



Olympus Academic and Training Services Limited

Safeguarding, Prevent Duty & British Values Policy

Document Control Summary

Purpose	To set out measures to take to ensure the protection of Learners, Staff, Volunteers & Board Members
Author	Joseph Jengo
Date of Implementation	June 2021
Version	1.0
Document Classification	Public
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Deputy Safeguarding Teams	Michelle Duncan
Date of Next Review	June 2022

Revisions and Updates

Date	Details

1. Policy Statement

- 1.1 Qlympus Academic and Training Services Limited is committed to the protection of any children, young persons or vulnerable adults who come into contact with our organisation, but it is also equally committed to safeguarding the interests of staff and learners who work or come into contact with vulnerable persons. The organisation will ensure that all staff are subject to appropriate DBS checks by December 2021.
- 1.2 Qlympus Academic and Training Services Limited is committed to ensuring so far as is reasonably practicable the safety of children¹, young persons² and vulnerable adults³ who are on its property or who are engaged in our activities at any location. In particular, we require that a written risk assessment is completed for all activities organised for children, young persons, and vulnerable adults, before any young person or child is admitted as a student.
- 1.3 This policy reflects Rapid Improvement Limited's commitment to promoting and ensuring the safety and well-being of all learners, while recognising the importance of having in place particular procedures and practices in support of groups of learners that are or become vulnerable.
- 1.4 Qlympus Academic and Training Services Limited will maintain procedures and practices which safeguard and promote the wellbeing of all its learners by identifying and applying best practice within the sector and ensuring that the Learner Safeguarding Policy and Procedures comply with legislative requirements and government recommendations.

2 The Scope of this Policy

- 2.1 This policy sets out how Qlympus Academic and Training Services Limited implements the Safeguarding legislation and best practice set out in Paragraph 3 below.
- 2.2 Our policy is to establish clear guidance regarding Safeguarding issues and to establish key principles, structures and monitoring arrangements which are applicable to all members of staff and programme participants.
- 2.3 All staff are responsible for, and have an impact on, the quality of our service and delivery. We recognise that the welfare of our staff and learners is paramount and that all have the right to work in a safe environment.
- 2.4 This policy applies to all staff including directors and managers, full time and part time staff and learners, irrespective of where their learning takes place and to partner organisations we work with.
- 2.5 When Qlympus Academic and Training Services Limited works with a partner organisation, we will ensure that the partner organisation has in place its own Safeguarding Policy, and that it is regularly reviewed and updated. During teaching and learning sessions, staff will update learners with relevant Safeguarding items. We will ensure that all staff receive appropriate Safeguarding training - updated annually.

¹ For the purposes of this policy, a **child** is any person under the age of 16 years.

² For the purposes of this policy, a **young person** is a person aged 16 or 17.

³ For the purposes of this policy, a **vulnerable adult** is defined as a person over the age of 18 years who, by reason of mental or physical disability, age or illness may be unable to take proper care of herself or himself.

