



Mercia Partnership

QP04 Safeguarding and Prevent Policy

Policy Statement

Mercia Partnership (UK) Ltd is fully committed to the well-being of learners and staff and those who have direct links with the organisation. Mercia actively promotes positive welfare of learners, young people and those with additional needs and expects all staff, and partners to endorse and practise this commitment at all times. We recognise that every child or adult can be hurt, put at risk of harm or abused, regardless of their age, gender, religion or ethnicity. We will follow appropriate procedures to ensure staff are trained and supported to respond appropriately and sensitively to Safeguarding and child protection concerns including the Prevent duty.

Aim:

- To safeguard all learners, particularly children, young people and those with identified needs at all centres including those studying in the workplace
- To safeguard all staff, volunteers and partners in carrying out their duties in teaching, supervising and supporting learners at all centres, other external facilities, or in the workplace
- To prevent learners from becoming terrorists or supporting terrorism

Scope:

Applies to:

- All learners, particularly children, young people and those who have additional or high needs
- All staff and volunteers working at all Mercia centres, other external facilities, or in the workplace

Definitions:

- Young people / children are defined as under the age of 18 years
- Types of abuse and possible signs of harm are provided in Annex A

Policy

Mercia will ensure effective safeguarding arrangements are in place and will promote the welfare of all learners by:

- ♦ Taking a preventative approach to safeguarding children and vulnerable adults from potential harm or damage and extremism.
- ♦ Taking all appropriate actions to address concerns about the welfare of a young person, child or vulnerable adult.
- ♦ Working to agreed local policies and procedures in full partnership with other local agencies and sharing information effectively.
- ♦ Plan, implement, monitor and review policies and procedures to ensure that the

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maximum is done to provide a safe environment for children, young people and vulnerable adults.

- ◆ Taking all reasonable measures to ensure that risks of harm to the welfare of young people, children or vulnerable adults is minimised by appropriate:
 - Risk assessment and identifying any learner with additional needs
 - Staff selection, recruitment, induction, supervision and training
 - Creation and promotion of an open work culture and British values
 - Reporting and dealing with abuse

In pursuit of these aims, Mercia staff and management will ensure safeguarding is a high priority and approve and annually review related policies and procedures with the aim of:

- Raising awareness of issues relating to the welfare of young people and those with additional needs and ensuring the promotion of a safe environment for all learners at Mercia centres and other related environments including the workplace. This will be achieved by regularly promoting and embedding safeguarding, prevent awareness and health and safety key messages into our teaching, learning and learner support.

- Following appropriate procedures to ensure staff are trained and supported to respond appropriately and sensitively to safeguarding and child protection concerns including Prevent. This will be achieved by close monitoring of staff continuous professional development (CPD) training records and following up rigorously any non-attendance on Safeguarding or Prevent training.

- Identifying young people and those who have additional needs and/or at risk of significant harm, and providing procedures for reporting concerns.

- Establishing clear procedures for reporting and dealing with allegations of abuse against members of staff and/or learners. This will include seeking timely advice from external safeguarding agencies when learners are potentially at risk of any harm.

- The safe recruitment and employment of staff. This will be achieved by the Management and all staff involved in the recruitment process following ensuring all recruitment checks are completed and the Single Central Record (SCR) is maintained.

- Providing suitable systems to ensure the safety of visitors and all who visit a Mercia centre.

- Providing environments where everyone feels valued, safe and respected where individuals are encouraged to talk and are listened to. This will be achieved by the regular promotion of the Mercia values and embedding these together with British values across every area of activity.

All FE / HE providers in relation to the Counter Terrorism and Security Act 2015 have a duty to ensure all learners, staff and volunteers are advised on how to keep safe and within the law. The Prevent Duty Section 26 contained within this legislation does not prevent learners and staff from having political or religious views and concerns, but contains details on how they use these concerns or act on them in non-extremist ways.

What is extremism? The government has defined extremism in the Prevent Duty as “vocal or active opposition to fundamental British values, including democracy, the rule of the law, individual liberty and mutual respect and tolerance of different faiths and beliefs”. This also includes calls for the death of members of the British armed forces.

What are British values?

British Values are of significant importance to everyone involved in any Mercia activity. We consider Mercia values and British values forming the basis of citizenship in our community and across a diverse Great Britain. We promote all these values to our learners and staff and they are embedded in all areas of activity. In 2014/15, the Department of Education published guidance on promoting British Values in Schools and Colleges to ensure that young people leave school and college well prepared for life in modern Britain. The five part definition of British values is as follows:

- Democracy
- The Rule of Law
- Individual Liberty
- Mutual Respect
- Tolerance of different faiths and beliefs

Mercia Partnership has its own values:

- Respect for yourself, each other and the environment
- Welcoming, honest and open
- Safe and supportive culture
- Inspiring learners and staff
- Positive and dynamic attitude

With all these values in mind we aim to:

- Help learners become more valuable members of society who treat others with respect and tolerance regardless of background.
- Promote and respect British and Mercia values with mutual respect and tolerance for everyone - Celebrate and promote equality, diversity and inclusion

Prevent

Prevent is 1 of the 4 elements of “CONTEST,” the Governments counter-terrorism strategy. The 4 elements are PURSUE → PROTECT → PREPARE → PREVENT. It aims to stop young people becoming terrorists or supporting terrorism.

Roles and Responsibilities

Annex B details the Safeguarding roles within the organisation.