

## **Straight A Training Safeguarding Strategy 2022-2023**

Safeguarding is defined as protecting people's health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect. It is the responsibility of Straight A Training to proactively promote safeguarding understanding for all our learners employers, parents, carers or guardians. Straight A Training is fully committed to safeguarding the welfare of all stakeholders by taking all reasonable steps to protect them from harm and accepts its corporate responsibility for the wellbeing and safety for its stakeholders including children and vulnerable adults.

Straight A Training recognises its responsibility and acknowledges that it our organisational responsibility to uphold British Values and to safeguard the welfare of all stakeholders by creating an environment that protects them from harm and reduces any potential risks of being exposed to violence, extremism, exploitation or victimisation.

Straight A Training are responsible for enabling the:

- Identification of learners who are at risk of neglect, abuse, grooming or exploitation
- Providing help for learners to reduce their risk of harm by securing the support they need, or referring in a timely way to those who have expertise to help

The safeguarding agenda includes a wide range of potential risks including:

- Abuse (physical, emotional, financial, institutional, sexual, organisational)
- Self-neglect
- Discrimination
- Child sexual exploitation
- Bullying and cyberbullying
- Domestic abuse
- Substance misuse
- Fabricated or induced illness
- Faith abuse
- Forced marriage
- Gang and youth violence
- Private fostering
- Female genital mutilation (FGM)
- Gender based violence
- Radicalisation / Extremism (including emerging risks including the Incel movement, Right Wing Terrorism (RWT) and white supremacy)
- Sexting
- Teenage relationship abuse (emotional, online, financial, snooping, sexual, physical)
- Trafficking and modern slavery
- Mental health concerns

Straight A Training ensures full compliance with the 'Keeping children safe in education' guidance released in September 2021, which was then updated in 2022.

( [Keeping children safe in education: information for all school and college staff \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/61222/Keeping-children-safe-in-education-information-for-all-school-and-college-staff.pdf)).

### **Objectives of the Safeguarding Strategy:**

- To ensure that all learners feel safe and to enable learners to voice any potential safeguarding concerns
- To support learners to gain the knowledge to take responsibility for their own safeguarding in the future
- To ensure that the parents, guardians and carers of 16-18 year old learners are involved in the apprenticeship process and are able to voice/discuss any potential safeguarding concerns
- To embed equality and diversity into learning and ensure learners are knowledgeable about subjects beyond their own experience
- To give learners confidence to investigate sensitive issues and support citizenship and inclusion for all, and to recognise when others are at risk

Straight A Training are committed to supporting our clients and learners to enable:

- Their best health
- Complete safety
- Positive learning experience
- Well-being and achievement
- Meeting their needs and interests

### **Strategies:**

Straight A Training requires all team members to understand and promote the above and to incorporate these principles into their working routines. To best support our staff, we will ensure that all staff have the necessary information, instruction and training available. Safeguarding support is a key element of the Straight A Personal Development Strategy to ensure that all team members have the knowledge, skills and confidence to deliver effective safeguarding support. This policy, in conjunction with our Health & Safety and Equality & Diversity policies, is developed to prevent abuse of learners through their environment both immediate and the wider environment. We work together to ensure that:

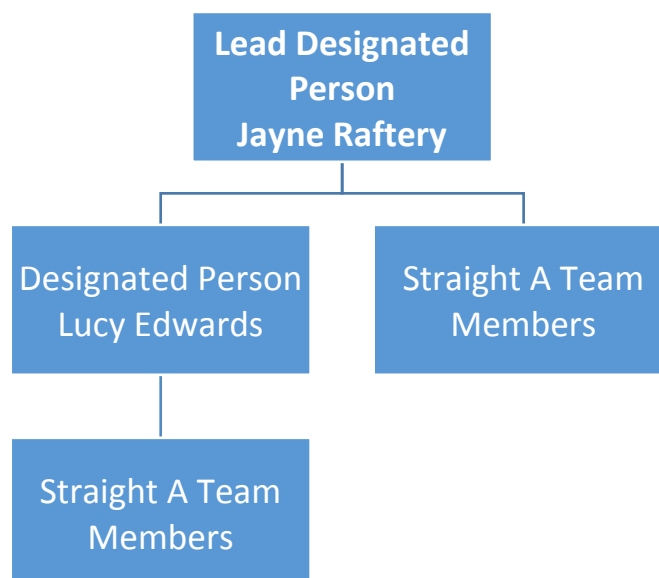
- All learners and staff can access a comfortable reporting line/process as part of our safeguarding strategy which is held on One File and also on the Straight A website ([www.straighta.co.uk](http://www.straighta.co.uk))
- Any safeguarding concern or instance is investigated appropriately.
- Where a potential safeguarding concern may arise that preventative action is taken
- The correct reporting and action is taken in regards to all safeguarding concerns
- To raise awareness of the issues surrounding safeguarding and empower our learners to identify and act upon both inappropriate behaviours and safeguarding concerns
- Maintain and control all relevant checks including enhanced DBS checks

## Safeguarding Roles and Responsibilities

### Role of the Straight A Designated Persons

- To act as a source of support and expertise regarding all aspects of safeguarding and appropriate use of external signposting
- To investigate and identify appropriate decisions and outcomes for safeguarding activities
- To have an understanding of internal procedures and disseminate these to team members
- To ensure that the safeguarding strategy is updated annually, and that all staff have read and understood this policy.
- To embed robust safeguarding and child protection practices across all areas of the provision.
- To develop effective links with relevant statutory agencies. For example, Health, Police, GP's, Local Authority (MASH, LADO)
- To ensure all safeguarding training is cascaded to all team members
- To maintain secure and detailed records of all safeguarding activity which are used for auditing, trend identification and monitoring

### Straight A Organisational Safeguarding Responsibilities



All staff undertake enhanced DBS checks.