3 Legislation/ Statutory Framework/ Guidance

- 3.1 The Children Act 1989 provides the legal framework for the protection of children in the UK. Under the Children Act a child is defined as any person less than 18 years of age.
- 3.2 The Protection of Children Act 1999 requires employers to carry out Criminal Record Checks before employees can come into contact with Children and Vulnerable Adults. Qlympus Academic and Training Services Limited is required under this legislation to apply for an enhanced disclosure from the Criminal Records Bureau for staff working with such learners.
- 3.3 Working Together to Safeguard Children, 1999 is a Government Guidance document which sets out how all agencies and professionals should work together to promote Children and Vulnerable Adults welfare and protect them from abuse and neglect and requires all educational organisations to follow the procedures for protecting children from abuse which are established by the Area Child Protection Committee. The guidance makes clear that educational organisations are also expected to ensure that they have appropriate procedures in place for responding to situations in which they believe that a child has been abused or is at risk of abuse – these procedures should cover circumstances in which a member of staff is accused or suspected of abuse.
- 3.4 DfEE Circular 10/95 (Protecting Children from Abuse: The Role of The Education Service) derives from the Education Act 2002 and places the following responsibilities on all educational organisations:
- a) Staff should be alert to signs of abuse and know to whom they should report any concerns or suspicions.
 - b) A designated person should have responsibility for co-coordinating action within the organisation and for liaising with other agencies.
 - c) Staff with designated responsibility for child and Vulnerable Adult protection should receive appropriate training.
 - d) Educational organisations should be aware of and follow the procedures established by the Area Child Protection Committee and, where appropriate, by the Local Education Authority or Social Services Department.
 - e) Educational Organisations should have procedures, of which all staff are aware, for handling suspected cases of abuse of children, including procedures to be followed if a member of staff is accused of abuse.
 - f) Circular 10/95 also states that “parents should be made aware of the (educational organisation’s) Child and Vulnerable Adult protection policy and the fact that this may require cases to be referred to the investigative agencies in the interests of the child.”
 - g) Qlympus Academic and Training Services Limited follows the detailed guidelines set out in Circular 10/95 in dealing with all cases of abuse or suspected abuse against children. Section 175 of the Education Act 2002 This section of the Act requires providers to safeguard and promote the welfare of child and Vulnerable Adults. Qlympus Academic and Training Services Limited will follow any guidance issued on this section of the Act.
 - h) The Company will keep its policy and procedures on Child and Vulnerable Adult protection under review to take account of any new Government legislation, regulations, or best practice documents to ensure that staff are kept fully up to date with their responsibilities and duties with regard to the safety and well-being of Children and Vulnerable Adults.

3.5 Children's Trusts bring together all services for children and young people in a local area to focus on improving outcomes for all children and young people. The outcomes that are most important to children and young people are:

- Being Healthy
- Staying safe
- Enjoying and achieving
- Economic wellbeing
- Making a positive contribution

4 Learner Safeguarding Policy Statement

4.1 To ensure that comprehensive and effective safeguarding practices exist within Qlympus Academic and Training Services Limited and that a culture of adherence to and continuous development of those practices is established and maintained, we will.

- Require all staff to provide and assure a safe environment for learners at all times.
- Establish and maintain procedures and practices which minimise risks to all learners.
- Publish and promote the right of every learner to work within a safe and cooperative learning and working environment.
- Provide information and educate learners about how to stay safe.
- Provide training to maintain the awareness of all staff so that they recognise and react responsibly to apparent and potential instances of abuse or neglect of learners.
- Articulate and maintain procedures for identifying, investigating, and reporting cases (or suspected cases) of abuse or potential for harm to learners.
- Collaborate and cooperate with external agencies to establish, maintain, and coordinate procedures and arrangements for ensuring the safety of the learners, keeping the welfare of the learner at the centre of any action taken.

5 Policy Implementation and Responsibilities

5.1 Qlympus Academic and Training Services Limited regards the promotion of Safeguarding measures as a mutual objective of management and staff.

5.2 It is our policy to do all that is reasonable to ensure the Safeguarding of all those who have dealings with us, including programme participants and other visitors.

5.3 Qlympus Academic and Training Services Limited is responsible for ensuring this policy is adhered to and all members of staff and programme participants have an obligation to co-operate in the operation of this policy.

