

LTE Group

Safeguarding Scheme

Introduction

LTE Group is committed to protecting all children, young people and adults from any risk of significant harm. The fundamental principles of this policy are based on legislation and a moral duty to safeguard the welfare of LTE's students, staff and wider community.

LTE group recognises that safeguarding encompasses the duties of child protection and promoting the rights and welfare of young people and adults. As such, it is:

- everyone's responsibility to safeguard students
- everyone who comes into contact with students and their families has a role to play; and
- everyone working with students maintains an attitude of 'it could happen here' (Keeping Children Safe in Education).

These responsibilities apply to all members of the Group community, including for example contractors and visitors, during any interactions they may have with staff and students.

Statutory responsibilities and background

The following Acts are especially relevant to the Group's safeguarding responsibilities but are not limited to this list:

- Children Act 1989
- Sexual Offences Act 2003
- Safeguarding Vulnerable Groups Act 2006
- Female Genital Mutilation Act
- Children and Social Work Act 2017

The Department for Education advice and guidance is frequently updated and identified as:

- Keeping Children Safe in Education
- Working Together to Safeguard Children

Safeguarding is defined, simply, as:

- protecting children, young people and vulnerable adults from maltreatment
- preventing impairment of children's, young people's and vulnerable adult's health or development
- ensuring that children, young people and vulnerable adults are developing in circumstances consistent with the provision of safe and effective care
- taking action to enable all children, young people and vulnerable adults to have the best outcomes.

Scope

This scheme applies to all students and staff within the Group.

Aims:

- To embed clear procedures and practice to ensure compliance with legislation
- To establish a safe environment for all
- To work in partnership with key stakeholders to keep children, young people and vulnerable adults students safe
- To prevent unsuitable people working with students
- To provide adequate training and supervision for all staff in relation to child protection and safeguarding
- To develop and embed procedures to support the most vulnerable students from risk of significant harm
- To continually keep our Prevent Risk Assessment up to date throughout the Group
- To identify safeguarding concerns and act on them quickly to keep students safe.

Safeguarding

Action may be needed to protect children, young people and vulnerable adults from a range of different forms of abuse or scenarios where they may suffer harm.

- Neglect
- Physical abuse
- Sexual abuse and harassment
- Emotional abuse
- Bullying, including online bullying and prejudice-based bullying
- Racist, disability and homophobic or transphobic abuse
- Gender-based violence/violence against women and girls
- Domestic violence & abuse
- Female Genital Mutilation
- Forced marriage
- Online Pornography
- Child sexual exploitation and trafficking
- People Trafficking
- The impact of new technologies on sexual behaviour, for example sexting
- Teenage relationship abuse
- Substance misuse
- Issues that may be specific to a local area or population, for example gang activity and youth violence
- Fabricated or induced illness
- Financial abuse

Radicalisation or Extremist Behaviour

The Prevent Duty (21st September 2015 issued under Section 26 of the Counter-Terrorism and Security Act 2015) designates all institutions, including sixth form colleges and independent training providers, in helping prevent people being drawn into terrorism which includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit.

The Prevent Duty has three objectives and is detailed in the Prevent Duty Guidance for England and Wales (2023):

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
- Supporting sectors and institutions where there are risks of radicalisation.

Outcomes:

All Business Units will:

- develop appropriate policies for safeguarding relevant to their students
- have and continually update a Prevent risk assessment
- provide safeguarding training inline with KCSIE annual updates

The LTE Group/Total People People and Talent teams will ensure that the following policies and procedures are in place and are routinely used across the Group:

- Safer Recruitment (including vetting and DBS checks)
- Whistleblowing

The LTE Group/Total People People and Talent teams will ensure that the Single Central Register is in place and accurate at all times and will encompass all business units and service areas.

The LTE Group/Total People People and Talent team will ensure that cross group mandatory training is updated annually inline with legislation and compliance is monitored and tracked across group.

Relevant Policies

- The Manchester College Safeguarding Policy
- UCEN Manchester Safeguarding Policy
- NOVUS Safeguarding Policy
- Total People/MOL Safeguarding Policy
- Safer Recruitment Policy
- Whistleblowing Policy