

Safeguarding & Prevent Policy Statement

Train4All Construction & Engineering Academy acknowledges the duty of care to protect, safeguard and promote the welfare of children, young people and vulnerable adults from abuse, neglect or radicalisation.

The policy recognises that the welfare and interests of children, young people and vulnerable adults are paramount in all circumstances. It aims to ensure that regardless of Age, Disability, Gender reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and sexual Orientation all children, young people and vulnerable adults have a positive and enjoyable experience in a safe and child centred environment and are protected from abuse whilst participating in any activity inside or outside of the training.

As part of our safeguarding and prevent policy Train4All Ltd will:

- promote and prioritise the safety and wellbeing of children and young people
- ensure everyone understands their roles and responsibilities in respect of safeguarding and PREVENT and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
- ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- prevent the employment/deployment of unsuitable individuals by gaining suitable EDBS and references
- ensure robust safeguarding arrangements and procedures are in operation
- Deliver PREVENT training during the induction of all learners.

The policy and procedures will be widely promoted and are mandatory for everyone involved in Train4All Ltd. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Train4All Construction & Engineering Academy is committed to practices that protect Young People and Vulnerable Adults from abuse, exploitation, bullying, harassment, neglect, and self-harm.

Train4All will ensure the senior leaders, Governance and staff, recognise and accept their responsibility to develop the awareness of the risks and issues involved in safeguarding and are clear on how to identify and report any incidents.

Train4All will commit to working with local safeguarding organisations, such as the local authorities, Police, Health, Education Skills Funding Agency as well as other community & referral groups to support the safeguarding of all learners.

The policy will be reinforced with the 'Safeguarding Procedures Guide,' which will detail information on protecting apprentices and learners, preventing abuse towards our apprentices and learners, raising, recording, and 'seeing through' concerns, providing support for apprentices and learners, and monitoring IT usage.

ACCOUNTABILITY & RESPONSIBILITY

Train4All will appoint a designated safeguarding lead to work with the partners safeguarding designated lead and deputies to ensure the monitoring and management of incidents or concerns

are completed in the correct manner and are communicated to the appropriate safeguarding agencies. We will monitor the impact of each concern and include any lessons learned within our self-assessment process.

Safeguarding will be reported at each team, senior leadership team and Governance meeting.

Train4All will ensure they report any safeguarding incidents involving staff to the Swatpro Safeguarding Lead, provide updates throughout the investigation and inform them of the outcome. DBS to be informed as required.

TRAINING

Train4All staff will be trained as a minimum annually in safeguarding which will also cover how to implement the policy.

Train4All will monitor its records to ensure they have adequate safeguarding training; awareness and the safeguarding lead and champions are qualified to the required level.

Train4All will:

- Review processes and procedures against best practice guides and assess risk to ensure their process works effectively and responds efficiently in recording incidents
- Follow the guidelines set out by the agencies such as ESFA (Education and Skills Funding Agency) and Ofsted
- Undertake training on safeguarding to raise awareness and keep informed of up-to-date legislation and issues.
- Maintain a Single Central Record (SCR) of all staff qualifications, safeguarding training and Disclosure and Barring Service (DBS) checks
- Report concerns via MyConcern, unless otherwise agreed
- Inform of any staff allegations, share updates and the outcome

Train4All will enforce its requirement that all Designated Safeguarding Lead and deputies retrain every 2 years and everyone else every 3 years as a minimum. This will be monitored & tracked as part of Train4Alls single central register.

DISCLOSURE AND BARRING SERVICE CHECKS

Train4All will apply its responsibility to ensure that they are delivering in and offering a safe recruitment and delivery practice. Therefore, all staff that frequently work with Young People and or Vulnerable Adults will be checked through the Disclosure and Barring Service.

Train4All will confirm through annual due diligence and in-year reviews that staff have been DBS checked and the central register monitored and updated. Train4All will ensure DBS checks are completed regularly.

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PREVENT DUTY STATEMENT

Under the United Kingdom Government's 'Counter-Terrorism and Security Act 2015' a requirement was laid upon "specified authorities" including 'Training Providers', when exercising their functions, to have due regard to the need to PREVENT people from being drawn into terrorism.

Train4All is fully committed to safeguarding and promoting the welfare of all learners and staff against radicalisation and extremism.

We expect all staff, learners and services contracted to Train4All to uphold and promote the fundamental principles of 'Human Rights and British Values' and exemplify these in their practice,

including democracy; the rule of law; individual liberty; mutual respect and tolerance of those with different faiths and beliefs.

This statement reinforces our expectation that all staff at Train4All are fully engaged in being vigilant about safeguarding, radicalisation, and extremism. We will ensure that the company works in partnership with professional bodies, external agencies, and partners in our local community, to ensure that all learners are safe from harm.

The policy will be reinforced with the 'Prevent Procedures Guide', which will detail information on protecting apprentices and learners from radicalising influencers, ensuring apprentices, learners and employees are resilient to extreme narratives, identifying changes in apprentices, learners and employee and raising and recording concerns.