6 Our Commitment – General Principles

6.1 Rapid Improvement Limited:

- will carry out our responsibilities under all relevant legislation, regulations, and formal guidance for the protection of children and vulnerable adults.
- maintains as one of our highest priorities the health, safety and welfare of all children and vulnerable adults involved in courses or activities which are our responsibility.
- has a duty to ensure that our employees fulfil their responsibilities to safeguard and promote the welfare of children and vulnerable adults, and to prevent child abuse and to report any abuse discovered or suspected.
- will advise all parents/ guardians/ carers of learners under 18 of the existence of our Child and Vulnerable Adult Protection Policy and Procedures, and the fact that this may require cases to be referred to the investigative agencies in the interests of the child.
- will advise children and vulnerable adults who are students about the standards of behaviour and conduct they can expect from staff and volunteers and of what to do if they experience or suspect abuse.
- will work with appropriate local agencies to ensure that children are safeguarded through the effective operation of the Children and Vulnerable Adult protection procedures.
- recognises that any child and vulnerable adult can be subject to abuse and all allegations of abuse will be taken seriously and treated in accordance with our policies and procedures.
- recognises that it is the responsibility of all staff to act upon any concern no matter how small or trivial it may seem.
- recognises our responsibility to implement, maintain and regularly review the procedures that are designed to prevent or notify suspected abuse.
- requires all staff to follow the *Code of Behaviour for Children and Vulnerable Adult Protection*, which is appended to this policy document (Appendix B) and will draw the attention of staff to this code of conduct and procedures in induction and relevant training.
- is committed to supporting, resourcing, and training those who work with, or who come into contact with, children and vulnerable adults and to providing appropriate supervision.
- will prepare and implement an action plan to ensure that it fulfils its duties to protect children and vulnerable adults.
- We have changed our working practice to ensure learners are safe to return.

7 Disclosure & Barring Service (DBS) checks (previously CRB checks)

7.1 Qlympus Academic and Training Services Limited will ensure that ALL new members of staff will undergo DBS Checks by February 2021.

7.2 The Criminal Records Bureau (CRB) and the Independent Safeguarding Authority (ISA) have merged to become the Disclosure and Barring Service (DBS). CRB checks are now called DBS checks.

- 7.3 As this process can take up to four months, Qlympus Academic and Training Services Limited will ask all new employees to sign a declaration, stating that they are not aware of any convictions that could hinder their employment at the Company.
- 7.4 Further to this, all managers will be asked to keep members of staff waiting for clearance under observation.
- 7.5 To ensure that Qlympus Academic and Training Services Limited meets the requirements set out in the Child and Vulnerable Adult Protection Policy, the company will now seek to obtain DBS clearance for every member of staff working on a full time, part time basis. To support this process, the updated Child and Vulnerable Adult Protection Policy will be issued to every member of staff, and Child and Vulnerable Adult Protection briefing sessions will be held to communicate the policy and implications of the 1999 Child Protection Act.
- 7.6 Members of staff (or volunteers acting as agents of Rapid Improvement Limited) will only be permitted to have substantive contact with children, young persons, or vulnerable adults if they have had DBS checks. 'Substantive contact' will be determined in the light of the following:
- (a) No-one without Enhanced DBS clearance will be permitted to be in sole charge of a child, young person or vulnerable adult or a group thereof.
 - (b) Excluding casual insubstantial contact, no-one without Enhanced DBS clearance will be permitted to have one-to-one contact with a child, young person, or vulnerable adult.
 - (c) No-one without Enhanced CRB clearance may be appointed as a peer mentor or as a personal tutor – or to other offices with similar responsibilities – for a child, young person, or vulnerable adult.

8 Safeguarding – Changing Priorities, E.G Radicalisation, FGM, eSafety

- 8.1 Qlympus Academic and Training Services Limited will ensure that we keep abreast of new and changing safeguarding issues, for example the risks of Radicalisation and FGM (Female Genital Mutilation) to children and vulnerable adult, eSafety, Domestic Violence, Children who live away from home or go missing, Child sexual exploitation, Race and racism and Extremis.
- 8.2 We are aware of The Female Genital Mutilation Act 2003 and Channel (a multi-agency approach to protect people at risk from radicalisation) and will ensure staff are aware of how to spot and raise concerns.
- 8.3 The www.gov.uk website provides updated guidance and legislation.

APPENDIX A

Child and Vulnerable Adult Protection Procedures

These procedures should be read in conjunction with the Department of Health document 'What to do if you're worried a child is being abused (Summary)' 19 May 2003.

