carrying out their duties to safeguard and promote the welfare of children.

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