

## Safeguarding Children and Vulnerable Adults Policy

### 1 What is Safeguarding?

1.1 In recent years there has been increasing concern about the safety and welfare of both children and young adults.

1.2 Safeguarding is defined by the Children Act 1989 and Joint Chief Inspectors Report on Arrangements to Safeguard Children (2002) as meaning that: *“Agencies (and organisations) working with children and young people take all reasonable measures to ensure that the risks of harm to the individual’s welfare are minimised; and where there are concerns about children and young people’s welfare, all agencies (and organisations) take all appropriate actions to address those concerns, working to agreed local policies and procedures, working in partnership with other local agencies.”*

### 2 Who Are We Safeguarding?

2.1 The Children Act 1989 states the legal definition of a child is ‘a person under the age of 18’. ‘Young person’ is not a legal term, for the purposes of the policy and procedures, a young person is someone who might not perceive themselves as a child, but who is still in the age range of the legal definition, and therefore fall within the term ‘child’.

2.2 Key aspects of legislation have been extended to include protection for ‘vulnerable adults’. Section 115(4) of the Police Act 1997 states that a person can be considered vulnerable if they are “substantially dependent upon others in performing basic functions, or their ability to communicate with those providing services, or to communicate with others is severely impaired”. This may mean that they have a reduced ability to protect themselves from assault, abuse or neglect. This can be as a result of a learning or physical disability (not normally to include dyslexia; a physical or mental illness chronic or otherwise (including an addiction to alcohol or drugs); or a reduction in physical or mental capacity.

### 3 Why is Safeguarding Necessary in the provision of interim workers?

3.1 Training Businesses are experiencing more contact with children through the provision of training to those who are working with children and/or venerable adults.

### 4 Statement of Policy

4.1 Red Snapper Learning Ltd is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, engaged in the breadth of its activities.

4.2 As a consequence Red Snapper Learning Ltd has taken the view that in the interests of good practice there should be a clear policy and associated procedures to guide work with under-18 year olds and vulnerable adults.

4.3 Red Snapper Learning Ltd recognises that it has a duty to help staff and associate trainers recognise their responsibilities (through guidance, support and training), minimise risk and avoid situations (where possible) where abuse or neglect might be alleged.

## **5 Safeguarding Structure and Responsibilities**

5.1 Red Snapper Learning Ltd has in place an organisational structure for safeguarding children and vulnerable adults. Key senior staff with designated safeguarding responsibilities include: Designated Safeguarding Officer (Director of Education & Training) who has a leadership and coordination role including investigations if required.

5.2 In those areas where staff and associate trainers work with children and vulnerable adults as part of their roles, a manager is nominated to have responsibility for safeguarding in their area.

5.3 Red Snapper Learning Ltd takes the view that all staff and associate trainers are required to take a shared responsibility for the protection and safety of any children, young people and vulnerable adults on campus. They must be aware of and abide by the Companies Codes of Good Practice.

5.4 It is expected that all parents/guardians (either associate trainers or from the general public) who bring children onto company property abide by the Code of Behaviour as well as health and safety regulations.

5.5 Processes are in place to check the suitability of staff and Contractors working directly with children and young people. There is a commitment that such staff and Contractors have satisfactory Criminal Records Bureau (CRB) enhanced checks before working with children, young people and vulnerable adults.

## **6 Control Measures/Procedures**

### **6.1 Contractors**

6.1.1 Red Snapper Learning Ltd believes that children/young people have rights as individuals and should be treated with dignity and respect. The business will strive to provide a safe

environment for any young people (under-18s) and vulnerable adults in its care while they are visiting the business.

6.1.2 Activities which involve associate trainers supplied by Red Snapper Learning Ltd and children and/or venerable adults will be subject to a risk assessment conducted by the training business.

6.1.3 Red Snapper Learning Ltd reserves the right to refuse to supply interim staff on the basis of a negative risk assessment.

6.1.4 Where adaptations are reasonable and proportionate, Red Snapper Learning Ltd puts into place a number of 'control measures' (in the language of health and safety) in order to safeguard the wellbeing of children and vulnerable adults. These are kept under review and added to as necessary.

## 6.2 Staff

6.2.1 All Red Snapper Learning Ltd staff members, contractors and volunteers are advised to minimise physical contact with associate trainers, except for reasons of health and safety, or where physical contact may be a necessary part of learning.

6.2.2 Red Snapper Learning Ltd reserves the right to deny employment to individuals where permitted criminal records checks suggest they might pose a danger to the learning community.

6.2.3 Red Snapper Learning Ltd also reserves the right to suspend and/or dismiss staff members, in accordance with its employment procedures, from employment or from undertaking a specific role with respect to that employment. This may apply if information was withheld about their criminal record at the point of employment, or acquires a criminal record during employment.

6.2.4 All members of staff working closely with children or vulnerable adults have to be alert to possibilities of abuse and any concerns about the behaviour of any adult with respect to that child should be reported in accordance with procedures.

6.2.5 Any staff member who considers that they themselves may be a vulnerable adult, can seek support from the Red Snapper Group (RSG) Human Resources Department.

6.2.6 CRB disclosures are obtained for all staff and volunteers working in 'regulated positions' (as defined by the Criminal Justice and Court Service Act 2000) with children, young people



or vulnerable adults. RSG will evaluate information to determine individual's appropriateness to work in such an activity.

6.2.7 Where staff are not engaged in regulated positions, but are involved in activities that may involve children or vulnerable adults, a risk management approach is taken to delivery of learning and teaching, and activities involving the wider public.

### 6.3 *Other Groups*

6.3.1 The parent/guardian of children on Red Snapper Learning Ltd property, whether they are children of associate trainers, staff members or visitors, remain their responsibility, unless they are enrolled as Contractors, or otherwise involved in training business-managed activity.

## **7 Procedures to be used when harm/abuse is suspected**

7.1 All members of staff working closely with children and/or vulnerable adults have to be alert to possibilities of abuse. Any concerns should be reported to the Designated Safeguarding Officer who will decide what further action to take.

7.2 It is the duty of staff to inform only not to investigate – this is the role of the Police and Social Services.

## **8 Key Contacts**

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