1 Purpose

- 1.1 The purpose of these guidelines is to ensure that the rights of children and vulnerable adults are protected through staff awareness of the issues and the following of the statutory and local guidelines in the reporting of concerns.
- 1.2 It is the responsibility of all Qlympus Academic and Training Services Limited staff to record and report Child Protection concerns, i.e., where they believe a child has been or is at risk of abuse, neglect, or significant harm. This responsibility extends to all staff and not just those specifically working with under 18s.

2 Definition of Terms

- 2.1 The Child and Vulnerable Adult Protection Policy describes the support and protection procedures for all learners under the age of 18, or vulnerable learners over this age, who may be "at risk" of abuse.

2.2 The Definition of a "Child"

"Child" is defined as all young people under the age of 18, in accordance with the 1989 Children Act.

2.3 The Definition of a "Vulnerable Adult"

"Vulnerable Adult" is defined as, "a person who is, or may be in need of community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation", in accordance with County Council's adult protection procedures.

3 Categories of Abuse

- 3.1 Children can be potentially abused within the family, community, and in organisations by employees (including those employed to promote their welfare and protect them from abuse), volunteers, visitors, and fellow students, the following are broad categories of abuse.

- **Physical Abuse:** may involve hitting, shaking, throwing, burning, or scalding, drowning, suffocating, or otherwise causing physical harm to a child and vulnerable adult. Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately causes ill health to a child and Vulnerable Adult who they are looking after. This is commonly described using terms such as 'fictitious illness by proxy' or 'Munchausen's syndrome by proxy'.
- **Emotional Abuse:** is the persistent emotional ill-treatment of a child or vulnerable adult such as to cause severe and persistent effects on the child and vulnerable.

adult's emotional development. It may involve conveying to children or vulnerable adults that they are worthless and unloved, inadequate, or valued only so far as they meet the needs of another person. It may involve age or developmentally inappropriate expectations being imposed in children and vulnerable adults. It may involve causing children or vulnerable adults frequently to feel frightened or in danger, or the exploitation or corruption of children and vulnerable adults. Some level of emotional abuse is involved in all types of ill-treatment of a child or vulnerable adult, though it may occur alone.

- **Sexual Abuse:** involves forcing or enticing a child or vulnerable adult to take part in sexual activities, whether the child or vulnerable adult is aware of what is happening. The activities may involve physical contact, including penetrative (e.g., rape) or non-penetrative acts. They may include non-contact activities, such as involving children or vulnerable adults in looking at, or in the production of, pornographic materials or watching sexual activities, or encouraging children or vulnerable adults to behave in sexually inappropriate ways.
- **Neglect:** is the persistent failure to meet the child's or vulnerable adult's basic physical and/ or psychological needs, likely to result in the serious impairment of the child or vulnerable adult's health or development. It may involve a parent or carer failing to provide adequate food, shelter and clothing, failure to protect a child or vulnerable adults from physical harm or danger, or failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child or vulnerable adults basic emotional needs.
- **Significant Harm:** Some children or vulnerable adults may be in need because they are suffering or likely to suffer significant harm. The Children Act V section 47 (1) introduced the concept of significant harm as the threshold that justifies compulsory intervention in family life in the best interest of the children.
- **Financial Abuse** Some children and vulnerable adults may be abused or exploited financially including fraud and extortion.

4 Director, Deputy and Advisors

4.1 All schools, colleges and providers are required to have a designated member of staff, who is assigned to act on child and vulnerable adults' protection concerns.

4.2 At Qlympus Academic and Training Services Limited our Designated Safeguarding/Prevent Officer is our Co-founder and CEO, Joseph Jengo, and he is responsible for co-ordinating action within the organisation and liaising with other agencies.

