

APPRENTICESHIP ACADEMY PROGRAMMES

SAFEGUARDING POLICY

Introduction

This Safeguarding Policy has been developed to ensure the safety and welfare of all learners and staff. It is aligned with the 2024 updates to Keeping Children Safe in Education (KCSIE) and incorporates the latest guidance and best practices in safeguarding children and vulnerable adults. Our commitment to safeguarding is fundamental to our operations and reflects our duty of care to promote a safe environment for all individuals involved in our organisation.

This policy covers the delivery of Level 4 Apprenticeship Programmes (the programme(s)) offered by Manchester Digital (MD). These programmes are open to those aged 18 years and over. MD is responsible for ensuring that all staff, contractors, volunteers, and guest speakers understand and fulfill their safeguarding responsibilities, promoting the welfare of all learners, including adults at risk. In the workplace, learners may also be subject to their employers' safeguarding policies and procedures.

A vulnerable adult, for the purposes of this policy, includes anyone aged 18 or over who meets the following criteria:

- A substantial learning or physical disability,
- A physical or mental illness, including addiction,
- A significant reduction in physical or mental capacity.

PURPOSE

The purpose of this policy is to:

- Protect learners, staff, and volunteers from a range of preventable harm, with an emphasis on safeguarding those who may be at risk.
- Ensure an attitude of "it could happen here" to maintain vigilance and a proactive safeguarding approach.
- Promote awareness of the **Prevent Duty** and related obligations under safeguarding legislation.

MD is committed to creating a safe and inclusive working and learning environment by:

- Valuing, listening to, and respecting all learners, staff, and volunteers.
- Providing a clear reporting process for safeguarding concerns, led by the designated **Safeguarding Lead**.
- Embedding safeguarding and the **Prevent Duty** into programme content and delivery.
- Ensuring all staff undergo the appropriate recruitment checks, including DBS checks, and receive safeguarding training as required.

SAFEGUARDING ADULTS – 6 PRINCIPLES

MD adheres to the six core principles of safeguarding adults:

1. **Empowerment:** Learners are informed about how to recognise abuse and how to report concerns.
2. **Protection:** Effective risk assessments and reporting systems are in place.
3. **Prevention:** Staff are trained to identify risks and take action to prevent abuse.
4. **Proportionality:** Safeguarding interventions are conducted in proportion to the risks identified, and decisions are made in consultation with relevant individuals and agencies.
5. **Partnership:** MD works collaboratively with external agencies to safeguard learners.
6. **Accountability:** Clear roles, responsibilities, and lines of accountability are established for all staff involved in safeguarding.

ROLES AND RESPONSIBILITIES

Safeguarding is everyone's responsibility. All MD staff, contractors, and volunteers are expected to report concerns immediately, and they will be trained to understand their safeguarding obligations. The **Designated Safeguarding Lead (DSL)** will coordinate safeguarding responses, including engaging with external agencies when necessary.

Safeguarding Support

Staff, learners, and volunteers can access safeguarding support at any time through MD's communication platforms, such as Slack, which allows for public and private discussions of safeguarding issues.

Continuous Improvement

MD applies continuous improvement to safeguarding practices, ensuring swift adaptation to any changes in policy, guidance, or legislation.

RESPONDING TO DISCLOSURES

MD staff, contractors, and volunteers must:

- Take all disclosures seriously.
- Remain calm and supportive.
- Avoid leading questions and refrain from investigating.
- Never promise confidentiality, as some information may need to be shared with other agencies.
- Report disclosures to the **DSL** or relevant staff as soon as possible.
- Document the disclosure accurately, using the individual's words where possible, without offering opinions.

CONFIDENTIALITY AND INFORMATION SHARING

MD staff and volunteers are trained to follow confidentiality protocols. Information about individuals at risk will only be shared on a need-to-know basis with appropriate professionals and agencies. Safeguarding disclosures must be handled in compliance with data protection regulations, balancing confidentiality with the need to safeguard individuals.

