



# Safeguarding Policy

This policy is provided for Singleton Group customers, including learners and staff members who are using or delivering training.

### **Location of the policy**

This policy is available for all staff members using the company intranet, third parties and learners may also access the policy upon request to Singleton Group.

### **Communication of the policy**

### **Statement of Principles**

Singleton Group is committed to practices that protect children, young people and vulnerable adults from abuse, neglect or significant harm. Employees recognise and accept their responsibilities to develop the awareness of the risk and issues involved in safeguarding.

Singleton Group also recognises that it has a responsibility to protect staff from unfounded allegations of abuse.

It is important that employees involved in the management, assessment and quality assurance of our training and learners undertaking courses with us, are fully aware of the contents of the policy.

### **Review of the policy**

Singleton Group will review the policy every 3 years and revise it as and when required, in response to customer feedback, changes in practices, actions required by awarding bodies or changes in legislation. The review will ensure that our procedures continue to be consistent with the regulatory criteria and are applied properly and fairly in arriving at judgements.

Singleton Group will seek to ensure, where reasonably practicable, that the outcomes set out in 'Every Child Matters' are extended to work-related learning and work-based situations, in particular that activities contribute to children and adults:

- Being Healthy
- Staying Safe
- Enjoying and Achieving
- Making a Positive Contribution
- Achieving Economic Well-Being

## **Definition**

For the purposes of this policy and procedures, children are defined as a person under the age of 18 years. A 'vulnerable adult' as a person aged 18 and over and: -

- Receiving a social care service
- Receiving a health service
- Living in sheltered accommodation
- Detained in custody or under a probation order
- Requiring assistance in the conduct of his/her affairs
- Receiving a service or participating in an activity targeted at older people, people with disabilities or which physical or mental health conditions
- Any other adults whose particular circumstances make them vulnerable at a particular time

Employees and contractors are responsible for monitoring and managing incidents or concerns and reporting issues directly to the company.

Singleton Group has a duty to promote safeguarding issues and measures to staff and ensure that they liaise with the relevant safeguarding agencies when appropriate.

Singleton Group will provide information advice and guidance for learners with regards to this policy.

## **Accountability and Responsibility**

Singleton Group is responsible for ensuring that the Safeguarding Policy and procedures are in place, and that they are available for scrutiny by the relevant authorities, including awarding bodies.

Singleton Group are accountable for the overall Safeguarding Policy of the organisation and we will act in accordance with the statutory and legislative guidance to safeguard and protect the welfare of learners and our employees.

## **Staff Training**

### **Trainers**

The company has a responsibility to ensure safe recruitment and employment practices. All employees who carry out training, supervision, advice, etc will be checked through the Home Office for criminal record information. All potential new employees will be subjected to pre-employment checks including a DBS before they work in a location that may require this check.

All training staff will be trained to level 2 in safeguarding.

### **Event staff**

As all event staff could be in the position to deal with a safeguarding incident, they will be trained in safeguarding to level 2 as required by the 'Safeguarding children and young people: roles and competencies for health care staff'.

Event staff are deemed to be the same level as ambulance staff.