4.3 The CEO has overall responsibility for Safeguarding who then reports regularly to the Board of Governors and is required to know:

- how to identify signs and symptoms of abuse and when to make a referral.
- local Child and Vulnerable Adult protection procedures and the Child Protection Manager's role within them
- roles/ responsibilities of investigating agencies and how to liaise with them.
- requirements of record keeping.
- child protection conference conduct and how the Child Protection Manager or other members of staff can make an appropriate contribution.

5 Advice to Staff, Volunteers, Board Members on When to Take Action & How

- 5.1 Once you suspect or know of any abuse of any child or vulnerable adult, you should immediately inform the Designated Safeguarding/Prevent Officer in person or by telephone. Even if you have only heard rumours of abuse, or you have a suspicion but do not have firm evidence, you should still contact the Designated Safeguarding/Prevent Officer to discuss your concerns. You should also contact the CEO if you know or suspect that a member of staff, learners, volunteers, and board members has a previous history of abuse of children and/or vulnerable adults.
- 5.2 If, following your initial contact with the Designated Safeguarding/Prevent Officer, it is decided that the matter should be taken further; a written report must be prepared. A written report is essential to prevent any misrepresentation of your findings and should be sent to the CEO within 24 hours of the raising your suspicion. The report should be factual and should not include opinions or personal interpretations of the facts presented. The report should contain as much detail as possible, including any apparent physical signs of abuse or other circumstances which led to your suspicions, or the account given to you of abuse by the child or vulnerable adult concerned, as accurately as you are able to record it. The report should be signed, dated and a copy stored in a secure place. If you are unsure about what to write, you can get advice from the CEO.
- 5.3 If a child or vulnerable adult comes to you with a report of apparent abuse, you should listen carefully to the child or vulnerable adult, using the following guidelines. When listening to a child or vulnerable adult staff must:
- allow the child or vulnerable adult to speak without interruption.
 - never trivialise or exaggerate the issue.
 - never make suggestions.
 - never coach or lead the child or vulnerable adult in any way.
 - reassure the child or vulnerable adult, let them know you are glad they have spoken up and that they are right to do so.
 - always ask enough questions to clarify your understanding, do not probe or interrogate – no matter how well you know the child or vulnerable adult – spare them having to repeat themselves over and over.
 - be honest – let the child or vulnerable adult know that you cannot keep this a secret; you will need to tell someone else.
 - try to remain calm – remember this is not an easy thing for them to do.
 - do not show your emotions – if you show anger, disgust, or disbelief, they may stop talking this may be because they feel they are upsetting you or they may feel your negative feelings are directed towards them.
 - let the child or vulnerable adult know that you are taking the matter very seriously.
 - make the child or vulnerable adult feel secure and safe without causing them any further anxiety.
- 5.4 The Designated Safeguarding/Prevent Officer will be responsible for recording essential information about each case and for collecting reports and notes as appropriate.
- 5.5 Any detailed information about a case will be confined to the Project Manager, Director and (if not involved in the allegations) the parents/ guardians/ carers. The Manager(s) and staff reporting the allegations will be kept informed of the progress of the case on a

'need to know' basis.

6 What Happens Next?

6.1 Taking into account all the information available, the Designated Safeguarding/Prevent Officer will decide on the next steps, which may include taking no further action.

6.2 Where the Designated Safeguarding/Prevent Officer and CEO decide that further action is necessary, this may be to:

- Seek further advice from The Children's Trust.
- Make a referral to the appropriate agency, as signposted.
- Report the incident to a designated Social Worker, as signposted.
- Report the matter to the police if a crime is suspected. If a referral is made, this must be confirmed in writing to the appropriate agency within 24 hours.

6.3 The CEO may consider that those involved may require counselling. Where it is felt there is a need for counselling (which could be for the child/ren, other students, staff, parents, or carers involved) the CEO will make the necessary arrangements.

7 Confidentiality

7.1 Confidentiality and trust should be maintained as far as possible, but staff must act on the basis that the safety of the child and vulnerable adults is the overriding concern.

