

## Children, Young People and Vulnerable Adults

### Purpose

The purpose of this policy is to take reasonable steps to promote and safeguard the welfare of any child, young person or vulnerable adult engaged in learning on any Appris program / activity.

### Policy

In its normal provision of training services to 100% employed status learners, Appris do not come into regular contact with children or vulnerable adults.

However, Appris is committed to discharging its statutory and moral duty to support all learners. We are also committed to discharging any additional duties to promote and safeguard the welfare of all learners engaged in our activities.

### Implementation

This policy aims to address any situation where concerns arise regarding the safeguarding of children, young people under the age of 18 years and vulnerable adults (hereafter referred to as 'young people and vulnerable adults').

To achieve our commitment Appris will:

- Have a designated **safeguarding officers (Geraldine Wilson Foat and John Dixon)**. They can call on support from in-house HR Professionals and external Legal Specialists.
- Engage with local specialist agencies / services eg Education Bradford, Child Protection Unit and Services to Children and Young People.
- Provide appropriate awareness guidance to all members of staff to ensure that they know and understand the issue of safeguarding and procedures to be followed.
- Ensure that there are sound arrangements for appropriate checks on staff.
- Ensure that appropriate action is taken to exclude, refuse admission or employment to any individual who may pose a threat to Appris learners or other people that Appris come into regular contact with as a part of our business operations.
- Ensure that Appris systems and programme delivery provide the necessary protection for learners that do not compromise their health, safety and welfare.
- Refer to Services to Children and Young People or other appropriate agency any learner that comes to our attention as being at risk of being abused.
- Regard sexual relationships between staff and learners as totally unacceptable, a breach of trust and contract of employment.
- Ensure that learners have the right of access to Appris staff who will respect their confidences; and will not judge, intervene or act, except in extreme circumstances, without the person's agreement.
- Ensure the learner is offered all possible support.
- Recognise Appris's duty of care and that the learners welfare must be paramount. Hence, in extreme circumstances, it may be necessary to breach a person's confidentiality to protect them from harm. Learners must be informed of this position.
- Ensure that in situations where abuse of a learner is alleged or suspected Appris will take account of advice from specialist agencies on circumstances warranting a breach of confidentiality.
- Recognise the particular challenges faced by learners with learning or communication difficulties by ensuring they are appropriately supported.

Issue 3	30/06/15	Issued & Approved by JI
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## Additional procedures in relation to Prevent Duty

The Counter-Terrorism and Security Bill, seeks to place a duty on specified authorities to 'have due regard, in the exercise of its functions, to the need to prevent people from being drawn into terrorism'. Preventing people becoming terrorists or supporting terrorism also requires challenge to extremist ideas where they are used to legitimise terrorism and are shared by terrorist groups. Appris are identified as a specified authority as they are in the Further Education sector.

Should serious e-safety incidents take place, the following persons / external agencies should be informed:

- Trustees & Director
- Safeguarding Designated Officers
- Police (if applicable)
- Local Authority Safeguarding Officers

## Review

This policy will be reviewed annually and / or in response to legislative change or significant events. Subsequent reporting will be made in a manner which respects and maintains the confidentiality of ALL Appris Learners. Policy review will include liaison with specialist agencies, as appropriate, where the advice and support is recognised as important in the effective development and implementation of the policy.

Reference to supporting documents:

Safeguarding Record

E-Safety Policy

Bullying & Harassment Policy

Equality & Diversity Policy

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