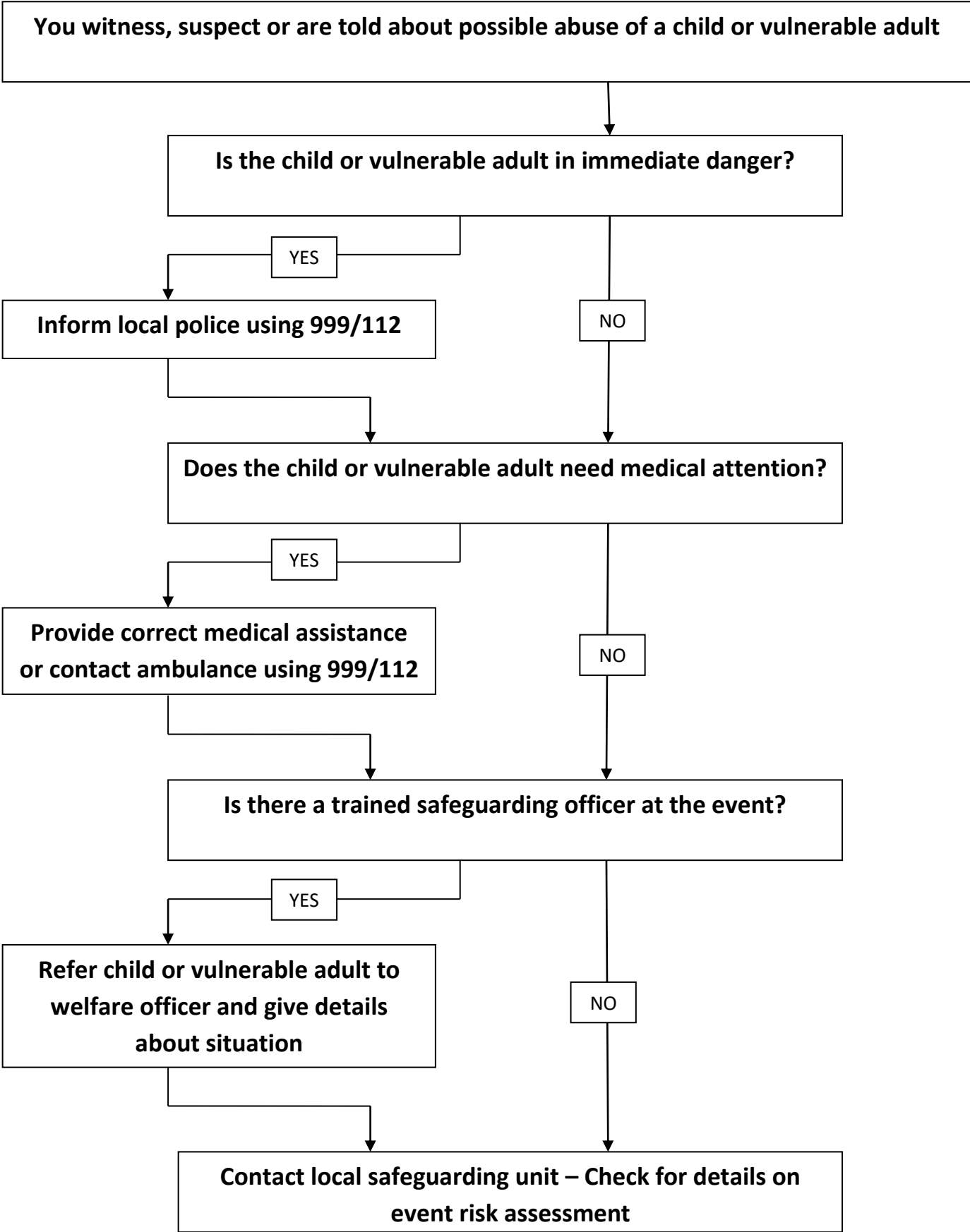
### **Manager**

The Director of Singleton Group shall oversee the safeguarding policy and as such shall be trained to level 3 in safeguarding as outlined in 'Safeguarding children and young people: roles and competencies for health care staff'.

It is not necessary for the director to have level 4 as he is not classed as a health care professional.

### **Statutory Framework**

Singleton Group aims to meet legislative requirements and good practice in safeguarding. The statutory framework under which we operate includes the Children's Act 2004. This provides a legal framework for the protection of children and young people in the UK. The Protection of Children Act 1999 requires employers to carry out Criminal Record Checks before employees are allowed to come into contact with children. The Safeguarding Vulnerable Groups Act 2006 sets out the type of activity in relation to children and vulnerable adults for which employers and individuals will be subject.



## **Review**

Singleton Group Safeguarding Policy will be reviewed every 3 years. The review process includes feedback from learners, clients and employees to determine the impact of the policy and any action required.

The company will:

- Assess risk to ensure their practice is likely to protect them from false allegations.
- Recognise their responsibilities and report any concerns about suspected poor practice or possible abuse
- Follow the guidelines for staff
- Undertake training on safeguarding to raise awareness of current issues and legislation
- Complete Disclosure and Barring Service Checking (DBS) every 3 years