7.2 The degree of confidentiality will be governed by the need to protect the child or vulnerable adults.

7.3 The child or vulnerable adults should be informed at the earliest possible stage of the disclosure that the information will be passed on.

7.4 All conversation regarding a child or vulnerable adults should always be held in private.

7.5 Qlympus Academic and Training Services Limited complies with the requirements of the Data Protection Act 1998, which allows for disclosure of personal data where this is necessary to protect the vital interests of a child and vulnerable adults.

7.6 Whatever happens, you should always be open and honest with the child or vulnerable adult if you intend to take the case further.

7.7 Staff must not discuss the case with anyone other than those involved in the case. If staff have any concerns about the progress of the case or have any other concerns these must be discussed with the Designated Safeguarding/Prevent Officer or CEO.

8 Allegations Against Staff

8.1 Rapid Improvement Limited's primary concern is to ensure the safety of the child and vulnerable adults. It is essential in all cases of suspected abuse by a member staff that action is taken quickly and professionally whatever the validity.

8.2 There may be occasions where a child or vulnerable adult will accuse a member of staff of physically or sexually abusing them. In some cases, this may be false or unfounded.

However, in some cases the allegations may be true. Any instance of a child or vulnerable adult being abused by a member of staff is particularly serious. On the other hand, for an innocent person to be accused of such an act is a serious ordeal which can result in long term damage to health and career.

8.3 In the event that any member of staff suspects any other member of staff of abusing a student, it is their responsibility to bring these concerns to the Designated Safeguarding/Prevent Officer, who must then:

- Take such steps as s/he considers necessary to ensure the safety of the child or vulnerable adult in question and any other child or vulnerable adult who might be at risk.
- Report the matter to the local social services department.
- Ensure that a report of the matter is completed by the person who reported the original concern.

8.4 If the allegation concerns one of the management team, the matter should be discussed with the Designated Safeguarding/Prevent Officer, who will report to the CEO, in addition to following the normal procedures for Child and Vulnerable Adults Protection. If the allegation concerns the CEO the matter should be discussed with the Designated Safeguarding/Prevent Officer, who will follow the normal procedures for Child and Vulnerable Adults Protection.

APPENDIX B

Code of Behaviour for Child and Vulnerable Adult's Protection for Qlympus Academic and Training Services Limited Staff, Volunteers and Board Members, etc

1 Introduction

- 1.1 Qlympus Academic and Training Services Limited recognises that it is not practical to provide definitive instructions that would apply to all situations at all times whereby staff come into contact with children and vulnerable adults and to guarantee the safeguarding and protection of children and vulnerable adults and staff.
- 1.2 However, below are the standards of behaviour required of staff in order to fulfil their roles and duty of care. This code should assist in the safeguarding and promotion of the welfare of children and vulnerable adults and in the protection of both children and vulnerable adults and members of staff.

2 Staff, Volunteers and Board Members Conduct

2.1 Staff, Learners, Volunteers and Board Members **must**:

- Always adhere to the Child and Vulnerable Adults Protection Policy and Procedures, including acting to promote children and vulnerable adults' welfare, prevent abuse and report any abuse discovered or suspected.

2.2 Staff, Learners, Volunteers and Board Members **must never**:

- Engage in rough, physical games including horseplay with children and vulnerable adults/ students.
- Allow or engage in inappropriate touching of any kind. The main principles of touch are:
 - touch should always be in response to the child or vulnerable adult's need.
 - touch should always be appropriate to the age and stage of development of the child or vulnerable adults.
 - touch should always be with a child or vulnerable adult's permission.
- Do things of a personal nature for children or vulnerable adult that they can do for themselves or that their parent can do for them.
- Physically restrain a child or vulnerable adult unless the restraint is to prevent physical injury of the child and vulnerable adults/other children/visitors or staff/yourself.

In all circumstances physical restraint must be appropriate and reasonable; otherwise, the action can be defined as assault.