ALLEGATIONS AGAINST STAFF, VOLUNTEERS, AND GUEST SPEAKERS

MD takes all allegations of abuse seriously and will follow due process to investigate any accusations made against staff, volunteers, or guest speakers. Where appropriate, MD will provide support to individuals who are the subject of allegations. Investigations will follow statutory procedures, and referrals will be made to external agencies when necessary.

DISCLOSURE AND BARRING (DBS) CLEARANCE RECORDS

All staff and relevant adults working with learners will be required to undergo enhanced DBS checks, in line with current regulations. DBS records will be updated every three years or sooner if required. Staff will not be allowed to work unsupervised with learners until they have completed the necessary checks.

REPORTING TO THE DISCLOSURE AND BARRING SERVICE (DBS)

MD has a duty to report any concerns or findings regarding an individual's suitability to work with vulnerable groups to the DBS, in compliance with legal obligations.

SAFER RECRUITMENT

MD follows safer recruitment practices to ensure that staff are suitable for working with apprentices and vulnerable adults. These practices include:

- Conducting DBS checks,
- Verifying identity and qualifications,
- Obtaining at least two satisfactory references, one of which should be from a previous employer.

Where subcontractors are used, MD will ensure that they comply with the same safeguarding standards.

STAFF DEVELOPMENT AND TRAINING

All MD staff are required to complete safeguarding and **Prevent Duty** training, which will be refreshed annually. Staff will also receive training on identifying and addressing issues such as child sexual exploitation, trafficking, forced marriage, and other safeguarding concerns.

VISITORS AND EXTERNAL SPEAKERS

All visitors must report to reception and wear visible ID badges. External speakers and visitors will be vetted in advance to ensure their content aligns with MD's values and safeguarding responsibilities. A member of MD staff must be present during external sessions.

LEGAL FRAMEWORK

MD's safeguarding policy is informed by the latest legislation, guidance, and best practices, including:

- **The Children Act, Care Act**, and other relevant acts.
- **Prevent Duty** and counter-terrorism laws.
- Guidance from **Ofsted** and **ESFA**.
- Current safeguarding frameworks for educational and training settings.

CATEGORIES OF ABUSE

MD recognises that abuse can take many forms, including but not limited to:

- Neglect,
- Physical, sexual, and emotional abuse,
- Bullying (including online bullying),
- Domestic abuse, female genital mutilation (FGM), forced marriage, and so-called honour-based violence,
- Radicalisation and extremist behaviour,
- Peer-on-peer abuse,
- Criminal and sexual exploitation,

- Online safety risks.

MONITORING AND REVIEW

This safeguarding policy will be reviewed annually or in line with updates in statutory guidance. All staff will be notified of changes, and new staff will receive the policy as part of their induction.

See Appendix 1 for full definitions.

REPORTING /DISCLOSURE CONTACTS

Dedicated Safeguarding Reporting safeguarding@manchesterdigital.com 7

Key Contact - Apprenticeship Skills Coach and Curriculum Lead 0161 238 8642
lynne@manchesterdigital.com

Apprenticeship Programme Delivery Manager & Technical Lead, Dan Evans,
dan@manchesterdigital.com 0161 238 8642

Designated Safeguarding Lead (DSL) - Talent and Skills Manager, Emma Grant, 0161 238 8642/ 07739560380 emma@manchesterdigital.com

Head of Operations - Ghislaine West 0161 238 8642 ghislaine@manchesterdigital.com

Managing Director, Katie Gallagher, 0161 238 8642 / 0784362850
katie@manchesterdigital.com

If there is an immediate concern of harm, in an emergency only, call 999. Appendix 2 sets out local contacts related to Safeguarding and Prevent duties.

