

Safeguarding Policy

The Training Co acknowledges the duty of care to safeguard and promote the welfare of people (Children & Adults) and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and legal requirements.

The policy recognises that the welfare and interests of people are paramount in all circumstances. It aims to ensure that regardless of age, gender, religion or beliefs, ethnicity, disability, sexual orientation or socio-economic background, everyone:

- ① have a positive and enjoyable experience in a safe environment
- ① are protected from abuse whilst participating in activities or training.

The Training Co. acknowledges that some people, including disabled children/adults and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy The Training Co. will:

- ① promote and prioritise the safety and wellbeing of people
- ① ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to people
- ① ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern
- ① ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- ① prevent the employment/deployment of unsuitable individuals
- ① ensure robust safeguarding arrangements and procedures are in operation.

The policy and procedures will be widely promoted and are mandatory for everyone involved in The Training Co. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Monitoring

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- ① changes in legislation and/or government guidance
- ① as required by the Local Safeguarding Children Board.
- ① as a result of any other significant change or event.

Date **1st January 2016**

Signature



Matthew Cooke