- Make sexually suggestive comments to or within earshot of a child or vulnerable adult.
- Have children or vulnerable adults on their own in a vehicle. Where circumstances require the transportation of children or vulnerable adults in their vehicle, another member of staff must travel in the vehicle. Also, it is essential that there is adequate insurance for the vehicle to cover transporting children or vulnerable adults as part of the business of your work. In extreme emergencies (for medical purposes) where it is required to transport a child or vulnerable adult on their own, it is essential that another leader and the parent is notified immediately.
 - Take a child or vulnerable adult to the toilet unless another adult is present or has been made aware (this may include a parent, group leader).
 - Spend time alone with a child or vulnerable adult on his/her own, outside of the normal tutorial/ classroom situation. If you find you are in a situation where you are alone with a child or vulnerable adult, make sure that you can be clearly observed by others.
 - Engage in a personal relationship with a child or vulnerable adult/student, or a child or vulnerable adult who becomes a student, beyond that appropriate for a normal teacher/ student relationship.

3 Implications for Staff, Volunteers and Board Members

- 3.1 Staff, Volunteers and Board Members who breach any of the above may be subject to the disciplinary procedure. If an allegation against a member of staff has occurred, then an investigation will be carried out.
- 3.2 Qlympus Academic and Training Services Limited reserves the right to suspend any member of staff under the Child and Vulnerable Adult Protection Policy to safeguard young people and vulnerable adults whilst an internal and/or external investigation takes place.
- 3.3 The company can implement its own internal investigation during any stage of this process, which may result in disciplinary action against a member of staff.
- 3.4 Should the company decide to suspend an employee following implementation of the Child and Vulnerable Adult Protection Policy, the following procedure will be followed:
 - a) The employee concerned will be required to attend a meeting with the CEO. The employee will have the opportunity to be accompanied by a colleague, or a trade union representative.
 - b) During the meeting, the employee will be provided with written confirmation of the suspension, and the opportunity to ask any questions with regards to the contents of the letter.
 - c) If the suspension is subject to external investigation, the company management representatives will be unable to discuss the details of any allegations made under the Child Protection Act (1999).

APPENDIX C

Preventing Extremism and Radicalisation

1 Introduction

Qlympus Academic and Training Services Limited is committed to providing a secure environment for learners, where they feel safe and are kept safe and where equality and inclusion are actively promoted.

If you believe someone is at risk of radicalisation you can help them obtain support and prevent them becoming involved in terrorism by raising your concerns and making a referral to our Designated Safeguarding/Prevent Officers.

2 Definitions

Radicalisation is a process by which an individual or group comes to support terrorism and forms of extremism leading to terrorism. E.g., a radical view to Social behaviour, religious ideals, political ideals, and aspirations. Typically, a radicalisation process includes exposure of an individual to extremist viewpoints that may eventually influence the person to carry out an act of violent extremism or terrorism. This could take weeks, months or even years.

Extremism is an ideology or set of ideas which are considered to be outside the mainstream attitudes of society. Terrorism is an act of violence which is carried out with the purpose of influencing the government or intimidating the faith or the public. Extremism can take many forms including political, religious, and economic. Usually, extreme ideologies are intolerant of other perspectives.

When operating this policy Qlympus Academic and Training Services Limited uses the following definition of extremism:

*'Vocal or active opposition to fundamental British values, including **democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs**; and/or calls for the death of any person, whether in this country or overseas'*

3 Ethos

There is no place for extremist views of any kind in Qlympus Academic and Training Services Limited, whether from internal sources – learners, staff, or directors; or external sources – community, external agencies, or individuals. Our learners see our classes as a safe place where they can, at appropriate times, explore controversial issues safely and where our teachers encourage and facilitate this – we have a duty to protect this freedom.

We recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for learners and so should be addressed as a safeguarding concern. We also recognise that if we fail to challenge extremist views, we are failing to protect our learners.

Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the development of learners. Education is a powerful weapon against this; equipping people with the knowledge, skills, and critical thinking, to challenge

and debate in an informed way and to ensure that they thrive, feel valued and not marginalised.

4 Practice

At Qlympus Academic and Training Services Limited we promote the values of democracy, the rule of law, individual liberty, mutual respect, and tolerance for those with different faiths and beliefs. We understand our legal duty to balance freedom of speech and protecting student/staff welfare.

Teaching Approaches. We teach and encourage learners to respect one another and to respect and tolerate difference. We strive to eradicate the myths and assumptions that can lead to some people becoming alienated and disempowered, especially where the narrow approaches they may experience elsewhere may make it harder for them to challenge or question these radical influences.

In our provision this will be achieved by good teaching. We will ensure that all our teaching approaches help our learners build resilience to extremism and give learners a positive sense of identity through the development of critical thinking skills. We will:

- Make a connection with learners through good teaching design and a learner centred approach.
- Facilitate a 'safe space' for dialogue, and
- Equip our learners with the appropriate skills, knowledge, understanding and awareness for resilience.

This approach will be embedded within the ethos of our providers so that learners know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. Our goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution.

Safeguarding. As part of wider safeguarding responsibilities staff will be alert to:

- Disclosures by learners of their exposure to the extremist actions, views, or materials of others outside of the provider, such as in their homes or community groups, especially where learners have not actively sought these out.
- Graffiti symbols, writing or artwork promoting extremist messages or images.
- Learners accessing extremist material online, including through social networking sites.
- Partner providers, local authority services, and police reports of issues affecting learners in other providers or settings.
- Learners voicing opinions drawn from extremist ideologies and narratives.
- Use of extremist or 'hate' terms to exclude others or incite violence.
- Intolerance of difference, whether secular or religious or, in line with our equalities policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture.
- Attempts to impose extremist views or practices on others.
- Extreme Anti-Western or Anti-British views.

External Speakers and Events. In order to comply with the duty, we have policies and procedures in place for the management of events held on our premises. These policies will apply to all staff, learners, volunteers, board members and visitors and clearly set out what is required for any event to proceed.

London Safeguarding Children Board(londonscb.gov.uk), **London Safeguarding Children's, FE Prevent Coordinators: Greater London – Chris Rowell & Jake Butterworth:** chris.rowell@education.gov.uk; jake.butterworth@education.gov.uk

Chris- 07384 872518 Jake – 07795 454722 LONDON: Jennie Fisher:
jennie.fisher@education.gov.uk 07880 469588

Qlympus Academic and Training Services Limited will ensure that staff, volunteers, and board members adhere to a proper code of behaviour for using acceptable technologies, staff/learner relationships and mode of communications including the use of social media; breaching this code of behaviour will lead to disciplinary and grievance procedures.

Our Safe recruitment, selection and vetting procedures will include checks into the eligibility and the suitability of all management or board members, staff and volunteers who have direct contact with learners.

Staff, Volunteers and Board members to learn about safeguarding in accordance with and as appropriate to their roles and responsibilities. This will include higher level training for designated safeguarding leads and deputies.

Qlympus Academic and Training Services Limited staff, volunteers and board members will adhere to the promotion of Fundamental British Values.

Qlympus Academic and Training Services Limited will ensure that adequate and appropriate measures are in place for safeguarding of learners when with employers.

The organisation will ensure that Information on local risk or on particular risks in the sector the apprentice/learners is working in are available.

The Designated Safeguarding Lead to establish links with the London Safeguarding Children Partnership, FE Prevent Coordinator.

Reporting a concern:

NB: If any member of staff, volunteers, board members have any concern regarding a venue or event they should contact one of the Designated Safeguarding/Prevent Officers as follows:

Designated Safeguarding Lead: Joseph Jengo - 07958320099

Deputy Designated Safeguarding Lead: Michelle Duncan - 07949070846

Deputy Designated Safeguarding Team Member: Samuel Nelson - 07949412040