All staff members complete regular safeguarding training as a core element of their CPD and this is also reviewed within quarterly PDP meeting and annual reviews. Safeguarding training is completed annual with regular updates and additional training provided as required. Where additional support / learning needs are identified this is addressed immediately as and when required by the designated safeguarding team and action and support methods agreed. In addition, all team

members are required to complete monthly safeguarding training and knowledge assessment activity.

In order to ensure compliance with governance and management requirements, leaders and managers have completed the following additional training:

- Safeguarding for nominees training 2022 (JR ), 2020 (LE)
- Prevent Train The Trainer 2022 (JR, LE)
- Sexual Harassment and Sexual Abuse (A Provider's New Responsibilities 2022 (JR)

Straight A Training access ongoing updates from industry sources and research, including the monitoring of [www.gov.uk](http://www.gov.uk) alerts and current priorities.

## **Employers**

All employers are informed of the importance and requirement for safeguarding and the themes which will be discussed throughout the duration of an apprentices programme. Upon initial engagement employers are introduced to the theme of safeguarding and are required to agree to support safeguarding activities for the duration of the apprentices programme. A named nominee at each employer site will have an observer login for OneFile and be able to view resources for all themes. They may also follow updates on the SAT website and Twitter accounts.

## **Learners**

### **Induction:**

1:1 Discussion relating to Safeguarding – meaning and approach throughout the Apprenticeship. Themes to be discussed and the process for raising any issues. Discussion of confidentiality and Data Protection. Where to find resources and signposting to expert agencies if required. Expectations of Learners in respect of safeguarding and learning. All learners are set an Online Safety exercise as part of induction.

### **Parents, Guardians and Carers**

All learners are required to provide details of an emergency contact. In addition Straight A actively encourages the participation and support of parents, guardians or carers for learners aged 16-18. With consent a parental representative is contacted by Straight A to establish a relationship, promote positive safeguarding and also to offer support for any potential concerns.

## **Safeguarding Reporting and Straight A Responsibilities**

Learners with any concerns in regards to safeguarding issues raised or their own safety at any stage of their apprenticeship have the opportunity to access a comfortable reporting line/process and/or speak to their Tutor, this is reiterated through information and advice sessions and monthly discussions. They also have access to the Straight A Training safeguarding team, on 01276 469020 or at [safeguarding@straighta.co.uk](mailto:safeguarding@straighta.co.uk). Alternatively, the nominated safeguarding

representatives Jayne Raftery and Lucy Edwards can be contacted via email ([jayne@straighta.co.uk](mailto:jayne@straighta.co.uk) / [lucy@straighta.co.uk](mailto:lucy@straighta.co.uk)) or phone (07899074344 / 07824318287)

All records of safeguarding incidents are held in a secure, central location by the Straight A Training designated persons. If it is appropriate for another member of the Straight A Training team to have access to the records, this decision must be authorised by the lead designated person.

Tutors have knowledge in regards to general Safeguarding issues and support services available but it is not the responsibility of Tutors to address any specific issues raised by Learners. Tutors should complete a report to be reviewed by a safeguarding nominee immediately upon notification. The records should record precisely what has been alleged using the words of the complainant. If appropriate, factual observations about the observable physical and emotional state of the individual should also be recorded, Instruction and timescale will then be relayed to the Tutor.

Only the designated persons can make a decision in regards to referring a complaint of allegation, having gathered and examined all relevant testimonies and allegations.

Priority Areas to be set outside of monthly set themes:

- Online safety
- Prevent
- Social media awareness

### **Monthly Safeguarding Themes**

Monthly safeguarding activity and learning for tutors and learners commenced in 2015; therefore tutors have full access to a varied diverse bank of learning and assessments which are now allocated/set for learners and tailored to individual needs, or current popular and newsworthy

Resources are made available in the OneFile resources section, by posts on the Straight A website and through Twitter.

Team meetings: The theme of the next month to be part of each monthly team meeting and all Tutors and support staff complete activities, group discussion and exercises.

Tutors are introduced to new monthly assessments at month end in preparation for working with Learners in the following month. Tutor feedback and support to learners will also be continually monitored through IQA sampling.

When working with learners, tutors will discuss the monthly theme, highlight resources and set the assessments to ascertain comprehension and enable further discussion. Results and feedback to be discussed and followed up at next learner reviews, plus captured in OneFile. Themes are released centrally on a bi-monthly basis and tutors supplement according to learner in the intervening months.

Resources and learning materials for all the themes, plus any additional themes covered previously are available within the resources section of the OneFile portfolio. These materials can also be obtained as paper-based copies from a tutor. Themes may change if current affairs indicate a need to raise awareness or learners experience issues of if a new theme is identified that would benefit all.

## **Evaluation**

All safeguarding records are reviewed on an ongoing to basis to identify potential themes and areas of concerns which will then be addressed immediately.

Records to be evaluated yearly and recurrent themes for learners will be revisited and reported in the Self Assessment Report. Likewise, topics may be added or amended following current issues or those identified in the learner cohort.

The question bank is accessible to all learners with support topics for past topics and tutors can use these for specific learner issues and to supplement the centrally released themes.

Tutors have confirmed, within one-to-one reviews, they feel confident and comfortable to discuss these topics with learners.