REPORTING PROCESS

Receive & Record

- Listen carefully to any disclosure and remain calm
- Record brief factual notes including: date, time, description/key facts (in their words), action taken and names of who you informed about the disclosure.
- Reassure the person that the disclosure will be taken seriously
- Do not be judgmental
- Do not try to investigate the matter yourself

Inform & Report

- Inform Manchester Digital's Key Contact, Learning and Development Coach, of the disclosure as soon as possible
- If the Key Contact is not available, contact another member of the team listed in 'contacts'
- If there is immediate danger of harm, in an emergency only, call 999

Determine & Escalate

- Determine whether the concern/disclosure is a safeguarding issue or something else.
- Discuss how the risk can be minimised and person made safe.
- Seek advice from external agencies where required.
- Manchester Digital's Key Contact will escalate determined safeguarding matters for further action or intervention support as required.

Your work may occasionally require you to carry out some of the 'Don'ts', such as physical contact or working in a 1-to-1 situation. Please use common sense and continue your work, but also exercise discretion to ensure your actions are necessary and appropriate. Where possible, arrange in advance for another staff member or volunteer to be present, or inform them of where you will be, how long you expect to be there, and who you will be with.

Staff and volunteers should:

- Ensure the welfare of learners (or those under your care) always comes first, regardless of the aims of the activity being carried out.
- Keep relationships on a professional level, avoiding personal social contact. Separate personal and professional use of social media wherever possible.
- Ensure your dress and appearance are appropriate for your role, i.e., dress decently, safely, and suitably for the tasks you undertake. Avoid clothing that may be deemed offensive (e.g., containing political, sexually explicit, or otherwise contentious slogans).
- Treat all individuals equally and with dignity, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, or sexual orientation.
- Be aware of and comply with safeguarding policies and procedures.

Staff and volunteers should avoid:

- Behaving in any manner that could lead any reasonable person to question your suitability to work with children or vulnerable adults.
- Physical contact that could be open to misinterpretation by the child, vulnerable adult, or a third party. Even when applying first aid, staff should use discretion to ensure that contact is necessary and appropriate.
- Conferring special attention or favour upon a particular individual or group of learners, or acting in a way that could be misinterpreted.
- Using, or allowing others to use, over-familiar or sexually suggestive comments, inappropriate language, or behaviour.
- Using or allowing others to use language or behaviour that could be seen as undermining fundamental British Values.

PREVENT DUTY

What is it?

Prevent is about safeguarding people and communities from the threat of terrorism. It is one of the four elements of CONTEST, the Government's counter-terrorism strategy. Prevent aims to stop people from becoming terrorists or supporting terrorism.

At the heart of Prevent is safeguarding children and adults, providing early intervention to protect individuals and divert them from being drawn into terrorist activity. Radicalisation is the process by which individuals come to support terrorism, and in some cases, participate in terrorist groups. Radicalisation varies for each individual and can occur over an extended period or within a short timeframe.

Extremism refers to vocal or active opposition to fundamental British values.

The four fundamental British values are:

- **Democracy:** Your opinion counts.
- **The Rule of Law:** No one is above the law; laws protect everyone; innocent until proven guilty.
- **Individual Liberty:** Freedom of speech.
- **Mutual Respect and Tolerance:** Respecting people of all backgrounds, ages, genders, sexual orientations, religions, and beliefs.

Prevent commitment statement

Although Manchester Digital does not have a formal Prevent duty, we recognise the need to support statutory bodies we work with in fulfilling their duty under the Counter-Terrorism and Security Act 2015. This requires them to have due regard to the need to prevent people from being drawn into terrorism.

Manchester Digital has a duty to safeguard learners and apprentices. The 'Prevent Duty' is integrated within safeguarding to ensure individuals are kept safe and within the law.

Our commitment to supporting Prevent is interconnected with safeguarding, equality, and diversity, as well as the promotion of fundamental British values. Protecting individuals from the risk of radicalisation is part of broader safeguarding responsibilities. We recognise that some people build resilience to radicalisation through promoting British values and challenging extremist views.

