

SAFEGUARDING POLICY



Mercury Training Services Ltd (The Company) delivers a comprehensive range of Vocational training, mentoring and consultancy funded by individuals, organisations and government agencies.

Policy Statement

Mercury is strongly committed to practices that protect children, young people and vulnerable adults from abuse, neglect, significant harm, stop becoming, drawn into, promoting or supporting terrorism (contest agenda). Staff 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. The company is committed to working with existing local safeguarding or adult safeguarding Boards and other health and social care partnerships to ensure the safeguarding of its learners whilst recognising the 19 definitions of potential abuse.

The importance of this policy

“For those agencies whose job it is to protect children and vulnerable people, the harsh reality is that if a sufficiently devious person is determined to seek out opportunities to work their evil, no one can guarantee that they can be stopped. Our task is to make it as difficult as possible for them to succeed....” Richard Inquiry Report, 2004 p12 para 79

The purpose of the policy is to:

Provide protection for learners on programmes managed by the Mercury Training Services Ltd.

Definition

For the purposes of this policy and associated procedures, young people are any person under the age of 18 years, and those whom are considered at risk. We accept the definition of adults at risk 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 harm or exploitation” (Department of Health, 2000) but also recognise the 16 additional wider indications of potential vulnerability as outlined by the statutory guidance document – Keeping Children Safe in Education July 2016. These indications include children and young adults who may be living away from home, vulnerable through race or racism, potential victims of domestic violence, with families living in temporary accommodation, living as migrants, living with drug-misusing family members or who themselves have caring responsibilities.

Accountability and Responsibility

Mercury has trained staff that are accountable to the Managing Director. Incidents or concerns are reported to the designated safeguarding officer.

The Managing Director is responsible for monitoring and managing incidents or concerns and liaising with safeguarding agencies.

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

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- Recognise their responsibilities and report any concerns about suspected poor practice or possible abuse (Code of Conduct)
- Undertake training on safeguarding to raise awareness of current issues and Legislation
- Undertake Channel awareness training as part of PREVENT and Counter Terrorism initiative.

Disclosure and Barring Service Checking

The company has a responsibility to ensure safe recruitment and employment practices. New and existing staff who frequently or intensively work with children, young people and vulnerable adults in training, supervision, care, advice, treatment and transport have to be checked through the Home Office for Disclosure and Barring information.

Ofsted inspectors make a judgement on procedures for safeguarding learners meeting current government requirements. They comment on policy, procedures, vetting and training as impact on learners' dictates.

Review

Mercury's Safeguarding Policy is reviewed annually. The review process includes analysis of monitoring data, consultation with and feedback from learners, clients, staff and other stakeholders to determine the impact of the policy and any action required.

Relevant Documents

A useful reference guide for staff is Safer Practice, Safer Learning from the National Institute of Adult and Continuing Education (NIACE) www.niace.org.uk / the Statutory Guidance document "Keeping children Safe in Education".

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Policy Ownership

This Safeguarding Policy is owned by all relevant Mercury Training staff. Its lead originator and point of contact in relation to its content is:

Paul Lawton Jones, Managing Director of Mercury Training Services LTD

Last Reviewed August 2022

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