

Education for Health

Safeguarding Policy

1. Policy Statement

- 1.1 Education for Health recognises within the course of its activities, staff and students may come into contact with children, young people or vulnerable adults (hereafter: vulnerable / protected groups). In line with current legislation and guidance, it therefore has a duty of care to support staff, trainers and students in promoting a safe environment in which they can carry out their purpose with Education for Health.
- 1.2 We take a proactive approach, planning, implementing, monitoring and reviewing our policies and procedures to promote a safe environment. We take all reasonable measures to ensure that risks of harm to vulnerable and protected groups' welfare is minimised by risk assessment and management, health and safety procedures, staff selection, recruitment, induction, supervision and training and response to and reporting abuse.
- 1.3 Education for Health is committed to working in partnership with other organisations (as appropriate) to facilitate this.

2. Scope

- 2.1 This policy covers safeguarding of vulnerable and protected groups - as defined by law - and in the wider context, all our students and learners.
- 2.2 It sets out how Education for Health will deal with concerns that are raised that an individual may be at risk of exploitation, harm or abuse (including radicalisation), and the type of action that the Charity may take to manage such matters and provide support

3. Definitions

- 3.1 Safeguarding is the protection of vulnerable and protected groups from abuse and neglect, promoting health and development, ensuring safety and care, and ensuring optimum life chances.
- 3.2 Abuse is defined as a behaviour towards a person that either deliberately or unknowingly causes a person harm, or endangers their life or their human or civil rights. It can be passive (e.g. failing to take action to care for someone, or failing to raise an alert about abuse), or active (e.g. hitting, stealing or doing something that causes harm). Abuse can be a one-off incident or something that is repeated.
- 3.3 Types of abuse include:
 - Physical – hitting, pushing, burning, kicking or restraint

- Neglect – failure to provide access to appropriate health, social care or educational services
- Sexual – direct or indirect sexual activity where the vulnerable person cannot or does not give their consent
- Financial – illegal or improper use of property, money, bank account or other belongings
- Emotional
- Violation of rights
- Discriminatory – abuse on the grounds of race, disability, gender, sexuality, religious belief, age, gender reassignment, marriage / civil partnership, pregnancy and maternity or sexual orientation
- Psychological – verbal, humiliation, bullying or the use of threats, blaming, isolation or removal from services or supportive networks
- Coercive behaviour – acts of assault, threats, humiliation and intimidation used to harm, punish, or frighten.
- Controlling behaviour - acts designed to make a person subordinate and/or dependent
- Institutional – poor professional practice

3.4 A child is defined as those under the age of 18 as defined by the Children Act 1989

3.4 A young person is defined as those between the ages of 11 and 17

3.5 A vulnerable adult is defined as those over 18 who are rendered vulnerable to harm or exploitation due to their personal situation and/or social circumstances.

4. Associated procedures

4.1 Because children / protected groups may not be able to report abuse themselves, it is important that staff working with these groups recognise symptoms of possible abuse.

4.2 All employees including volunteers and Trainers have safeguarding training as part of their induction to Education for Health.

4.3 Training procedures are continually reviewed to ensure they are relevant, and an annual safeguarding update is also provided.

4.4 Students are made aware of the Safeguarding Policy through communications from the organisation including guidance about our policies and procedures.

5. Associated documentation

- Policy on Inclusive Teaching and Learning
- Research Policy
- Fitness to Practise Policy
- Prevent Policy

These are located on the Education for Health Policies and Procedures webpage:

<https://www.educationforhealth.org/education/student-support/regulations-policies/>

In addition, for staff, volunteers and trainers:

- Grievance procedure
- Disciplinary procedure
- Equal Opportunities Policy

These are located for staff/volunteers in the Human Resources section of the Education for Health organisational shared drive, and for trainers on the iLearn Trainer Portal.

6. Roles and responsibilities

- 6.1 The safety of vulnerable/protected groups is the shared responsibility of all staff, volunteers and Trainers at Education for Health.
- 6.2 The Head of Operational Support is the Designated Safeguarding Officer for Education for Health and has overall responsibility for the safety of vulnerable groups in accordance with relevant and current legislation and is accountable for Education for Health's practice including planning and implementing training for all employees and dealing with safeguarding queries and concerns
- 6.3 It is the responsibility of the CEO to ensure that we have effective policies, to ensure that policies are implemented and followed and that sufficient time and resources are allocated to employees to carry out their responsibilities
- 6.4 It is the responsibility of all employees, volunteers, trainers and students to ensure that they are aware of the Safeguarding Policy and to report issues that concern them or are reported to them.

7. The Policy

- 7.1 Education for Health will take all safeguarding concerns including suspicions and allegations of exploitation, harm or abuse (including radicalisation) seriously and will report concerns promptly.
- 7.2 Education for Health will take all reasonable steps to ensure that staff who have regular and significant contact with vulnerable/protected groups, whether through paid and unpaid work do not have a known history of harmful behaviour.
- 7.3 All staff are expected to operate in accordance with Education for Health's duty of care. If a member of staff has any safeguarding concerns, they must report it to the Designated Safeguarding Officer (DSO) or the deputy Safeguarding Officer in her absence.
- 7.4 Education for Health will report any incident to the DSO.

- 7.5 If a student reports that they have a concern over their own personal welfare and well-being, staff should listen to and record all information given, making no judgement or assumptions. Information should only be recorded on the student record only if the student agrees. The issue should be reported to the Designated Safeguarding Officer who will then decide the appropriate course of action, and whether a referral outside the organisation is appropriate e.g. signposting to local GPs, mental health services, Adult Social Care, Children's Social Care or the police as appropriate
- 7.6 All students should be aware that, if they have a concern over their own personal welfare and well-being that they do not feel comfortable discussing with student support, they should contact the Designated Safeguarding Officer directly.
- 7.7. If the safeguarding issue raised related to a student's place of work (such as a professional or clinical setting) a member of staff or student should normally report any safeguarding concern in the first instance to the Safeguarding Officer of the provider, or employer. If the student or staff member feels it is inappropriate to make a referral to the provider/employer Safeguarding Officer, or they do not feel they have had a satisfactory response, they should refer directly to Education for Health Designated Safeguarding Officer who will take into account the Fitness to Practise Policy in any further decision making.
- 7.8 All research undertaken by Education for Health staff or students should comply with the ethical guidance in Education for Health's Research Policy.

8. Policy history

Review date: April 2019