



Midhurst Learning

POLICIES

Safeguarding Policy and Procedures



PROTECT
LEARNERS



PROMOTE
WELLBEING



RESPOND
APPROPRIATELY



MAINTAIN
SAFE SPACES

SAFEGUARDING TODAY FOR A SAFER TOMORROW.

Policy Owner	Head of Centre & Operations
Authoriser	Chief People & Business Officer
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QUALITY

We strive for excellence in all that we do.



INTEGRITY

We act with honesty, fairness and transparency.



EMPOWERMENT

We empower individuals to reach their full potential.

Safeguarding Policy & Procedures

Policy Statement

The purpose of this policy is:

- To protect learners who receive services from MLC.
- To provide staff and external partners with the overarching principles that guide our approach to safeguarding.

Scope

This policy applies to anyone working on behalf of MLC including Senior Managers, The Board of Directors, employees, and external partners. MLC's safeguarding responsibilities cover any learner wherever they are based. Anyone over the age of 18 is legally an adult however, safeguarding also covers adults at risk.

Commitment

MLC are committed to ensuring the safety and welfare of all learners. MLC recognises that safeguarding and promoting the welfare of our learners is everyone's responsibility and we are committed to always acting in the best interests of our learners.

All staff have a duty to recognise, react, respond and report disclosures or concerns and work collaboratively in a person-centred approach. All colleagues should make sure that their approach addresses risks and prevent situations from escalating. This means that staff should always consider, what is in the best interests of the learner.

MLC adopts an open and accepting attitude towards our learners as part of its responsibility for pastoral care. Staff encourage learners to feel free to talk about any concerns and to see MLC as a safe place where everyone feels that their welfare is a high priority. Learners are encouraged to seek help from members of MLC staff.

MLC will:

- Have a designated safeguarding lead (DSL) who will be responsible for safeguarding overall, the DSL for MLC is Marina Etherden – tel. 07701 220132
- Ensure that all staff members act in the best interests of the learner;
- Ensure that staff members are aware of the Safeguarding Policy, introduced as part of staff induction and revisited regularly;
- Provide a safe environment in which learners can learn;
- Establish and maintain an ethos where learners feel secure and are encouraged to talk, and are listened to;

- Ensure that all learners know that there are staff members whom they can approach if they are worried or are in difficulty;
- Recognise its duties to learners in need, providing early help and intervention, while also providing support for learners at risk. Early help means providing support as soon as a problem arises.
- Ensure that when anyone raises a concern about a learner's welfare that they discuss the concern with the designated safeguarding lead, who in most instances would make a referral if this is appropriate;
- Operate safer recruitment procedures and make sure that all appropriate checks are carried out on new staff and external partners who will work with learners, including references and appropriate disclosure and barring checks (DBS).

Procedure

Outlined below is MLC's procedure for reporting safeguarding concerns. However, in an emergency any staff member or external partner working with MLC can contact the relevant emergency services, social services or adult services:

The core principles of safeguarding to be observed are:

1. Empowerment
2. Prevention
3. Proportionality
4. Protection
5. Partnership
6. Accountability

In practice this means:

- If a staff member or external partner has any concerns (except when a learner is in immediate danger) they should raise their concerns with the DSL who will decide on the most appropriate course of action and will provide ongoing support and advice to the individual who raised the concern.
- If a referral is appropriate the DSL should be the person to make the referral. However, it must be noted that anyone can make a referral.
- **If a learner is in immediate danger or is at risk of significant harm, a referral should be made to children/adult services and/or the police/emergency services immediately.** Anyone can make a referral.
- It is important that all parties act swiftly and avoid delays.
- In all cases the best interests of the learner is the primary consideration.
- MLC will refer all allegations against staff/external partners to the Local Authority Designated Officer.

- MLC will maintain records.
- MLC will respect privacy and confidentiality, where possible, but if doing so this leaves an individual at risk of harm then the individual's safety will always come first.

Supporting Victims of Abuse

MLC recognises that victims of abuse often do not tell anyone what is going on because:

- They have been threatened
- They fear punishment
- They feel guilty or ashamed
- They have not had the opportunity to be heard or believed
- They are unable to communicate the problem

Staff and external partners will be look for signs and symptoms of abuse such as:

- Physical signs such as changes in appearance, injuries and marks
- Changes in a learner's behaviour

Staff Training

The DSL and management team will receive training appropriate to their role every two years. All other staff will receive appropriate safeguarding training every year.

Any member of staff involved in recruitment/onboarding must complete Safer Recruitment Training.

The DSL will work under the law and observe/train appropriate staff in related legislation e.g. Claire's Law, Martyn's Law & online safety. In addition, all staff will be trained in identifying incel/femcel behaviours and issues arriving from county lines.

It is the DSLs job to ensure new legislation and guidance is cascaded to the wider team and training will be provided as necessary.

Forms of Abuse

MLC aims to promote the welfare of learners by recognising that individuals may suffer abuse in different ways:

Physically: Any purposeful acts of violence causing injury.

Sexually: The exploitation of authority or power to involve an individual in sexual gratification.

Emotionally: Emotional ill treatment or rejection affecting an individual's emotional wellbeing.

Financial abuse: The improper use of another person's finances without their consent.

Forced marriage: Marriage conducted without the full consent of both parties and under duress.

Bullying: Intentionally causing harm to others through harassment, assault or other subtler means including cyber bullying through email, social networking, texting etc. The use of technologies like the internet and mobile phones have provided new ways for abusers to target learners. They also provide a way for learners to abuse other learners. This is not tolerated at MLC.

FGM: Female Genital Mutilation comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs for nonmedical reasons. FGM is illegal in the UK. FGM constitutes a form of violence against women and girls and has short term and long term physical and psychological consequences.

Extremism: The Government's Prevent Strategy defines extremism as 'Vocal or active opposition to Fundamental British Values, including democracy, rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces.

Radicalisation: Radicalisation is defined as the process by which an individual or group comes to adopt increasingly extreme political social. Or religious ideals and aspirations.

To fulfil the Prevent duty, it is essential that all staff at MLC are able to identify learners who may be vulnerable to radicalisation and/or extremism -and know what to do when they are identified. The Prevent duty does not require organisations to carry out unnecessary intrusion into family life but as with any other safeguarding risk, at MLC, staff and external agencies working with learners must act when they observe behaviour of concern and follow existing safeguarding procedures.