We will ensure that professionals who work for or with us are aware of their roles and responsibilities in preventing radicalisation and extremism, including how to report concerns.

If you are uncertain, Manchester Digital's safeguarding reporting process should be followed for concerns relating to radicalisation.

What responsibilities do we have as part of the duty?

All employers and professionals we work with are expected to support this statement of commitment. This requires vigilance to spot potential issues, changes in attitude or behaviour, or any other concerns about a learner's health and well-being, which may indicate they are vulnerable and susceptible to radicalisation or extremism.

All learners, employers, and professionals we work with must:

- Abide by British Values and the PREVENT duty.
- Never tolerate a lack of respect for individuals.
- Celebrate diversity and promote inclusion.
- Be accepting of differences.

Training and awareness

All permanent Manchester Digital staff will undergo Government-provided Prevent awareness training. Contractors, volunteers, and guest speakers will be encouraged to undertake appropriate training where relevant.

Prevent training resources:

- [Government Prevent Awareness Training](#)

- [Prevent training via the Education and Training Foundation \(ETF\)](#)
- [Safeguarding Training \(including safer recruitment\)](#)

REVIEW

This policy is reviewed annually or as required.

Policy last reviewed: August 2024

Next policy review due: August 2025 or as required.

Signed:



Managing Director

APPENDIX 1

TYPES OF ABUSE DEFINITIONS

The following definitions apply throughout the Safeguarding Policy and associated procedures:

Vulnerable Adult or Adults: The Office of the Public Guardian (OPG 2013) defines a vulnerable adult as a person aged 18 or over who has a condition of the following type: • a substantial learning or physical disability

- a physical or mental illness or mental disorder, chronic or otherwise, including addiction to alcohol or drugs
- a significant reduction in physical or mental capacity.

Types of abuse and neglect:

Abuse:

A form of maltreatment of a child or vulnerable adult. Somebody may abuse or neglect a child or vulnerable adult by inflicting harm, or by failing to act to prevent harm. They may be abused by an adult or adults or child or children.

Physical Abuse:

Physical abuse may take many forms e.g. hitting, shaking, throwing, poisoning, burning or scalding, drowning or suffocating. It may also be caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child or vulnerable adult. This unusual and potentially dangerous form of abuse is now described as fabricated or induced illness.

Emotional Abuse:

- Emotional abuse is persistent emotional ill treatment causing severe and persistent effects

on the child or vulnerable adult's emotional development and may involve: ●

- Conveying the message that they are worthless or unloved, inadequate, or valued only in so far as they meet the needs of another person
- Not giving the child or vulnerable adult opportunities to express their views ● Deliberately silencing them or 'making fun' of what they say or how they communicate
- Interactions that are beyond a child or vulnerable adults developmental capability as well as overprotection and limitation of exploration and learning, or preventing from participating in normal social interaction
- Seeing or hearing the ill-treatment of another
- Serious bullying (including cyberbullying), causing children or vulnerable adults to feel frightened or in danger
- Exploitation or corruption of children or vulnerable adults
- Some level of emotional abuse is involved in most types of ill treatment, although emotional abuse may occur alone.

Sexual Abuse:

Sexual abuse involves forcing or enticing a child or vulnerable adult to take part in sexual activities, not necessarily involving a high level of violence, whether or not they are aware of what is happening. These activities may involve physical contact, including assault by penetration (for example rape or oral sex) and non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. This may also include non-contact activities, such as involving children or vulnerable adults in looking at, or being involved in the production of sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect:

Neglect involves the persistent failure to meet basic physical and/or psychological needs, likely to result in serious impairment of the child or vulnerable adult's health and development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to; provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child or vulnerable adults emotional needs.

