

Safeguarding and Prevent Policy

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Safeguarding and Prevent Policy

1.0 Purpose

This policy sets out Talented Training's approach to safeguarding and promoting the welfare of children and vulnerable adults.

The Safeguarding Vulnerable Groups Act 2006 requires Talented Training Ltd to ensure that learners are in a safe environment, and that those who are in a position of trust are clear about their responsibilities and the support that is available to them.

The purpose of the Prevent Duty is to ensure that learners are not vulnerable to extremist views/drawn into terrorism, and to promote the Fundamental British Values (FBVs) of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those of different faiths and beliefs.

Talented Training Ltd understands its legal responsibility to fulfil the Prevent Duty.

1.1 Scope

This policy applies to all aspects of Talented Training's work and to everyone working for Talented Training, including permanent, freelance, temporary employees, contractors, and any other stakeholders.

2.0 Definitions

Talented Training Ltd uses definitions of the term 'safeguarding' from statutory guidance.

Safeguarding children is defined in 'Working together to safeguard children' as:

- protecting children from maltreatment
- preventing impairment of children's health or development
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care.
- taking action to enable all children to have the best outcomes

Safeguarding vulnerable adults is defined in the 'Care and support statutory guidance' issued under the Care Act 2014 as:

- protecting the rights of adults to live in safety, free from abuse and neglect
- people and organisations working together to prevent and stop both the risks and experience of abuse or neglect.
- people and organisations making sure that the adult's wellbeing is promoted including, where appropriate, taking fully into account their views, wishes, feelings and beliefs in deciding on any action.
- recognising that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear, or unrealistic about their personal circumstances and therefore potential risks to their safety or wellbeing.

2.1 Prevent Duty

The company complies with Section 26 of the Counterterrorism and Security Act (2015), which mandates the need to prevent individuals from being drawn into terrorism.

The Prevent Duty is about safeguarding adults, enabling discussions on sensitive issues, and promoting resilience to extremist views.

Prevent is a key element of safeguarding, integrated into staff training to promote resilience against extremist narratives.

2.2 Promoting British Values

The company actively promotes fundamental British values, which include:

- Democracy
- Rule of Law
- Individual Liberty
- Mutual Respect
- Tolerance of Different Faiths and Beliefs

Staff are encouraged to challenge views that contradict these values, ensuring a safe environment for discussion and learning.

3.0 Recruitment

Talented Training Ltd conducts safe recruitment checks on everyone who works for us. All roles require a Disclosure and Barring Service (DBS) or Disclosure Scotland check and references before the individual joins us.

Anyone interviewed for a post with Talented Training Ltd, either internally or from outside the organisation, will need to show an understanding of safeguarding that is relevant to the role for which they are applying.

4.0 Roles and Responsibilities

Everyone working for Talented Training Ltd has a responsibility to familiarise themselves with this safeguarding policy and the procedures that go with it. They must maintain a proper focus on the safety and welfare of children and vulnerable adults in all aspects of their work.

Anyone who works for Talented Training Ltd must inform their manager if they or any adult living in their household become(s) the subject of an allegation involving a safeguarding concern or abuse against a child or vulnerable adult.

4.1 Designated Safeguarding Officers (DSO)

The DSOs are responsible for:

- Providing advice, guidance, and support to staff on issues relating to safeguarding.
- Ensure all safeguarding concerns are passed on and recorded correctly.
- Deal with safeguarding concerns in the absence of the DSL.

4.2 Designated Safeguarding Lead (DSL)

The DSL is responsible for:

- Overseeing the referral of safeguarding concerns ensuring processes have been followed.
- Ensuring that all staff receive basic training in safeguarding issues and are aware of the company's safeguarding policy and procedures.
- Establishing a secure system for the safe, confidential storage of records of any safeguarding concerns (even where that concern does not lead to a referral).
- Liaising with appropriate agencies as and when required.

5.0 Safeguarding Training

Talented Training Ltd is committed to ensuring that everyone who works for us understands their safeguarding responsibilities and keeps their knowledge up to date.

All staff must complete an online safeguarding training package within 3 months of taking up post, and after that every 2 years. There will also be regular refresher training for inspectors on safeguarding children and vulnerable adults, including on specific areas of risk and safeguarding practice.

All staff must complete Prevent training during the first 3 months of taking up post and refreshed every 2 years.

DSO's and DSL receive specific safeguarding training related to their role.

6.0 Safeguarding Concerns Procedure

Any member of staff identifying safeguarding and/or prevent concerns, whether directly or indirectly, must report them immediately to the Designated Safeguarding Officers (DSO) or Designated Safeguarding Lead (DSL), who will investigate, if appropriate, then follow this up with a referral to the appropriate agency.

A record of concerns must be kept in the 'Safeguarding Log.'

7.0 Learning and Improving

We are determined to keep improving our knowledge and understanding of how best to protect children and vulnerable adults. We will review our own practice regularly to check that we are placing the right emphasis on safeguarding in our work.

8.0 Document Control

Below is the change history and document 'sign off' information.

8.1 Version Control

Record of Amendments		
Version Number	Date of Issue	Detail of Change
V1.0	Mar 2024	Policy Re-write and issue.
V2.0	Apr 2025	Policy re-written.

8.2 Next Review Date

The next scheduled review of this document will be April 2026 or earlier if there is a need for an additional review.

8.3 Document Authorisation

Document Authorisation		
Name and Position	Signature	Date
Laura Jambawai Quality and Adult Skills Lead	LJambawai	16 April 2025