

PBA Ltd/EMPI Awards Safeguarding Adults, Children & Young Persons Policies

A. Safeguarding Adults Policy

Aims

PBA Ltd/EMPI Awards is committed to:

- Ensuring that the welfare of adults is paramount at all times
- Maximising people's choice, control and inclusion and protecting their human rights
- Working in partnership with others in order to safeguarding vulnerable adults
- Ensuring safe and effective working practices are in place.
- Supporting staff within the organisation.

Introduction

This policy sets out the roles and responsibilities of PBA Ltd/EMPI Awards in working together with other professionals and agencies in promoting adults welfare and safeguarding them from abuse and neglect.

Scope

This policy applies to all staff (permanent, seconded or temporary) of PBA Ltd/EMPI Awards as well as all people who work on behalf of PBA Ltd/EMPI Awards and client employee 'learners' undertaking qualifications with Philip Brain Associates.

Definitions

A vulnerable adult is defined as:

- any person aged 18 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 maybe unable to take care of him or herself or unable to protect him or herself against significant harm or serious exploitation

Thus all adults who meet the above criteria may be defined as vulnerable adults.

Responsibilities of PBA Ltd/EMPI Awards

- PBA Ltd/EMPI Awards will take action to identify and prevent abuse from happening.
- Respond appropriately when abuse has or is suspected to have occurred.
- Ensure that the agreed safeguarding adults procedures are followed at all times.
- Provide support, advice and resources to staff in responding to safeguarding adult issues.
- Inform staff of any local or national issues relating to safeguarding adults.
- Ensuring staff have access to appropriate consultation and supervision regarding safeguarding adults.
- Understand how diversity, beliefs and values of people who use services may influence the identification, prevention and response to safeguarding concerns.

Responsibilities of all staff

- Follow the safeguarding policies and procedures at all times, particularly if concerns arise about the safety or welfare of a vulnerable adult.
- Contribute to actions required including information sharing and attending meetings.
- Work collaboratively with other agencies to safeguarding and protect the welfare of people who use services.
- Remain alert at all times to the possibility of abuse.

- Recognise the impact that diversity, beliefs and values of people who use services can have.

Reporting Abuse

1. If staff suspect a vulnerable person is being abused or is at risk of abuse, they are expected to report concerns to a line manager (unless they suspect that the line manager is implicated).
2. If at any time staff feel the person needs urgent medical assistance, they have a duty to call for an ambulance or arrange for a doctor to see the person at the earliest opportunity.
3. If at the time staff have reason to believe the vulnerable person is in immediate and serious risk of harm or that a crime has been committed the police must be called.
4. Any allegations of abuse must be reported to the appropriate authority.

Confidentiality and information sharing

Consent is not required to breach confidentiality and make a safeguarding referral where;

- A serious crime has been committed
- Where the alleged perpetrator may go on to abuse other adults
- Other vulnerable adults are at risk in some way
- The vulnerable adult is deemed to be in serious risk
- There is a statutory requirement e.g. Mental Health Act 1983, Care Standards Act 2000
- The public interest overrides the interest of the individual

If a worker has any doubt about the legality of sharing information, they must in the first instance consult their manager.

Monitoring

Gavin Brain will be responsible for monitoring this policy.

This policy will be reviewed annually.



Philip Brain

16th March 2019

PBA Ltd/EMPI Awards

B. Safeguarding Children/Young Persons Policy

EMPI Awards

Introduction

EMPI Awards is an Awarding Organisation t/a:

Philip Brain Associates Limited

EMPI Awards is based at:

Swallows Rest

Pendalog

Llanfyllin

Powys

SY225ET

EMPI Awards is managed by a board of Governors (the Board). One of the Governors has particular responsibility for safeguarding Children/Young Persons.

The Board has adopted this safeguarding Children/Young Persons policy and expects every adult working for EMPI Awards to support it and comply with it. Consequently this policy shall apply to all staff, managers, governors, directors, or anyone working on behalf of EMPI Awards.

1. Purpose of the Policy

This policy is intended to protect Children/Young Persons and young people who receive any service from us, including those who are the Children/Young Persons of adults who may receive services from us.