There are also specific issues which we expect our staff to be aware of, these include:

- Child sexual exploitation
- Forced marriage
- Domestic violence
- Female genital mutilation
- Radicalisation

- Self harm
- Bullying/cyberbullying
- Drugs
- Faith abuse
- Gangs and youth violence
- Violence against women and girls
- Sexting
- Honour Based Violence
- Trafficking

APPENDIX 2

Organisation & Local Contacts

The following are for reporting, referral, reporting and multi agency working as and where appropriate.

LADO

If an Emergency, please call 101 or 999

AREA	EMAIL CONTACT OR WEB LINK	PHONE NUMBER
BARNSELY BIRMINGHAM	Ruth Holmes E:ruthholmes@barnsley.gov.uk Local Authority Designated Officer (LADO) (barnsley.gov.uk) Ladoteam@birminghamchildrenstrust.co.uk LADO - Birmingham Safeguarding Children Partnership (lscpbirmingham.org.uk)	01226 772341 (fall back No 01226 772400 0121 675 1669
BLACKPOOL COUNCIL	lado@blackpool.gov.uk www.blackpoolsafeguarding.org.uk	01253 477558
BOLTON	LADO@bolton.gov.uk Lisa Kelly	01204 337474
BOURNEMOUTH	lado@bcpcouncil.gov.uk Lauren Baldwin	01202 817600
BROMLEY BUCKINGHAMSHIRE	lado@bromley.gov.uk Home - Buckinghamshire Safeguarding Children Partnership (buckssafeguarding.org.uk)	020 8461 7775 (out of hours 0300 303 8671) 01296 387915
BURY	lado@bury.gov.uk LADO (Local Authority Designated Officer) - Bury Integrated Safeguarding Partnership	0161-253-6168
CORNWALL	lado@cornwall.gov.uk	01872 326536 16

COVENTRY	lado@coventry.gov.uk	024 7697 5483
DERBYSHIRE	cypsafeguarding@derby.gov.uk Allegations against staff and volunteers who work with children - Derby City Council	01332 642376 (urgent concern – 01332 841172)
DEVON	https://www.devon.gov.uk/educationandfamilies/child-protection/managing-allegations-against-adults-working-with-children	01392 384964
DONCASTER	LADO@doncaster.gcsx.gov.uk Local Authority Designated Officer Doncaster Children's Services Trust (doncasterchildrenstrust.co.uk)	01302 737332
DUDLEY	allegations@dudley.gov.uk https://safeguarding.dudley.gov.uk/safeguarding/child/work-with-children-young-people/management-of-allegations/	01384 813061
DURHAM	firstcontact@durham.gov.uk https://durham-scp.org.uk/professionals/	
ESSEX GLOUCESTERSHIRE HAMPSHIRE HARROW HARTLEPOOL	lado@essex.gov.uk lado@gloucestershire.gov.uk Child.protection@hants.gov.uk Rosalind South lado@hartlepool.gov.uk https://www.redcar-cleveland.gov.uk/resident/adult-children-health/children-services/more-information/Documents/LADO%20Information%20Leaflet.pdf	03330 139 797 (out of hours 0845 606 1212) 01962 876364 07871 987254 (out of hours 020 8424 0999) 01429 401844
KENT	kentchildrenslado@kent.gov.uk	03000 410888 (out of hours 03000 419191)
LANCASHIRE	Lado.admin@lancashire.gov.uk Tim Booth/Donna Green/ Shane Penn	01772 536 694
LEICESTERSHIRE	CFS-LADO@leics.gov.uk	0116 305 4141 (out of hours 0116 305 0005)
LINCOLNSHIRE	https://www.lincolnshire.gov.uk/safeguarding/lscp/7	01522 554674
LIVERPOOL	Liverpool Safeguarding Children Partnership (LSCP) - (liverpoolscp.org.uk)	
LONDON	Local authority designated officer (LADO) The London Borough Of Havering	
MANCHESTER	qualityassurance@manchester.gov.uk	0161 234 1214
MANCHESTER CITY COUNCIL	majella.o'hagan@manchester.gov.uk	0161 203 3232