Please also refer to the Preventing Radicalisation and Extremism Policy And Prevent Action Plan.

REVIEW

The policy will be reviewed a year after development and then every 2 years, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Local Safeguarding Children Board, or funding agents
- as a result of any other significant change or event.

Train4All will report all Safeguarding activities & issues directly to the Governance team and main funding provider Swatpro.

A safeguarding improvement group, made up of Swatpro and its partner DSL (Designated Safeguarding Lead) and deputies, will meet a minimum of six monthly to review activities, referrals, and support arrangements.

Train4All Key Contacts

Role	Name	Email	Tel.no
Lead Designated Officer	Rachel Allen	Rachel.allen@train4all.co.uk	01458 274043
Deputy Designated Officer	Cathy Clowes	Functional.skills@train4all.co.uk	01458 274043
Deputy Designated Officer	Jon Allen	Jon.allen@train4all.co.uk	01458 274043
Swatpro Lead Designated Officer	Kathleen Harrison-Ford	supportme@swatpro.org.uk	01392 437659

Upskirting Awareness, Recognition, Reporting, and Prevention

Introduction Upskirting is a criminal offence under the Voyeurism (Offences) Act 2019. It involves taking a photograph or video beneath someone's clothing without their consent, with the intention of capturing images of their private areas. This intrusive act violates an individual's dignity and privacy and can have significant emotional and psychological impacts on victims. As part of our commitment to safeguarding our learners, it is essential to raise awareness, provide guidance on recognising and reporting incidents, and promote preventative measures.

Awareness

Learners should be made aware that:

- Upskirting is illegal and punishable by law. It is considered a form of sexual harassment and abuse.
- This behaviour can occur in various settings, including educational environments, public spaces, or workplaces.

- Upskirting is not the victim's fault. No one should ever feel ashamed or responsible for being targeted.

Recognising Upskirting

Signs that upskirting may be occurring include:

- Individuals using mobile phones or cameras inappropriately, such as holding them at unusual angles or near someone's lower body.
- Attempts to invade someone's personal space, especially in crowded areas or environments where individuals are seated.
- Unusual behaviour, such as someone acting suspiciously or focusing their attention on others in an inappropriate manner.

Reporting Upskirting We encourage all learners to:

- Report any incidents or suspicions of upskirting immediately to a trusted member of staff, the Designated Safeguarding Lead (DSL), or through the appropriate safeguarding reporting channels.
- Provide as much detail as possible, such as the location, time, and any identifiable features of the perpetrator.
- Understand that all reports will be taken seriously and handled with sensitivity and confidentiality.

Preventing Upskirting To help prevent upskirting, learners should:

- Be vigilant in public and educational spaces and report any suspicious behaviour promptly.
- Use personal items, such as bags or clothing, to maintain privacy where possible.
- Engage in open conversations about upskirting to reduce stigma and increase awareness.
- Participate in educational workshops or campaigns to promote respectful behaviour and the importance of consent.

Sexual Harassment Awareness, Recognition, Reporting, and Prevention

Introduction

Sexual harassment is any unwanted behaviour of a sexual nature that violates someone's dignity, makes them feel intimidated, degraded, or humiliated, or creates a hostile environment. As part of our safeguarding policy, we aim to equip our learners with the knowledge and tools to identify, report, and prevent sexual harassment.

Awareness Learners should understand:

- Sexual harassment can occur in various forms, including verbal comments, non-verbal gestures, physical contact, and online communication.
- Examples include inappropriate jokes or remarks, unwanted touching, sharing explicit materials, or making sexual advances.
- Sexual harassment is never acceptable, regardless of the context or relationship between individuals.

Recognising Sexual Harassment Key indicators of sexual harassment include:

- Unwanted or persistent attention, such as repeated messages, calls, or physical proximity.
- Comments or behaviours that make someone feel uncomfortable, unsafe, or disrespected.
- Any actions or language of a sexual nature that are unwelcome or inappropriate.

Reporting Sexual Harassment We urge learners to:

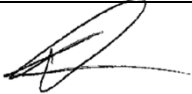
- Report incidents of sexual harassment promptly to a trusted staff member, the DSL, or via our safeguarding reporting system.
- Document incidents where possible, noting dates, times, locations, and individuals involved.

- Know that reports will be handled confidentially and in line with safeguarding procedures, with support provided to all those affected.

Preventing Sexual Harassment

Preventative measures include:

- Promoting a culture of respect and consent through regular workshops, training sessions, and open discussions.
- Encouraging bystander intervention when it is safe to do so, empowering learners to support peers who may be experiencing harassment.
- Displaying clear information on how to report harassment and the consequences for those who engage in such behaviour.
- Ensuring all learners understand their rights and the importance of upholding a safe and inclusive environment for everyone.

Signed:	
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