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**Adults at Risk Policy**

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| **Policy reviewed** | Sept 2020 |
| **Date for next review** | Sept 2021 |
| **Signed by Chair of Trustees:** |  |

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## Purpose

This policy sets out Trinity Specialist Colleges approach to safeguarding and the promotion of the welfare of learners/adults at risk. It applies to Trustees, employees, volunteers, visitors, employers, transportation companies and contractors with direct access to learners/adults at risk, all of which have an important role to play in safeguarding, in particular to ensure the welfare and prevention of abuse and/or harm.

## Definitions

Trinity Specialist College uses definitions of the term ‘safeguarding’ from statutory guidance.

* The 2014 Care Act
* Mental Capacity Act (Including Depravation of Liberty Safeguarding) 2005
* Safeguarding Vulnerable Adults Act 2006
* Protection of Freedoms Act 2012
* Keeping Children Safe in Education September 2020
* Section 26 (1) of the Counter Terrorism and Security Act 2015
* Prevent Duty Guidance for Further Education Institutions 2015
* Mandatory Reporting of Female Genital Mutilation Oct 2015
* Controlling or Coercive Behaviour Statutory Guidance Framework December 2015
* The 2014 Care Act

Safeguarding learners is defined as:

* protection from maltreatment
* preventing impairment to health or development
* ensuring that learners are safe in circumstances.
* taking action to enable all children to have the best outcomes.

Safeguarding adults at risk is defined in the:

[Care and support statutory guidance](https://www.gov.uk/government/publications/care-act-statutory-guidance) issued under the Care Act 2014 as:

* protecting the rights of adults to live in safety, free from abuse and neglect.
* people and organisations working together to prevent and stop both the risks and experience of abuse or neglect.
* people and organisations making sure that the adult’s wellbeing is promoted including, where appropriate, taking fully into account their views, wishes, feelings and beliefs in deciding on any action.
* recognising that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances and therefore potential risks to their safety or well-being.

A ‘Young Person’ is defined as aged between 12 and 20.

An ‘Adult at Risk’ is defined as a person aged 18 years or over 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 is unable to protect him or herself against significant harm or exploitation. It may also include adults who are vulnerable for some other reason, for example those who have caring responsibilities, special educational needs, addiction, or who have suffered abuse or trauma. ‘Looked After Children’, ‘Care Leavers’ and students with special educational needs up to age 25 may also need additional services, assistance, protection and consideration.

## Recruitment

Trinity Specialist College carries out safer recruitment checks on everyone who works or volunteers with us. All roles require-

* an identity check.
* a barred list check.
* an enhanced Disclosure and Barring Service (DBS) check
* a prohibition from teaching check.
* further checks on people who have lived or worked outside the UK: this would include recording checks for those European Economic Area (EEA) teacher sanctions and restrictions.
* a check of professional qualifications
* a check to establish the person’s right to work in the United Kingdom.
* Two references from previous employers.

In line with statutory changes, underpinned by regulations, the College will maintain a Single Central Record (SCR). This document will cover the following people:

all staff, including supply staff and volunteers.

## Expectations

Everyone working at Trinity Specialist College has a responsibility to familiarise themselves with this safeguarding policy and the procedures that go with it. They must maintain a proper focus on the safety and welfare of learners and adults at risk in all aspects of their work.

## Training

Trinity Specialist College is committed to ensuring that everyone who works for us understands their safeguarding responsibilities and keeps their knowledge up to date. All staff must complete annual Safeguarding training.

## Acting on safeguarding concerns

Trinity Specialist College staff have a responsibility to make sure that any concerns about learner and adults at risk are reported immediately.

If anyone is concerned that a learner or vulnerable adult at risk of being abused or neglected, they should not ignore their suspicions and should not assume that someone else will take action to protect that person.

Concerns about learners should be recorded on My Concern and managed by the designated Safeguarding Lead.

Anyone working for Trinity Specialist College who has concerns about the behaviour of a colleague must always raise this with their line manager or the HR and Welfare Manager as quickly as possible.

1. **Learning and improving**

Trinity Specialist College staff are determined to keep improving knowledge and understanding of how best to protect learners and vulnerable adults. Reviews of our actions will take place regularly to learn lessons about when our systems need to improve and to check that we are placing the right emphasis on safeguarding in our work. We will also promote a culture in which we are able to highlight and review near misses to learn and improve our practice.

Where a staff member feels unable to raise an issue with their senior management or feel that their genuine concerns are not being addressed, the whistle blowing policy needs to be followed.

1. **Useful Contacts:**

**Local Authority Designated Officer (LADO):** 0121 675 1669

**Adults & Communities Access Point (ACAP):** 0121 303 1234

**Trinity Specialist College Safeguarding Contacts**

Lindsay Harris: 07984 728314

Jodie Diver: 07538 862473

**Prevent Co-ordinator**: Lindsay Harris: 07984 728314

**Online Safety National helpline**: www.saferinternet.org.uk/helpline

**FGM Helpline**: 0800 028 3550: E mail@fgmhelp@nspcc.org.uk