MIDDLESBROUGH MILTON KEYNES NEWCASTLE UPON TYNE	<p>middlesboroughlado@middlesborough.gov.uk https://www.redcar-cleveland.gov.uk/resident/adult-children-health/chi ldren-services/more-information/Documents/LADO%20Information%20Leaflet.pdf The role of the LADO (Local Authority Designated Officer) - Milton Keynes Council (milton-keynes.gov.uk) Melanie.scott@newcastle.gov.uk Melanie Scott Local Authority Designated Officer (LADO) - Newcastle Safeguarding</p>	<p>01642 726004 0191 277 4636</p>
NORFOLK NORTHAMPTONSHIRE	<p>lado@norfolk.gov.uk https://www.norfolkscb.org/people-working-with-children/how-to-raise-a-concern/local-authority-designated-officer-lado/ ladoreferral@nctrust.co.uk http://www.northamptonshirescb.org.uk/schools/referrals-eha/designated-officer/</p>	
OXFORDSHIRE	Lado.safeguardingchildren@oxfordshire.gov.uk	01865 810603
NORTH YORKSHIRE	NYSCP (safeguardingchildren.co.uk)	
PORTSMOUTH	MASH@secure.portsmouthcc.gov.uk	023 9268 8793 (out of hours 0300 555 1373)
ROTHERHAM	<p>https://www.rotherham.gov.uk/child-protection/managing-allegations adults-working-children-professionals</p>	01709 336491
ROYAL BOROUGH OF GREENWICH, LONDON	<p>childrens-Lado@royalgreenwich.gov.uk www.greenwichsafeguardingchildren.org.uk</p>	020 8921 3930
SHEFFIELD	https://sheffieldscb.proceduresonline.com/pr_contacts.html	0114 273 4855
SOMERSET	<p>sdinputters@somerset.gov.uk https://sscb.safeguardingsomerset.org.uk/working-with-children/all-allegations-management/</p>	0300 123 2224
STAFFORDSHIRE ST HELENS STOCKPORT SURREY SUSSEX (WEST) SWINDON WAKEFIELD	<p>sthelenslado@sthelens.gov.uk https://sthelenssafeguarding.org.uk/scp/scp/workforce/allegations-against-professionals-lado https://www.stockport.gov.uk/start/contact-the-lado Lado@surreycc.gov.uk lado@westsussex.gov.uk swindonmash@swindon.gov.uk LADO Local Authority Designated Officer Wakefield Safeguarding Children Partnership (WSCP) (wakefieldscp.org.uk)</p>	<p>0800 1313 126 01744 671262 0161 474 5657 0300 123 1650 0330 222 6450 01793 466903 (out of hours 01793 436699)</p>

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WALSALL	Tina Cooper	07432 422205
WARWICKS HIRE	LADO@warwickshire.gov.uk This form should only be completed when making a referral or seeking advice from the LADO regarding a Person in a Position of Trust with children or young people (warwickshire.gov.uk)	0300 123 1650
WIGAN	lado@wigan.gov.uk	01942 486042 (out of hours 01942 828300)
WIRRAL	Safeguardingunit.wirral.gov.uk Pamela Cope	
WIRRAL COUNCIL	LADO@warwickshire.gov.uk LADO Allegations - Wirral Safeguarding Children Partnership (iprogress.co.uk)	0151 666 5525

Prevent Policy Contacts

Area	Email or weblink	Contact number
National Greater Manchester	www.gmp.police.uk/advice/advice-and-information/t/prevent/prevent	National Police Prevent Advice Line: 0800 011 3764 Greater Manchester Police Prevent Team: 0161 856 6345
Barnsley Council	https://www.barnsley.gov.uk/	Barnsley Council switchboard - on 01226 770770
South Yorkshire Police		South Yorkshire Police Prevent Team: 101
Anti-Terrorist Hotline		Anti-Terrorist Hotline - 0800 789 321
Crime Stoppers		Crime Stoppers - 0800 555 111
PREVENT: Yorkshire & Humber Regional Organised Crime Unit		https://yhrocu.org.uk/
Prevent West Yorkshire Police	https://www.westyorkshire.police.uk/ask-the-police/question/Q941	
Prevent City of London Police	https://www.cityoflondon.police.uk/advice/advice-and-information/t/prevent/prevent/	

