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This policy is subject to annual review

M. Woodhead

Child and Vulnerable Adults Protection Policy

BASEGREEN ACADEMY LIMITED has a professional duty to provide children and vulnerable adults with appropriate safety and protection. As the welfare of the child/vulnerable adult is paramount, we are committed to providing safe equipment and facilities so that children/vulnerable adults may participate in courses/programmes in a secure environment. Additionally, we promote ethical behaviour, providing children/vulnerable adults with a sense of being valued. On this basis, we aim to ensure safe recruitment practices are always followed, to establish the suitability of personnel to work with children and/or vulnerable adults.

It is ultimately the responsibility of the Chief Executive (CEO) Mathew Woodhead, to ensure that this policy is published and accessible to all personnel, learners and any relevant third parties. However, the SLT, Designated Safeguarding Leads and teachers are responsible for ensuring this information is fully understood by the learners who commence courses/programmes in their sector area.

In order to provide safety, protection and security to children/vulnerable adults throughout our operations, we will adhere to our child/vulnerable adult protection policy/statement and aim to:

- § protect all children and vulnerable adults from abuse, whatever their age, culture, disability, gender, language, ethnic origin, religious beliefs or sexuality

- § raise awareness of child and vulnerable adult protection issues and promote good practice

- § conduct risk assessments to minimise potential hazards to children's and vulnerable adults' welfare

- § provide support to learners who have been abused and act proactively by preventing any similar incidents through risk assessment

- § ensure all personnel fully understand their responsibilities and are provided with the appropriate training/regular updates of the legislation.

In achieving our policy aims and being proactive, we have developed procedures related to the recruitment of personnel and how allegations of child/vulnerable adult abuse should be dealt with. In light of this, we implement safe recruitment practices, in checking the suitability of personnel to work with children and vulnerable adults.

Summary of the Personnel Recruitment Procedure

Applicants are required to complete an application form (which may lead to a subsequent interview) which contains explicit information about their past. These are required to be returned to the relevant department and the member of personnel managing the recruitment process. Where applicants will take significant responsibility for safeguarding children during activities within BASEGREEN ACADEMY LIMITED, they will be required to complete a Disclosure and Barring Service (DBS) check.

Personnel are selected on their suitability to meet the job/role-related requirements and responsibilities and their ability to demonstrate that they can work safely with children and/or vulnerable adults. Applicants will receive confirmation in writing relating to the outcome of their application/interview. If the outcome is positive, arrangements are made for induction and any relevant training, which includes clarification of activity requirements, responsibilities and child/vulnerable adult protection procedures and further identification of training needs. New members of personnel are then required to confirm their agreement to abide by BASEGREEN ACADEMY LIMITED policies and procedures, including the child/vulnerable adult protection policy, in writing. Awareness of child/vulnerable protection practice will continue to be addressed via ongoing training.

All members of personnel who work with children and vulnerable adults are required to adhere to this policy.

Centre personnel/learners/individuals identifying possible abuse must report the allegation to:

Designated Safeguarding Lead

Vonny Broadbent (BASEGREEN ACADEMY)

Email: Vonny.broadbent@basegreen.co.uk

Contact: 01142125910

Allegations will be taken seriously and dealt with as soon as practicable, in line with the recognised centre's child/vulnerable adult protection policy.

The designated Safeguarding Lead is also responsible for conducting any investigation and demonstrating the results if the child/vulnerable abuse is suspected to be committed by a member of staff. Throughout this procedure, records will be maintained and kept securely and confidentially, separately from the learners' file.