

Safeguarding Policy

LAGAT delivers a comprehensive range of self employment, business support, jobsearch, work experience, vocational training, mentoring and consultancy funded by individuals, organisations and government agencies.

Policy Statement

LAGAT is strongly committed to practices that protect children, young people and vulnerable adults from abuse, neglect or significant harm.

LAGAT the company recognise and accept their responsibility to develop the awareness of the risks and issues involved in safeguarding. The company also recognises that it has a responsibility to protect staff from unfounded allegations of abuse. LAGAT is committed to working with existing local safeguarding boards and other health and social care partnerships to ensure the safeguarding of its learners.

Definition

For the purposes of this policy and procedure children are defined in the Children Act of 1989 as a person under the age of 18 years.

The Safeguarding Vulnerable Groups Act 2006 defines 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 with physical or mental health conditions

Accountability and Responsibility

LAGAT has two Safeguarding appointed persons from the senior management team who are accountable to the Board of Directors. Incidents or concerns are reported at local level to the appointed persons and escalated to the Board of Directors. The Safeguarding Appointed Persons are responsible for monitoring and managing incidents or concerns and liaising with safeguarding agencies. The Safeguarding Appointed Person will produce an annual report on safeguarding within the company.

Training

The company has a duty to promote safeguarding issues and measures to staff and ensure they:

- Analyse their own practice against established good practice, and 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 (Code of Conduct)
- Follow the guidelines for staff (Quick Guide)
- Undertake annual training on safeguarding to raise awareness of current issues and legislation.

- The Safeguarding Appointed Person will attend the recommended designated person Training every 2 years.

Statutory Framework

LAGAT aims to meet legislative requirements and good practice in safeguarding. The statutory framework under which we operate includes the Children Act 1989. This provides the 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.

Criminal Record Bureau Checking

The company recognises it has a responsibility to ensure safe recruitment and employment practices. Currently LAGAT outsource the service of a registered company (HR Solutions) who complete CRB checks on new and existing staff who frequently or intensively work with children, young people and vulnerable adults in training, supervision advice and guidance.

Review

The Managing Director will review the Safeguarding Policy and associated relevant documents annually.

The review process will include analysis of monitoring data, feedback from learners, clients, staff and other stakeholders to determine the impact of the policy and any action(s) required.

Relevant Documents

This policy and procedure should be read in conjunction with the Quick Guide for Staff, the Code of Conduct for Staff, Safeguarding Flowchart and the Safeguarding Poster for learners issued to all 16-18 year old learners.

A very useful reference guide for staff is Safer Practice, Safer Learning from the National Institute of Adult and Continuing Education (NIACE) www.niace.org.uk



Hannah Spencer

Managing Director