Prevent in Newcastle Newcastle City Council	https://www.newcastle.gov.uk/services/communities-and-neighbourhoods/prevent-newcastle	
Prevent - Liverpool City Council	https://liverpool.gov.uk/prevent	Merseyside Police Prevent Team: 0151 777 4878.
East Riding - Preventing terrorism	https://www.eastriding.gov.uk/	
Annexe 3 Banes, Bath and North East Somerset	https://www.bathnes.gov.uk/services/neighbourhoods-and-community-safety/crime-prevention-and-community-safety	Samantha Jones: Tel: 0117 998 9112
Birmingham Avon and Somerset / Bristol Gloucester North Somerset	https://www.west-midlands.police.uk/specialist-teams/counter-terrorism https://www.avonandsomerset.police.uk/report/suspicious-activity-terrorism/ https://www.gloucestershire.police.uk/advice/advice-and-information/t/prevent/prevent https://saferstrongerns.co.uk/information-advice/terrorism-extremism/prevent	Simon Cole: 0800 789 321 Amanda Patterson: 0117 998 9112 Zoe Durrant: 01452 753500 Amanda Patterson: 0117 998 9112
Wiltshire Council	https://www.wiltshire.police.uk/advice/advice-and-information/t/prevent/prevent/	Chris Chamings: : 0800 789 321

REMEMBER: If urgent: call 999

List of Channel contacts. Sources and Legislation.

1. Criminal Justice and Courts Act 2015
<https://www.legislation.gov.uk/ukpga/2015/2/contents/enacted>
2. FGM Act 2003
<https://www.gov.uk/government/publications/female-genital-mutilation-resource-pack/female-genital-mutilation-resource-pack>
3. HH Department for Education
<https://www.gov.uk/government/organisations/department-for-education>
4. Serious Crime Act 2015 <https://www.legislation.gov.uk/ukpga/2015/9/contents/enacted>
5. Safeguarding Vulnerable Groups Act 2006

<https://www.legislation.gov.uk/ukpga/2006/47/contents>

6. Protection of Freedom Act 2012

<https://www.legislation.gov.uk/ukpga/2012/9/contents/enacted>

7. Counter Terrorism and Security Act 2015

<https://www.gov.uk/government/collections/counter-terrorism-and-security-bill>

8. Counter Terrorism Strategy (CONTEST) 2018

<https://www.gov.uk/government/publications/counter-terrorism-strategy-contest-2018>

9. Working Together to Safeguard Children 2020

[https://www.gov.uk/government/publications/working-together-to-safeguard-children-- 2](https://www.gov.uk/government/publications/working-together-to-safeguard-children--2)

PREVENT ACTION PLAN

Action plan will be considered by the Board of Governors under the Safeguarding standing item.

Action	Impact of Action	By Whom	Date Achieved
Ensure Staff, learners and employers are aware of reporting procedures All staff and learners Embedded into inductions and updates.	Individuals know how to report	All staff and learners and concerns employers	Ongoing as required
Develop a plan to embed continuous learner awareness of the Prevent Agenda through tutorials, talks and 1 and/or themed weeks connections	Learners recognise the signs of extremism in themselves and others	Curriculum Lead; All Learners	In progress
Ensure all staff complete Prevent Training by The Home Office within their probation period.	Heighten awareness of staff to PreventAgenda	All Staff	Ongoing as required

Ensure Board of Governors have recently Prevent training and awareness or provide evidence of this	Governance is robust and informed	All Governors	In progress
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