As an organisation we believe that no child or young person should experience abuse or harm and are committed to the protection of Children/Young Persons and young people and this policy is intended to provide guidance and overarching principles to those who represent us as staff, to guide our approach to child protection and safeguarding.

2. The Risks to Children/Young Persons

Nearly every child grows up in a safe and happy environment and it is important not to exaggerate or overestimate the dangers. Nevertheless, there are situations where Children/Young Persons need protection including:

- Sexual abuse
- Grooming
- Physical and emotional abuse and neglect
- Domestic violence
- Inappropriate supervision by staff or volunteers
- Bullying, cyber bullying, acts of violence and aggression within our schools and campuses
- Victimisation
- Self-harm
- Unsafe environments and activities (see Section 4 of this Policy)
- Crime
- Exploitation

3. Disclosure and Barring

EMPI Awards offers the following activities for Children/Young Persons:
Apprenticeship End Point Assessment (EPA)

Some of our activities may therefore require adult participants or adult leaders to undergo DBS and/or police checks under the Safeguarding Vulnerable Groups Act 2006. The required level of checking (if any) will broadly reflect the degree and frequency of unsupervised access given to other people's Children/Young Persons.

The Board will take very seriously any allegation of impropriety on the part of any member of EMPI Awards. A member of EMPI Awards who discovers anything amiss should get in touch immediately with the following:

Mr Gavin Brain
Responsible Officer

The Board will review the allegation and the likely risk to Children/Young Persons and, if appropriate, will consider banning the member from future events or revoking his or her membership or both, but only in full accordance with the rules and procedures of EMPI Awards.

4. Health & Safety Aspects of Safeguarding Children/Young Persons

Before starting any event for unaccompanied Children/Young Persons, the Board will carry out a risk assessment and then take steps to minimise all risks to health and safety. Parents and Children/Young Persons will be made aware of any particular risks and of the steps to be taken to minimise those risks. The Board will keep a record of any such risk assessments carried out.

Sufficient adults must be present at any event for unaccompanied Children/Young Persons to enable one adult to deal with any emergency while another adult supervises the Children/Young Persons not directly affected by the emergency.

5. Policy on the Prevention of Bullying

EMPI Awards will not tolerate the bullying of Children/Young Persons either by adults or by other Children/Young Persons. If any incident of child-on-child or young person-on-young person) bullying should arise at a EMPI Awards event, those involved will be separated immediately and the parents of the Children/Young Persons involved will be asked to deal with the matter. The Board will review all incidents of child-on-child bullying and assess the likely future risk to Children/Young Persons. If appropriate, the Board will consider banning a child from future events, but only in full accordance with the rules and procedures of EMPI Awards. Allegations of adults bullying Children/Young Persons will be dealt with under Section 3 above.

6. Photographing Children/Young Persons

No photos will be taken or published of any child attending an event or activity unless prior written permission is sought from a person with parental responsibility. If any person has any concerns regarding any person taking photos at an event or activity, that person should contact EMPI Awards immediately.

7. Managing Behaviour, Discipline and Acceptable Restraint

Adults supervising Children/Young Persons at EMPI Awards events must never use any form of corporal punishment. If physical restraint is absolutely necessary to prevent injury to any person or to prevent serious damage to property, then the minimum necessary restraint may be used — but for that purpose only.

Unacceptable behaviour at EMPI Awards events for unaccompanied Children/Young Persons will generally be stopped by separating the Children/Young Persons from each other and from the group. The miscreants will be suitably supervised and will be returned as soon as possible to the care of their parents.

EMPI Awards may apply a further disciplinary sanction; namely the banning of the child from one or more future events over the following 18 months. Any such sanction would be determined and applied by the following officer:

Mr Gavin Brain

NOTE: This Policy was approved by the following officer on 23/10/2019 and is due for review every 2 Years:



Mr Philip Brain

References

Protection of Freedoms Act 2012

Children/Young Persons and Families Act 2014

Special educational needs and disability (SEND) code of practice - Guidance on the special educational needs and disability (SEND) system for Children/Young Persons and young people aged 0 to 25, from 1st September 2014

Information sharing: advice for practitioners providing safeguarding services

Working together to safeguard Children/Young Persons (2017)

Management of Health and Safety at Work Regulations 1999